Stanislaus Consolidated Fire Protection District
3324 Topeka Street
Riverbank, CA 95367
Phone: (209) 869-7470 Fax: (209) 869-7475
Email: admin@scfpd.us
Www.scfpd.us

Brandon Rivers	**Greg Bernardi**	**Richard Murdock**	**Charles E. Neal**	**Steven Stanfield**
President	Vice President	Director	Director	Director
Waterford	BOS District 1	BOS District 2	Riverbank	BOS District 1

AGENDA

Wednesday, November 18, 2026, at 6:00 P.M.
SPECIAL MEETING OF THE
STANISLAUS CONSOLIDATED FIRE PROTECTION
DISTRICT BOARD OF DIRECTORS

Station 26 Meeting Room, 3318 Topeka Street, Riverbank, CA
(THE AGENDA PACKET IS POSTED AT EACH SCFPD LOCATION AND AT WWW.SCFPD.US)

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1. CALL TO ORDER

President Rivers

2. PLEDGE OF ALLEGIANCE

President Rivers

3. INVOCATION

Pastor Charles E. Neal with Riverbank Assembly of God Church

4. ROLL CALL

Board President:	Rivers
Board Vice President:	Bernardi
Director:	Murdock
Director:	Neal
Director:	Stanfield

5. APPROVAL OF AGENDA – *at this time, a Board Member may pull an item from the agenda.*

6. CONFLICT OF INTEREST DECLARATION – *Declaration by Board of Director members who may have a conflict of Interest on any scheduled agenda item is to declare their conflict at this time.*

7. PRESENTATION/ACKNOWLEDGEMENTS

Item 7.A: Employee Recognition of Years of Service

Item 7.B: New Hires/Promotions/Retiree Announcements

8. PUBLIC COMMENTS- *The Board of Directors welcomes participation in Board meetings. Matters under the jurisdiction of the Board that are not posted on the agenda may be addressed by the public. California law prohibits the Board from acting on any matter which is not on the posed agenda, unless the Board determines that it is an emergency or other situation specified in Government Code Section 54954.2. Public comments are limited to three (3) minutes per individual. Please make your comments directly to SCFPD Board President.*

ACTION CALENDAR

9. CONSENT ITEMS- *All matters listed on the Consent Calendar are considered routine and will be enacted upon by one motion unless otherwise requested by an individual Board Member or public for special consideration.*

Item 9.A: Acceptance of Warrants (Check Register) – October 2026
Recommendation: Accept by Consent Action

Item 9.B: Acceptance of Financial Reports – October 2026
Recommendation: Accept by Consent Action

10. DISCUSSION ITEMS

Item 10.A: Salida Ad-Hoc Committee discussion regarding upcoming meeting in January 2027.

Item 10.B: Stryker Purchase - Emergency Medical Equipment Replacement.

11. PUBLIC HEARING

No Public Hearing Items Scheduled.

12. ACTION ITEMS

Item 12.A: Consideration of Resolution 2026-012 Amending the District's Non-Safety Employee Handbook.

Recommendation: Adopt Resolution 2026-012 approving amendments to the District's Non-Safety Employee Handbook, including the addition of the Finance Administration Manager classification and other proposed revisions.

Item 12.B: Consideration of Resolution 2026-013 the 5% Cost of Living Adjustments for Certain Non-Safety Unrepresented Positions and Adoption of Updated Salary Schedules.

Recommendation: Consider adoption of Resolution No. 2026-013 approving three proposed 5% cost-of-living adjustments for eligible non-safety unrepresented classifications and adopting the associated Board-approved salary schedules. The increases would be effective January 1, 2027, January 1, 2028, and January 1, 2029.

Item 12.C: Authorization to over hire Firefighters.

Recommendation: Approve the over hiring of Five (5) Firefighters, rather than previously planned three (3) to support staffing needs.

Item 12.D: Consideration of Resolution 2026-014 Contribution to the Smoke Detector Purchase and Distribution Program not to exceed the amount of $5,000 for the Smoke Detector Purchase Program.

Recommendation: Approve resolution 2026-014 Contribution to the Smoke Detector Purchase and Distribution Program not to exceed the amount of $5,000 for the Smoke Detector Purchase Program.

Item 12.E: Authorize the receipt of grant funds from the 2026 - Proposition 4 – Specialized Firefighting Equipment, if the District is selected as an award recipient.

Recommendation: Authorize the District to accept funding under the California Fire Foundation's 2026 Proposition 4 Grant Program, if awarded; approve the attached authorization letter; and authorize the Board President to sign the letter and the Fire Chief to execute necessary grant documents, subject to legal review and provided the final award does not impose matching-fund requirements or other material financial obligations beyond those approved by the Board.

Item 12.F: Consideration of Resolution 2026-015 Limited Amendment to City of Modesto Fire Administration Services Agreement.

Recommendation: Adopt Resolution No. 2026-015 authorizing the Fire Chief to execute a limited amendment to the District's Fire Administrative Services Agreement with the City of Modesto establishing the FY 2026–27 payment schedule, subject to District Counsel's review and approval and the conditions in the resolution.

Item 12.G: SB 580 – Immigration Enforcement Response Policy.

Recommendation: Adopt Resolution 2026-016 approving the District's Immigration Enforcement Response Policy in compliance with Senate Bill 580 (SB 580).

13. COMMUNICATIONS

1. **Correspondence** –
   No Correspondence Items.

2. **Written Staff Reports** –
   Item 13.2.A: Monthly Call Log
   Item 13.2.B: Training
   Item 13.2.C: Fire Prevention
   Item 13.2.D: Local 3399

3. **Verbal Reports** –
   Item 13.3.A: Fire Chief – Monthly Verbal Board Report
   Item 13.3.B: Capital Improvements – (Murdock/Stanfield)
   Item 13.3.C: Finance – (Neal/Rivers)
   Item 13.3.D: Personnel – (Bernardi/Stanfield)
   Item 13.3.E: Fire Advisory with Modesto Fire Dept.- (Bernardi/Murdock)
   Item 13.3.F: Oakdale Fire Protection District AD-HOC – (Bernardi/Rivers)
   Item 13.3.G: Ceres Fire Protection District AD-HOC – (Murdock/Neal)
   Item 13.3.H: Salida Fire Protection District AD-HOC - (Bernardi/Rivers)
   Item 13.3.I: Modesto Administrative Services Agreement - (Rivers/Murdock)

4. **Directors Comments** – *At this time, Board Members may verbally make individual announcements, report briefly on their activities, or request an item be place on a future agenda.*

14. CLOSED SESSION

No Closed Session Scheduled.

15. RETURN TO OPEN SESSION

16. CLOSED SESSION REPORT

17. ADJOURNMENT

The next regularly scheduled meeting of the SCFPD Board of Directors is December 9th, 2026.

at 6:00 p.m. in the Station 26 Meeting Room, located at 3318 Topeka Street, Riverbank, CA.

AFFIDAVIT OF POSTING

I, Jessica Sousa, Clerk of the Board (A) of the Stanislaus Consolidated Fire Protection District, do hereby declare the foregoing agenda for the Special meeting of the Board of Director has been posted at the Administrative Offices, District website of the Stanislaus Consolidated Fire Protection District at least 24 hours prior to the meeting date and will also be posted at each of the District Fire Stations.

Dated: November 17, 2026, Time: 4:30 PM

Jessica Sousa /s/

Jessica Sousa
Board Clerk (A)
Stanislaus Consolidated Fire Protection District

ADA Compliance Statement: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact Board Clerk at (209) 869-7470 or boardclerk@scfpd.us Notification 72 hours prior to meeting will enable the District to make reasonable arrangement to ensure accessibility to this meeting.

SCFPD

My Check Report

By Check Number

Date Range: 10/01/2026 - 10/31/2026

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: AP BANK - GEN FUND-TRI-COUNTIES BANK - SCFPD GENERAL FUND						
00002	49er Communications, Inc.	10/13/2026	Regular	0.00	-337.38	12617
00002	49er Communications, Inc.	10/13/2026	Regular	0.00	337.38	12648
00033	alert-all Corp.	10/13/2026	Regular	0.00	6,860.85	12649
00030	Al's Certified Safe and Lock	10/13/2026	Regular	0.00	660.00	12650
00057	AT&T CALNET 2/3	10/13/2026	Regular	0.00	3,253.82	12651
00094	Bound Tree Medical, LLC.	10/13/2026	Regular	0.00	843.96	12652
00104	C.A.P.F.	10/13/2026	Regular	0.00	1,326.00	12653
00122	Capitol Public Finance Group	10/13/2026	Regular	0.00	645.00	12654
00181	Deep Clean Crew	10/13/2026	Regular	0.00	385.00	12655
00218	Engineered Fire Systems, Inc	10/13/2026	Regular	0.00	5,670.00	12656
00250	Foster & Foster	10/13/2026	Regular	0.00	13,500.00	12657
00721	Heller Consulting Services	10/13/2026	Regular	0.00	5,368.37	12658
00302	Hunt & Sons LLC	10/13/2026	Regular	0.00	21,126.23	12659
00384	Life-Assist, Inc.	10/13/2026	Regular	0.00	775.10	12660
00391	Mail Depot	10/13/2026	Regular	0.00	17.47	12661
00392	Mallory Safety & Supply Inc	10/13/2026	Regular	0.00	1,455.56	12662
00401	McCoy's Truck & Tire Service	10/13/2026	Regular	0.00	3,710.21	12663
00409	MES Municipal Emergency Services	10/13/2026	Regular	0.00	10,199.04	12664
00441	Neal, Charles E.	10/13/2026	Regular	0.00	200.00	12665
00449	NRS	10/13/2026	Regular	0.00	155.17	12666
00450	O'Reilly Auto Parts	10/13/2026	Regular	0.00	262.31	12667
00513	Richard Murdock	10/13/2026	Regular	0.00	300.00	12668
00518	Riverbank Automotive & Smog, Inc	10/13/2026	Regular	0.00	2,011.08	12669
00531	San Joaquin Valley Air Pollution Control	10/13/2026	Regular	0.00	50.00	12670
00541	Scott's PPE Recon Inc.	10/13/2026	Regular	0.00	1,139.50	12671
00704	Sharpening Shop	10/13/2026	Regular	0.00	1,871.07	12672
00568	Stanfield, Steven	10/13/2026	Regular	0.00	100.00	12673
00572	Stanislaus County Auditor-Controller	10/13/2026	Regular	0.00	53,651.00	12674
00574	Stanislaus County EMS Agency	10/13/2026	Regular	0.00	93.00	12675
00643	Verizon Wireless	10/13/2026	Regular	0.00	30.06	12676
00655	Waterford Farm Supply, Inc.	10/13/2026	Regular	0.00	7.54	12677
00662	West America Loan	10/13/2026	Regular	0.00	85,030.00	12678
00729	Winma Heating & Air Inc.	10/13/2026	Regular	0.00	23,580.00	12679
00119	CalPERS Online	10/09/2026	Bank Draft	0.00	47.43	DFT0000700
00119	CalPERS Online	10/09/2026	Bank Draft	0.00	2.79	DFT0000701
00119	CalPERS Online	10/09/2026	Bank Draft	0.00	66,350.90	DFT0000706
00101	Bussell, Rick EFT	10/01/2026	Bank Draft	0.00	608.33	DFT0000738
00496	Quinones, Peter EFT	10/01/2026	Bank Draft	0.00	750.00	DFT0000739
00700	Eric DeHart	10/01/2026	Bank Draft	0.00	691.66	DFT0000740
00297	Henriquez, Nelson EFT	10/01/2026	Bank Draft	0.00	790.00	DFT0000741
00677	Willdan Financial Services EFT	10/01/2026	Bank Draft	0.00	3,587.92	DFT0000742
00167	Crabtree, Michael EFT	10/01/2026	Bank Draft	0.00	391.91	DFT0000743
00509	Regional Government Services	10/01/2026	Bank Draft	0.00	863.20	DFT0000744
00255	FRMS Fire Risk Management Services	10/01/2026	Bank Draft	0.00	8,393.62	DFT0000745
00100	Burton's Fire, Inc	10/01/2026	Bank Draft	0.00	35.58	DFT0000746
00100	Burton's Fire, Inc	10/01/2026	Bank Draft	0.00	333.98	DFT0000747
00100	Burton's Fire, Inc	10/01/2026	Bank Draft	0.00	393.94	DFT0000748
00363	L.N. Curtis & Sons	10/01/2026	Bank Draft	0.00	185.04	DFT0000749
00021	AFLAC Online	10/02/2026	Bank Draft	0.00	67.10	DFT0000753
00021	AFLAC Online	10/02/2026	Bank Draft	0.00	314.52	DFT0000754
00712	CA State Disbursement Unit	10/02/2026	Bank Draft	0.00	588.46	DFT0000755
00570	Stanislaus Consolidated Firefighters Unio	10/02/2026	Bank Draft	0.00	3,245.52	DFT0000756
00710	IRS	10/02/2026	Bank Draft	0.00	11,128.34	DFT0000758
00711	State of CA	10/02/2026	Bank Draft	0.00	23,834.98	DFT0000759

My Check Report

Date Range: 10/01/2026 - 10/31/2026

Vendor Number	Vendor Name		Payment Date	Payment Type	Discount Amount	Payment Amount	Number
00710	IRS		10/02/2026	Bank Draft	0.00	50,200.83	DFT0000760
00492	Quench		10/01/2026	Bank Draft	0.00	64.73	DFT0000763
00046	Andy Heath Financial Services		10/05/2026	Bank Draft	0.00	5,062.50	DFT0000764
00478	PG&E	Online	10/02/2026	Bank Draft	0.00	4,938.91	DFT0000772
00625	Turlock Scavenger	Autopay	10/12/2026	Bank Draft	0.00	136.65	DFT0000782
00412	Mid Valley IT	Online	10/12/2026	Bank Draft	0.00	7,127.28	DFT0000783
00021	AFLAC	Online	10/16/2026	Bank Draft	0.00	67.10	DFT0000793
00021	AFLAC	Online	10/16/2026	Bank Draft	0.00	314.52	DFT0000794
00712	CA State Disbursement Unit		10/16/2026	Bank Draft	0.00	588.46	DFT0000795
00570	Stanislaus Consolidated Firefighters Unio		10/16/2026	Bank Draft	0.00	3,245.52	DFT0000796
00710	IRS		10/16/2026	Bank Draft	0.00	8,671.97	DFT0000798
00711	State of CA		10/16/2026	Bank Draft	0.00	15,184.66	DFT0000799
00710	IRS		10/16/2026	Bank Draft	0.00	28,575.73	DFT0000800
00698	Valic		10/16/2026	Bank Draft	0.00	6,795.25	DFT0000801
00021	AFLAC	Online	10/30/2026	Bank Draft	0.00	67.10	DFT0000829
00021	AFLAC	Online	10/30/2026	Bank Draft	0.00	314.52	DFT0000830
00712	CA State Disbursement Unit		10/30/2026	Bank Draft	0.00	588.46	DFT0000831
00570	Stanislaus Consolidated Firefighters Unio		10/30/2026	Bank Draft	0.00	3,245.52	DFT0000832
00710	IRS		10/30/2026	Bank Draft	0.00	8,607.68	DFT0000834
00711	State of CA		10/30/2026	Bank Draft	0.00	14,766.03	DFT0000835
00710	IRS		10/30/2026	Bank Draft	0.00	29,801.93	DFT0000836
00175	CVRMT		10/30/2026	Bank Draft	0.00	10,200.00	DFT0000841
00698	Valic		10/30/2026	Bank Draft	0.00	7,095.25	DFT0000842

Bank Code AP BANK - GEN FUND Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	63	32	0.00	244,614.72
Manual Checks	0	0	0.00	0.00
Voided Checks	0	1	0.00	-337.38
Bank Drafts	44	44	0.00	328,265.82
EFT's	0	0	0.00	0.00
	107	**77**	**0.00**	**572,543.16**

Stanislaus Consolidated Fire Protection District
Balance Sheet
As of October 31, 2026

	Total
Assets	
Current Assets	
Bank Accounts	
Restricted Funds- Tri Counties	
CEQA - Waterford (2371)	80,993.07
CEQA- Riverbank (2346)	883,734.15
Dev Fee Riverbank (2383)	156,480.03
Dev Fee- Waterford (2395)	5,771.08
Dev Fee-Riverbank/Waterford (2401)	753,101.34
Total for Restricted Funds- Tri Counties	**$1,880,079.67**
Stanislaus County cash accounts	
7271 SCFPD General fund	4,263,511.72
7273 Development Fees - Riverbank	72,835.43
7274 CEQA - Riverbank	$0.00
7276 Development - Waterford/Hickman	179,931.05
7277 CEQA - Waterford/Hickman	0.00
Total for Stanislaus County cash accounts	**$4,516,278.20**
Tri Counties Bank	
General Checking (2954)	271,053.51
Total Bank Accounts	**$6,667,411.38**

SCFPD

Budget Report
Account Summary
For Fiscal: 2026-2027 Period Ending: 10/31/2026

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
Fund: 10 - General Fund							
Category: 40 - Taxes & Assessments							
10-40000	Property Tax - Secured	3,915,500.00	3,915,500.00	0.00	0.00	-3,915,500.00	0.00 %
10-40100	Property Tax - Unsecured	200,083.00	200,083.00	0.00	0.00	-200,083.00	0.00 %
10-40200	Property Tax - Supplemental	40,000.00	40,000.00	0.00	0.00	-40,000.00	0.00 %
10-40300	Property Tax - Unitary	65,770.00	65,770.00	0.00	0.00	-65,770.00	0.00 %
10-40400	Property Tax - HOPTR	26,350.00	26,350.00	0.00	0.00	-26,350.00	0.00 %
10-40500	Property Tax RPTTF Residuals	300,000.00	300,000.00	0.00	0.00	-300,000.00	0.00 %
10-40600	Redevelopment Pass-Throughs	190,000.00	190,000.00	0.00	0.00	-190,000.00	0.00 %
10-40700	Other Property-Related Taxes	1,100.00	1,100.00	0.00	0.00	-1,100.00	0.00 %
10-40800	Special Assessments	9,692,319.00	9,692,319.00	0.00	0.00	-9,692,319.00	0.00 %
	Category: 40 - Taxes & Assessments Total:	**14,431,122.00**	**14,431,122.00**	**0.00**	**0.00**	**-14,431,122.00**	**0.00%**
Category: 41 - Development Impact Fees							
10-41050	Impact Fees - Other	15,000.00	15,000.00	0.00	1,233.50	-13,766.50	8.22 %
10-41120	CEQA Fees - Other	50,000.00	50,000.00	0.00	0.00	-50,000.00	0.00 %
	Category: 41 - Development Impact Fees Total:	**65,000.00**	**65,000.00**	**0.00**	**1,233.50**	**-63,766.50**	**1.90%**
Category: 42 - Use of Money & Property							
10-42000	Interest - Stanislaus County	200,000.00	200,000.00	0.00	52,144.63	-147,855.37	26.07 %
10-42400	Interest - Tri Counties General	0.00	0.00	0.00	6,498.75	6,498.75	0.00 %
10-42500	Cell Tower Rent	16,500.00	16,500.00	2,025.05	6,563.57	-9,936.43	39.78 %
	Category: 42 - Use of Money & Property Total:	**216,500.00**	**216,500.00**	**2,025.05**	**65,206.95**	**-151,293.05**	**30.12%**
Category: 43 - Intergovernmental							
10-43200	Strike Team Reimbursements	0.00	0.00	55,119.72	55,119.72	55,119.72	0.00 %
10-43300	FIU Overtime Reimbursement	190,000.00	190,000.00	0.00	0.00	-190,000.00	0.00 %
10-43400	Proposition 172 Reimbursement	1,059,812.00	1,059,812.00	0.00	0.00	-1,059,812.00	0.00 %
	Category: 43 - Intergovernmental Total:	**1,249,812.00**	**1,249,812.00**	**55,119.72**	**55,119.72**	**-1,194,692.28**	**4.41%**
Category: 44 - Charges for Services							
10-44000	Prevention - Apartment Inspections	5,000.00	5,000.00	0.00	0.00	-5,000.00	0.00 %
10-44020	Prevention - Fire Hydrant / Water F...	0.00	0.00	203.56	407.12	407.12	0.00 %
10-44030	Prevention - Fireworks Permits	0.00	0.00	0.00	816.41	816.41	0.00 %
10-44040	Prevention - Inspections	0.00	0.00	136.06	272.12	272.12	0.00 %
10-44041	Prevention - Riverbank / Modesto	0.00	0.00	0.00	1,779.87	1,779.87	0.00 %
10-44050	Prevention - Plan Reviews	60,000.00	60,000.00	-3,982.50	-5,365.92	-65,365.92	8.94 %
10-44052	Prevention - Plan Reviews - Riverba...	0.00	0.00	10,073.57	49,032.46	49,032.46	0.00 %
10-44053	Prevention - Plan Reviews - Waterfo...	0.00	0.00	528.27	15,635.28	15,635.28	0.00 %
10-44100	Incident Reports	0.00	0.00	111.20	288.30	288.30	0.00 %
10-44110	AMR First Responder Services	40,000.00	40,000.00	13,245.87	92,007.77	52,007.77	230.02 %
10-44120	Fire Recovery USA	30,000.00	30,000.00	1,617.80	2,709.00	-27,291.00	9.03 %
	Category: 44 - Charges for Services Total:	**135,000.00**	**135,000.00**	**21,933.83**	**157,582.41**	**22,582.41**	**116.73%**
Category: 45 - Other Revenues							
10-45000	Workers Compensation Reimburse...	85,000.00	85,000.00	2,016.13	12,331.09	-72,668.91	14.51 %
10-45020	Retiree Medical Reimbursement	0.00	0.00	1,768.00	7,072.00	7,072.00	0.00 %
10-45040	Other Reimbursements	0.00	0.00	365.00	36,598.59	36,598.59	0.00 %
10-45120	Other Revenue	0.00	0.00	0.00	1.00	1.00	0.00 %
	Category: 45 - Other Revenues Total:	**85,000.00**	**85,000.00**	**4,149.13**	**56,002.68**	**-28,997.32**	**65.89%**
Category: 50 - Pesonnel Services							
10-000-50000	Salaries & Wages	5,808,143.00	5,808,143.00	664,683.20	1,981,684.58	3,826,458.42	34.12 %
10-000-50020	Bilingual Pay	900.00	900.00	207.72	623.16	276.84	69.24 %
10-000-50030	Education Pay	87,856.00	87,856.00	11,247.17	34,431.96	53,424.04	39.19 %
10-000-50040	HazMat Pay	2,000.00	2,000.00	121.14	363.42	1,636.58	18.17 %

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
10-000-50050	Leave Time Buyback	279,851.00	279,851.00	0.00	0.00	279,851.00	0.00 %
10-000-50100	Overtime	1,255,000.00	1,255,000.00	247,634.08	913,094.90	341,905.10	72.76 %
10-000-50110	FLSA Overtime	139,694.00	139,694.00	16,199.82	48,721.24	90,972.76	34.88 %
10-000-50200	Medical In Lieu Pay	298,452.00	298,452.00	15,902.77	71,114.09	227,337.91	23.83 %
10-000-50220	Uniform Allowance	55,256.00	55,256.00	6,029.25	18,173.64	37,082.36	32.89 %
10-000-50300	CalPERS ER - Safety	1,094,012.00	1,094,012.00	115,089.05	346,534.42	747,477.58	31.68 %
10-000-50310	CalPERS ER - Miscellaneous	0.00	0.00	2,198.70	6,615.61	-6,615.61	0.00 %
10-000-50320	CalPERS UAL - Safety	865,772.00	865,772.00	0.00	813,900.00	51,872.00	94.01 %
10-000-50325	CalPERS UAL - Misc.	0.00	0.00	0.00	23,857.00	-23,857.00	0.00 %
10-000-50400	Medical Insurance	876,805.00	876,805.00	74,428.00	365,400.10	511,404.90	41.67 %
10-000-50410	Vision Insurance	12,000.00	12,000.00	1,052.99	4,041.98	7,958.02	33.68 %
10-000-50420	Dental Insurance	73,000.00	73,000.00	5,957.52	29,787.60	43,212.40	40.80 %
10-000-50430	Life Insurance	12,100.00	12,100.00	988.00	4,940.00	7,160.00	40.83 %
10-000-50440	LTD Insurance	14,000.00	14,000.00	0.00	5,720.00	8,280.00	40.86 %
10-000-50450	Voluntary Life Insurance	0.00	0.00	43.50	174.00	-174.00	0.00 %
10-000-50460	Central Valley Retiree Medical Trust	123,400.00	123,400.00	10,200.00	40,800.00	82,600.00	33.06 %
10-000-50470	Retiree Group Insurance	115,000.00	115,000.00	10,310.60	34,293.38	80,706.62	29.82 %
10-000-50480	Group Term Life Insurance	0.00	0.00	708.35	2,125.05	-2,125.05	0.00 %
10-000-50500	FICA / Medicare	114,944.00	114,944.00	13,936.93	44,277.29	70,666.71	38.52 %
10-000-50600	Worker's Compensation	440,000.00	440,000.00	0.00	90,635.75	349,364.25	20.60 %
	Category: 50 - Pesonnel Services Total:	**11,668,185.00**	**11,668,185.00**	**1,196,938.79**	**4,881,309.17**	**6,786,875.83**	**41.83%**
Category: 60 - Materials & Supplies							
10-000-60200	Badges & Emblems	1,000.00	1,000.00	0.00	3,754.05	-2,754.05	375.41 %
10-000-60220	Replacement Clothing / Uniforms	500.00	500.00	0.00	0.00	500.00	0.00 %
10-000-60230	Clothing & PPE - Other	95,000.00	95,000.00	0.00	5,522.90	89,477.10	5.81 %
10-000-60500	Station Supplies	20,000.00	20,000.00	0.00	2,346.36	17,653.64	11.73 %
10-000-60510	Bottled Water	3,700.00	3,700.00	64.73	1,287.45	2,412.55	34.80 %
10-000-60520	Oxygen Service	1,030.00	1,030.00	0.00	0.00	1,030.00	0.00 %
10-000-60530	Furnishings & Appliances	2,800.00	2,800.00	0.00	1,591.15	1,208.85	56.83 %
10-000-60540	Household Expenditures - Other	6,697.00	6,697.00	0.00	1,297.35	5,399.65	19.37 %
10-000-60600	Fiduciary / Liability Insurance	111,000.00	111,000.00	0.00	65,664.67	45,335.33	59.16 %
10-000-60700	02-02 SSLWR26 Chevy Tahoe	0.00	0.00	0.00	-1,400.00	1,400.00	0.00 %
10-000-60705	04-03 SSLE23 Pierce Type 1	0.00	0.00	0.00	2,971.65	-2,971.65	0.00 %
10-000-60706	04-04 SSLE226 Pierce Type 1	0.00	0.00	0.00	1,089.52	-1,089.52	0.00 %
10-000-60708	08-01 2008 Chevy P/U	0.00	0.00	0.00	-4,000.00	4,000.00	0.00 %
10-000-60709	08-02 SSLE223 OES 347 HME Type 1	0.00	0.00	0.00	351.44	-351.44	0.00 %
10-000-60713	11-01 Ford Expedition	0.00	0.00	0.00	2,248.86	-2,248.86	0.00 %
10-000-60714	11-02 SSLB24 Int. Type 3	0.00	0.00	0.00	1,390.53	-1,390.53	0.00 %
10-000-60716	13-01 SSLQ22 Pierce Quint	0.00	0.00	0.00	21,784.50	-21,784.50	0.00 %
10-000-60718	15-02 SSLE26 Pierce Type 1	0.00	0.00	0.00	1,288.90	-1,288.90	0.00 %
10-000-60720	16-02- Ford Explorer	0.00	0.00	0.00	290.96	-290.96	0.00 %
10-000-60721	17-01 SSLWT23 Kenworth WT	0.00	0.00	0.00	62.15	-62.15	0.00 %
10-000-60723	18-01 SSLE24 Rosenbauer Type 1	0.00	0.00	0.00	713.21	-713.21	0.00 %
10-000-60724	23-01 Training Vehicle	0.00	0.00	0.00	373.08	-373.08	0.00 %
10-000-60725	24-01 FIU Tahoe	0.00	0.00	0.00	361.11	-361.11	0.00 %
10-000-60726	24-02 BC Tahoe	0.00	0.00	0.00	202.34	-202.34	0.00 %
10-000-60727	25-01 E21 Hi-Tech	0.00	0.00	2,138.40	39,367.14	-39,367.14	0.00 %
10-000-60732	Boat 26	0.00	0.00	0.00	304.87	-304.87	0.00 %
10-000-60736	SSLWT21-08 - Int'l Burtons	0.00	0.00	0.00	996.51	-996.51	0.00 %
10-000-60738	25-02 B23 Type III HME	0.00	0.00	0.00	2,981.13	-2,981.13	0.00 %
10-000-60739	19-01 SSLG21 Ford Type 6	0.00	0.00	0.00	248,479.87	-248,479.87	0.00 %
10-000-60798	Vehicle Maintenance & Repair - Ot...	300,000.00	300,000.00	0.00	137.94	299,862.06	0.05 %
10-000-60800	Radio & Pager Maintenance & Repa...	19,330.00	19,330.00	0.00	1,156.64	18,173.36	5.98 %
10-000-60810	Small Engine	6,615.00	6,615.00	0.00	1,611.07	5,003.93	24.35 %
10-000-60815	Hand light Maint & Repair	1,500.00	1,500.00	0.00	0.00	1,500.00	0.00 %
10-000-60820	SCBA Equipment Maintenance & R...	22,500.00	22,500.00	0.00	480.75	22,019.25	2.14 %
10-000-60830	Fitness Equipment Maintenance	0.00	0.00	0.00	775.00	-775.00	0.00 %
10-000-61000	Medical Supplies	20,000.00	20,000.00	517.25	3,464.11	16,535.89	17.32 %

Budget Report For Fiscal: 2026-2027 Period Ending: 10/31/2026

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
10-000-61010	Paramedic Program	100,000.00	100,000.00	0.00	18,433.22	81,566.78	18.43 %
10-000-61030	AED Maintenance Certification	53,460.00	53,460.00	0.00	0.00	53,460.00	0.00 %
10-000-61031	Masimo Certification	4,386.00	4,386.00	0.00	0.00	4,386.00	0.00 %
10-000-61032	Lucas Maintenance	3,561.00	3,561.00	0.00	0.00	3,561.00	0.00 %
10-000-61100	Memberships	13,000.00	13,000.00	0.00	206.93	12,793.07	1.59 %
10-000-61200	Food	2,000.00	2,000.00	0.00	1,845.63	154.37	92.28 %
10-000-61210	Travel & Lodging	5,000.00	5,000.00	0.00	5,956.01	-956.01	119.12 %
10-000-61220	Board Member Meeting Allowance	8,000.00	8,000.00	0.00	3,200.00	4,800.00	40.00 %
10-000-61230	Executive Devlopment	2,500.00	2,500.00	0.00	0.00	2,500.00	0.00 %
10-000-61240	Training Program	35,000.00	35,000.00	0.00	5,741.58	29,258.42	16.40 %
10-000-61250	Workshops & Seminars	4,750.00	4,750.00	0.00	0.00	4,750.00	0.00 %
10-000-61255	Intern Program	500.00	500.00	0.00	0.00	500.00	0.00 %
10-000-61256	Explorer program	1,000.00	1,000.00	0.00	0.00	1,000.00	0.00 %
10-000-61260	Educaiton Reimbursement	20,000.00	20,000.00	0.00	511.10	19,488.90	2.56 %
10-000-61300	Office Expense	0.00	0.00	0.00	780.41	-780.41	0.00 %
10-000-61310	Stationery / Business Cards	1,000.00	1,000.00	0.00	0.00	1,000.00	0.00 %
10-000-61320	Postage	1,000.00	1,000.00	0.00	671.77	328.23	67.18 %
10-000-61330	Office Supplies	5,250.00	5,250.00	0.00	341.12	4,908.88	6.50 %
10-000-61340	Printer Supplies	2,250.00	2,250.00	0.00	1,221.64	1,028.36	54.30 %
10-000-61350	Computer Equipment Supplies	6,500.00	6,500.00	0.00	2,159.32	4,340.68	33.22 %
10-000-61400	Professional Services	0.00	0.00	0.00	62,158.87	-62,158.87	0.00 %
10-000-61405	Administrative Contract (Modesto)	422,354.00	422,354.00	34,489.18	137,956.72	284,397.28	32.66 %
10-000-61410	Accounting / Auditing	105,000.00	105,000.00	18,562.50	64,225.70	40,774.30	61.17 %
10-000-61415	Financial System Licensing	33,000.00	33,000.00	0.00	0.00	33,000.00	0.00 %
10-000-61420	Record Destruction Service	1,100.00	1,100.00	185.34	376.14	723.86	34.19 %
10-000-61430	Legal / Attorney	60,000.00	60,000.00	4,347.20	22,504.80	37,495.20	37.51 %
10-000-61450	IT Services Contract	117,000.00	117,000.00	0.00	21,357.84	95,642.16	18.25 %
10-000-61451	Sunpro Fire RMS	7,500.00	7,500.00	0.00	0.00	7,500.00	0.00 %
10-000-61470	Background / Pre-Employment	25,000.00	25,000.00	0.00	3,000.00	22,000.00	12.00 %
10-000-61480	Ladder Testing	5,000.00	5,000.00	0.00	0.00	5,000.00	0.00 %
10-000-61490	Medical Exams	15,000.00	15,000.00	0.00	0.00	15,000.00	0.00 %
10-000-61493	Personnel Recruitment	1,000.00	1,000.00	0.00	575.00	425.00	57.50 %
10-000-61494	Telestaff / Voxeo Contract	12,000.00	12,000.00	0.00	0.00	12,000.00	0.00 %
10-000-61496	Consultant Services	19,000.00	19,000.00	0.00	13,450.90	5,549.10	70.79 %
10-000-61497	Dispatch Services	204,000.00	204,000.00	0.00	53,651.00	150,349.00	26.30 %
10-000-61498	Stremline Automation Systems	12,500.00	12,500.00	0.00	3,206.50	9,293.50	25.65 %
10-000-61500	Advertising & Legal Notices	1,600.00	1,600.00	0.00	0.00	1,600.00	0.00 %
10-000-61600	Alarm System - HQ	21,500.00	21,500.00	660.00	660.00	20,840.00	3.07 %
10-000-61610	Copiers	2,000.00	2,000.00	0.00	0.00	2,000.00	0.00 %
10-000-61620	Postage	750.00	750.00	0.00	96.52	653.48	12.87 %
10-000-61630	Computer Licesning / Software	13,000.00	13,000.00	0.00	0.00	13,000.00	0.00 %
10-000-61670	Station 25 Lease Payment	2,400.00	2,400.00	0.00	0.00	2,400.00	0.00 %
10-000-61700	Prevention Expenditures	22,500.00	22,500.00	0.00	8,548.35	13,951.65	37.99 %
10-000-61701	Prevention Publications	500.00	500.00	0.00	0.00	500.00	0.00 %
10-000-61710	Prevention Education	3,000.00	3,000.00	0.00	620.00	2,380.00	20.67 %
10-000-61711	Life Jacket Program	500.00	500.00	0.00	0.00	500.00	0.00 %
10-000-61720	Community CPR Prorgram	5,000.00	5,000.00	0.00	0.00	5,000.00	0.00 %
10-000-61730	Fitness Equipment Maintenance	3,500.00	3,500.00	0.00	0.00	3,500.00	0.00 %
10-000-61800	Small Tools & Instruments	10,000.00	10,000.00	0.00	497.84	9,502.16	4.98 %
10-000-62000	Fuel & Oil	135,000.00	135,000.00	1,369.89	52,097.81	82,902.19	38.59 %
10-000-64000	Cell Phones	0.00	0.00	0.00	4,986.41	-4,986.41	0.00 %
10-000-64010	Cable Services	5,000.00	5,000.00	0.00	0.00	5,000.00	0.00 %
10-000-64020	MDC / T-1 Lines / Phones	68,500.00	68,500.00	1,043.65	15,153.66	53,346.34	22.12 %
10-000-64030	Wireless Internet	11,000.00	11,000.00	594.00	2,376.00	8,624.00	21.60 %
10-000-65000	Bank Service Charges	0.00	0.00	0.00	1,486.83	-1,486.83	0.00 %
10-000-65100	Administrative Fees	68,250.00	68,250.00	0.00	0.00	68,250.00	0.00 %
10-000-65150	SCFPD Special Benefit Assessment	3,245.00	3,245.00	0.00	0.00	3,245.00	0.00 %
10-000-65200	Assessment Preparation Fees	14,000.00	14,000.00	0.00	0.00	14,000.00	0.00 %

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
10-000-65300	GIS Sofrware - Parcel Info Fees	17,900.00	17,900.00	0.00	12,915.00	4,985.00	72.15 %
10-000-65400	Direct Assessments	0.00	0.00	0.00	3,587.92	-3,587.92	0.00 %
10-000-65700	GASB 68 Preparation Fees	700.00	700.00	0.00	700.00	0.00	100.00 %
10-000-65800	Sales Tax	0.00	0.00	0.00	236.09	-236.09	0.00 %
10-000-69000	Miscalleneous Expenditures	0.00	0.00	0.00	4,159.37	-4,159.37	0.00 %
10-000-69010	Other Expenditures	6,000.00	6,000.00	0.00	0.00	6,000.00	0.00 %
10-000-69020	Special Department Expenditures	0.00	0.00	93.00	962.00	-962.00	0.00 %
10-200-60920	Building Mtc - HQ Office	62,000.00	62,000.00	385.00	13,540.00	48,460.00	21.84 %
10-200-62100	Electricity	105,000.00	105,000.00	0.00	4,467.45	100,532.55	4.25 %
10-200-62110	Natural Gas	0.00	0.00	0.00	148.20	-148.20	0.00 %
10-200-62120	Water & Sewer	0.00	0.00	0.00	244.38	-244.38	0.00 %
10-200-62130	Pest Control Service	0.00	0.00	0.00	54.08	-54.08	0.00 %
10-210-60921	Building Mtc - Station 21	0.00	0.00	0.00	271.00	-271.00	0.00 %
10-210-62120	Water & Sewer	0.00	0.00	0.00	281.49	-281.49	0.00 %
10-210-62130	Pest Control Service	0.00	0.00	0.00	86.14	-86.14	0.00 %
10-210-62140	Disposal Service	0.00	0.00	0.00	438.15	-438.15	0.00 %
10-210-62150	Biohazard Medical Waste	0.00	0.00	0.00	380.64	-380.64	0.00 %
10-220-60922	Building Mtc - Station 22	0.00	0.00	50.00	36,024.68	-36,024.68	0.00 %
10-220-62110	Natural Gas	0.00	0.00	0.00	176.31	-176.31	0.00 %
10-220-62120	Water & Sewer	0.00	0.00	147.76	465.42	-465.42	0.00 %
10-220-62130	Pest Control Service	0.00	0.00	0.00	186.14	-186.14	0.00 %
10-220-62140	Disposal Service	0.00	0.00	0.00	438.15	-438.15	0.00 %
10-220-62150	Biohazard Medical Waste	0.00	0.00	0.00	362.46	-362.46	0.00 %
10-230-60923	Building Mtc - Station 23	0.00	0.00	0.00	1,257.09	-1,257.09	0.00 %
10-230-62100	Electricity	0.00	0.00	0.00	1,844.57	-1,844.57	0.00 %
10-230-62110	Natural Gas	0.00	0.00	0.00	170.91	-170.91	0.00 %
10-230-62130	Pest Control Service	0.00	0.00	0.00	86.14	-86.14	0.00 %
10-230-62140	Disposal Service	0.00	0.00	0.00	546.60	-546.60	0.00 %
10-240-60924	Building Mtc - Station 24	0.00	0.00	0.00	2,849.81	-2,849.81	0.00 %
10-240-62100	Electricity	0.00	0.00	0.00	6,221.92	-6,221.92	0.00 %
10-240-62110	Natural Gas	0.00	0.00	0.00	360.77	-360.77	0.00 %
10-240-62120	Water & Sewer	0.00	0.00	348.31	1,054.64	-1,054.64	0.00 %
10-240-62130	Pest Control Service	0.00	0.00	0.00	89.77	-89.77	0.00 %
10-240-62150	Biohazard Medical Waste	0.00	0.00	0.00	362.46	-362.46	0.00 %
10-260-60925	Building Mtc - Station 26	0.00	0.00	0.00	380.00	-380.00	0.00 %
10-260-62100	Electricity	0.00	0.00	0.00	11,081.63	-11,081.63	0.00 %
10-260-62110	Natural Gas	0.00	0.00	0.00	284.08	-284.08	0.00 %
10-260-62120	Water & Sewer	0.00	0.00	0.00	338.81	-338.81	0.00 %
10-260-62130	Pest Control Service	0.00	0.00	0.00	54.07	-54.07	0.00 %
10-260-62140	Disposal Service	0.00	0.00	0.00	374.22	-374.22	0.00 %
10-260-62150	Biohazard Medical Waste	0.00	0.00	0.00	362.46	-362.46	0.00 %
	Category: 60 - Materials & Supplies Total:	**2,503,128.00**	**2,503,128.00**	**64,996.21**	**1,026,847.85**	**1,476,280.15**	**41.02%**
Category: 70 - Capital & Outlay							
10-000-71005	Outlay - Replacement Drone	0.00	0.00	0.00	2,872.75	-2,872.75	0.00 %
10-000-71100	Outlay - Rope Rescue Equipment	7,750.00	7,750.00	1,131.65	8,451.38	-701.38	109.05 %
10-000-71200	Outlay - Water Rescue Equipment	20,000.00	20,000.00	0.00	232.75	19,767.25	1.16 %
10-000-71300	Outlay - Hose Program	36,000.00	36,000.00	0.00	0.00	36,000.00	0.00 %
10-000-71400	Outlay - Firefighting Equipment	35,000.00	35,000.00	0.00	0.00	35,000.00	0.00 %
10-000-71500	Outlay - Non-Firefighting Equipment	10,000.00	10,000.00	0.00	14,785.23	-4,785.23	147.85 %
10-000-71600	Outlay - Class A Foam	6,740.00	6,740.00	0.00	0.00	6,740.00	0.00 %
10-000-71700	Outlay - Confined Space	3,400.00	3,400.00	0.00	0.00	3,400.00	0.00 %
10-000-72000	Outlay - Apparatus	384,800.00	384,800.00	0.00	0.00	384,800.00	0.00 %
10-000-73000	Capital Expenditures	202,700.00	202,700.00	0.00	0.00	202,700.00	0.00 %
	Category: 70 - Capital & Outlay Total:	**706,390.00**	**706,390.00**	**1,131.65**	**26,342.11**	**680,047.89**	**3.73%**
	Total Revenues	**16,182,434.00**	**16,182,434.00**	**83,227.73**	**335,145.26**	**-15,847,288.74**	**2.07%**
	Total Expenses	**14,877,703.00**	**14,877,703.00**	**1,263,066.65**	**5,934,499.13**	**8,943,203.87**	**39.89%**
	Fund: 10 - General Fund Surplus (Deficit):	**1,304,731.00**	**1,304,731.00**	**-1,179,838.92**	**-5,599,353.87**	**-6,904,084.87**	**-429.16%**

Summary Budget VS. Actual
July 1, 2026 through October 31, 2026

Total Revenues	$276,501.88
Total Salary and Benefits	$4,881,309.17
Total Services and Supplies	$1,026,847.85
Net Revenues (Expenses)	$5,908,157.02
Total Capital Expenditures	$26,342.11
Total Net Revenue (Expense From Reserves)	-$5,631,655.14

Stanislaus Consolidated Fire Protection District
Summary Overtime
July 1, 2026 through October 31, 2026

	Hours	Amount
Out of Grade Pay	678.00	$ 1,877.07
OT- Holiday	2502.50	$ 141,320.08
OT Incident	602.58	$ 33,432.07
OT - Out of Grade		
OT-Sick	2240.75	$ 121,147.28
OT- Strike Team	5665.00	$ 347,990.17
OT- Traning	454.25	$ 26,800.56
OT- Vacancy	3776.00	$ 37,188.01
OT - Vacation	2539.00	$ 150,522.74
OT - Workers Comp	159.00	$ 9,085.34
OT- Jury Duty		
OT Breavement Leave	72.00	$ 4,575.23
Overtime		
OT Total	18689.08	$ 873,938.55

Stanislaus Consolidated Fire Protection District
3324 Topeka Street
Riverbank, CA 95367
Phone: (209) 869-7470 · Fax: (209) 869-7475
www.scfpd.us

TO: President Rivers and Members of the Board
FROM: Daniel Perales, Firefighter Paramedic
SUBJECT: Stryker Purchase – Emergency Medical Equipment Replacement
DATE: November 18, 2026

BACKGROUND:
The District's critical cardiac care equipment has reached or exceeded its manufacturer recommended 8-year service life. This equipment includes LifePak 15 cardiac monitors and Lucas mechanical CPR devices, both essential for ALS response and cardiac arrest management.

The current fleet consists of six LifePak 15 monitors and six Lucas devices. Three of the LifePak 15 monitors are beyond their 8-year service window. The remaining three were purchased in 2024 and have approximately six years of service life remaining; replacing all 6 devices now will ensure compatibility with equipment, such as pulse oximeters, heart monitoring leads, blood pressure cuffs, etc. All six Lucas devices were purchased in 2018 through a county grant and are now beyond their 8-year service life window. Battery failures are now occurring on the Lucas devices due to end-of-life, requiring ongoing unbudgeted expenditures to maintain operational readiness.

CURRENT CONDITIONS / ISSUE:

1. Operational Readiness: One LifePak 15 is currently out of service and in need of repair. Without an active ProCare service plan, per-incident service costs are cost-prohibitive. The unit is being held pending a replacement decision.
2. Life Cycle Exceeded: Equipment operating beyond its 8-year window presents increased risk of failure, liability, and inability to obtain manufacturer support and parts.
3. Technology Gap: The LifePak 15 platform is being phased out by Stryker. Current technology offers significant clinical improvements that directly impact patient survivability.
4. Cost of Inaction: The cost to replace just three monitors outright now exceeds the cost of one annual payment under a financed replacement plan.

DISCUSSION:

A. LifePak Monitors: Transition to LifePak 35
The LifePak 35 is the next-generation monitor, replacing both the LifePak 15 (prehospital) and LifePak 20 (hospital). Quoted at $50,294.90 per unit, it is comparable in cost to a new LP15. Key clinical advantages include:

- Lighter, more durable, waterproof, touchscreen design
- cprINSIGHT™ Technology: FDA-approved technology that analyzes heart rhythm during chest compressions. This reduces the mandatory 10-second pause in compressions, improves continuous chest compression fraction, improves tissue perfusion, and is shown to improve cardiac arrest outcomes.
- Enhanced display for improved identification of ST-Elevation Myocardial Infarction (STEMI)

• Standard integrated 15-lead EKG capability for detection of right-sided and posterior MI. Our current LP15 requires manual removal and re-placement of electrodes to obtain these views and does not auto-label the alternate leads. The LP35 automatically recognizes and labels these alternate configurations.

B. Lucas Mechanical CPR Devices

The Lucas 3 remains the standard. Replacement will provide new devices with full warranty and new battery fleet, eliminating current battery replacement costs and reliability issues.

C. AEDs: Transition to LifePak CR2

The LifePak 1000 AEDs currently in use have no estimated ship or availability date. Stryker recommends the LifePak CR2 with ToughCase. The CR2 is more durable and also includes cprINSIGHT technology to minimize pauses during CPR and improve outcomes in public access defibrillation.

OPTIONS ANALYSIS:

Needed Quantities: 6 - LifePak 35 Monitors, 6 - Lucas Devices, 5 - LifePak CR2 AEDs.

Market pricing for individual components: LP35s- $362,562.60, Lucas devices- $127,005.00, AEDs- $13,582.85. Pricing increased effective October 1st. All quoted options below include ProCare maintenance.

Procurement Method	Payment Structure	Delivery	Ownership / Notes
Option 1: 8-Year Purchase Plan (RECOMMENDED)	8 annual payments of $102,103.93 Total: $816,831.44	2-4 weeks	District owns at end of term + receives credit toward future purchase. ProCare included.
Option 2: 5-Year Lease Plan	5 annual payments of $120,721.18 Total: $603,605.90	2-4 weeks	Return equipment at end of term and start new. Option to extend 3 additional years to total 8 years without new equipment. ProCare included.
Option 3: Outright Cash Purchase	One-time payment of $695,660.45	2-4 weeks	District owns outright. Includes 7 years ProCare + 1 year factory warranty = 8 years total coverage.

FISCAL IMPACT:

- Option 1 - 8-Year Purchase: Total cost over 8 years = $816,831.44. Annual impact: $102,103.93. This is staff's recommended, most sustainable option. Cost is less than purchasing three monitors outright.
- Option 2 - 5-Year Lease: Total cost over 5 years = $603,605.90. If extended to 8 years, costs increase with no new equipment. Highest annual payment.

- Option 3 - Cash Purchase: Total one-time cost = $695,660.45. Most cost-effective long-term (saves ~$121,171 vs. 8-year plan) but requires significant current cash reserves which staff does not recommend utilizing at this time.

Funds would be budgeted annually in the Equipment Replacement / EMS Operations Fund. Immediate need for maintenance coverage makes any of the three options more fiscally responsible than continuing pay-as-you-go repairs on out-of-warranty equipment.

Grant funding has not yet been explored. Staff is willing to pursue grant opportunities and/or attend grant writing training to offset future costs.

This equipment represents a major investment in our ability to provide exceptional care to the communities we serve. Staff has evaluated operational, clinical, and fiscal factors.

At the end of this 8-year lifecycle, the District should anticipate and budget for a future outright purchase to realize several hundred thousand dollars in savings.

ATTACHMENTS:
Stryker Quote 1 - 8-Year Purchase Plan - 8 x $102,103.93
Stryker Quote 2 - 5-Year Lease Plan - 5 x $120,721.18
Stryker Quote 3 - Outright Purchase - $695,660.45

Respectfully Submitted,

Daniel Perales
Fire Fighter Paramedic
Stanislaus Consolidated Fire Protection District

Stanislaus Consolidated Fire Protection District
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TO: President Rivers and Members of the Board
FROM: John W. Bairos, Fire Chief
SUBJECT: Amendments to Non-Safety Unrepresented Personnel Summary of Wages & Benefits
DATE: November 18, 2026

RECOMMENDED ACTION:
Adopt Resolution No. 2026-012 approving amendments to the District's Non-Safety Unrepresented Personnel Summary of Wages and Benefits, effective November 18, 2026.

BACKGROUND:
The District maintains a Summary of Wages and Benefits for non-safety unrepresented personnel. The Board previously approved the Finance Administration Manager position in April 2026, but that classification is not yet listed among the positions covered by the Summary. Staff has also proposed several updates to the personnel benefits and leave provisions.

DISCUSSION:
The proposed action makes limited revisions to the existing Summary. The amendments identified for approval are:

- Add Finance Administration Manager to the list of covered classifications and remove the vacant Fire Marshal classification.
- Add Juneteenth (June 19) to the recognized holiday list.
- Clarify that employees reporting sick may not work remotely without supervisor approval, while preserving protected leave and accommodation rights.
- Add a voluntary Life Scan benefit.
- Clarify that all cost-of-living adjustments and salary schedules are approved separately by Board resolution, rather than through the Summary itself.
- Changes the calculation from the donor's dollar value to an hour-for-hour credit, regardless of differences in pay rates

FISCAL IMPACT:
The classification update and salary-reference edits do not themselves authorize a pay increase. COLA expenses are addressed in the separate salary item.

ATTACHMENTS:
1. Proposed Resolution No. 2026-012, including Exhibit A (specific handbook amendments)

STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT

RESOLUTION NO. 2026-012

RESOLUTION OF THE BOARD OF DIRECTORS OF THE STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT APPROVING LIMITED AMENDMENTS TO THE NON-SAFETY UNREPRESENTED PERSONNEL SUMMARY OF WAGES AND BENEFITS

WHEREAS, Health and Safety Code section 13861 authorizes the District to establish rules and regulations for its operations and to appoint employees and establish pay schedules; and

WHEREAS, the District maintains a Non-Safety Unrepresented Personnel Summary of Wages and Benefits (the "Summary") for certain unrepresented non-safety positions; and

WHEREAS, the Board previously approved the Finance Administration Manager classification and desires to add that classification to the Summary and remove the vacant Fire Marshal classification; and

WHEREAS, the Board desires to adopt the limited revisions identified in Exhibit A, while considering cost-of-living adjustments and corresponding pay schedules under a separate agenda item.

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

Section 1. Approval of Amendments. The Board approves only the amendments to the Summary as expressly identified in redline as shown in Exhibit A, attached and incorporated by reference. All provisions not expressly amended remain unchanged.

Section 2. Separate Salary Authorization. This Resolution does not adopt or authorize any COLA, increase in base salary, new salary schedule, or retroactive compensation. Those matters require separate Board action.

Section 3. Implementation; Effective Date. The Fire Chief or designee shall incorporate Exhibit A into the Summary for the covered classifications and distribute the updated Summary. Non-substantive typographical and formatting corrections may be made. The approved amendments are effective November 18, 2026; no prior period is affected.

I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the Board of Directors of the Stanislaus Consolidated Fire Protection District at a special meeting held on November 18, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Dated: November 18, 2026 _____

Brandon Rivers, Board President

ATTEST:

The foregoing is certified to be a correct copy of the original on file in this office, which has not been revoked and remains in full force and effect.

APPROVED AS TO CONTENT: APPROVED AS TO FORM:

_____ _____

Jessica Sousa, Clerk of the Board (A) Kyler Rayden, District Counsel

Stanislaus Consolidated Fire Protection District

SUMMARY OF WAGES AND BENEFITS

Non-Safety Unrepresented Personnel

Effective Date

November 18, 2026~~November 18~~~~January 1~~, 202~~6~~~~3~~

Revised: 1~~1~~/202~~6~~~~3~~

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INTRODUCTION

This **SUMMARY OF WAGES & BENEFITS** is for unrepresented, non-safety personnel of the Stanislaus Consolidated Fire Protection District. No element of this document applies to employees who are working under a collective bargaining agreement and/ or a personal employment agreement.

This document only is a **SUMMARY OF WAGES & BENEFITS** for unrepresented, non-safety personnel of the Stanislaus Consolidated Fire Protection District. This document does not include a complete list of personnel policies and procedures. Personnel policies and procedures are part of the District's comprehensive Policy and Procedure Manual which is available on the District's website at http://www.scfpd.us.

This summary of benefits addresses the following classifications:

Job Classification
Fire Inspector
Administrative Assistant I
Administrative Assistant II
Administrative Assistant III
Operations Assistant
Finance Administration Manager
Financial Specialist
~~Fire Marshal~~

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PROBATIONARY PERIOD

New District employees will be placed on probation for a minimum of one year. During the probationary period, the employee will be evaluated to determine if the employee's skill set and work performance will enable them to be a successful long term District employee. An employee may be released from probation for failure to meet the minimum performance work requirements or for work misconduct. Probationary periods may be

extended for an additional six months if additional time is required to evaluate the employee.

HOURS OF WORK

The workweek for full-time, non-shift employees is 40 hours. The normal workday is 8 hours, 8:00 am until 5:00 pm with a one-hour unpaid lunch break, a 15-minute morning break and a 15 minute afternoon break. Start and end times may be adjusted to meet business needs of the District.

With approval from the Fire Chief, employees may request or be required to work an Alternative Work Schedule. Alternative Work Schedules are eight nine-hour days and one eight hour day per two weeks (9/80 schedule). Requests to work Alternative Work Schedules will only be approved if there is no negative impact on the District's business operations Alternative Work Schedules can be required, eliminated or denied at the Fire Chief's discretion.

When operating requirements or other needs cannot be met during regular working hours, employees may be required to work overtime. All overtime work must be approved in advance by the Fire Chief.

LEAVES OF ABSENCE

Bereavement Leave

Up to five days or 40 hours of paid leave per calendar year, may be granted by the District due to a death in the immediate family of the employee. This form of leave is in addition to any other entitlement for sick leave, or any other leave. Bereavement leave must be taken within 30 days of the death of the immediate family member unless otherwise approved by the Fire Chief.

Immediate family means: mother, stepmother, father, stepfather, husband, wife, domestic partner, son, stepson, daughter, stepdaughter, brother, stepbrother, sister, stepsister, foster parent, foster child, or any other person sharing the relationship of in loco parentis, and also includes brother-in-law, sister-in-law, mother-in-law, father-in-law, grandparents and grandparents-in-law. Special consideration will also be given to any other person whose association with the employee was similar to any of the above relationships.

Jury Duty

Please refer to District Policy B-15

Paid leave shall be granted to employees while serving on jury duty and while going to and from jury duty on the employee's normal day of work. Jury fees provided to the employee on normal workdays shall be submitted to the District. Employees released from jury duty are expected to promptly return to work or, upon verbal approval from the applicable supervisor, may utilize accrued discretionary paid leave for the balance of that work day before returning on the next work day.

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Annual Leave
Accrued vacation hours and accrued holiday hours shall be considered Annual Leave. Accrued Vacation _ leave will carry over from year to year but may not exceed 600 hours. Vacation leave hours shall not accumulate beyond 600 hours without prior approval from the Fire Chief, which –will only be granted when circumstances out of the employees control required them to exceed the maximum annual leave accumulation. —An employee's failure to plan leave usage or to regularly use leave do not constitute circumstances out of their control. Calculations of an employee's Annual Leave accrual balances are provided on payroll check stubs to the employee on a bi-weekly basis as part of the payroll process.

Upon termination of employment, employees will be paid for unused annual leave that has been earned through the last day of work, at their regular hourly base rate of pay.

Vacation Leave "Sell Back"
Employees have option to "sell back" up to 80 hours of vacation -time per fiscal year, paid at straight time, at the employee's current hourly rate. A minimum of 40 hours must be cashed out for each occurrence. Employees must have the amount of time requested in accrued Vacation -Leave to offset the hours requested. Negative "bank" balances will not be allowed.

District Recognized Holidays
Please refer to District Policy B-2

January 1st - New Year's Day
Third Monday in January - Martin Luther King, Jr. Birthday
Third Monday in February – Presidents' Day
Last Monday in May - Memorial Day
June 19th - Juneteenth
July 4th - Independence Day
First Monday in September - Labor Day
November 11th~~th~~ - Veterans' Day
Fourth Thursday in November - Thanksgiving
Day after Thanksgiving
December 24th – Christmas Eve
December 25th – Christmas Day
December 31st – New Years Eve

Holidays falling on a Saturday shall be observed on the preceding Friday. Holidays falling on a Sunday shall be observed on the following Monday.

-Employees are required to use the Holiday Time to take off scheduled District holidays unless approved by the Fire Chief. Holiday time will be fronted for the year the first pay period in January. If the employee is hired in the middle of the year the holiday hours for the remaining holidays will be placed in their leave bank. Holiday time cannot be cashed out or carried over.

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Vacation Leave
Vacation time off with pay is available to eligible employees. Employees accrue vacation leave on a bi-weekly basis while on paid status in accordance with the following schedule:

Years of Service	Days Per Year	Hours Per Year	Hours Bi-weekly
0 to 5 years	10.3	103	3.96
6 to 10 years	13.7	137	5.27
11 to 15 years	17.2	172	6.62
16 to 20 years	22.3	223	8.58
21 and above	24.0	240	9.23

Sick Leave
The District provides paid sick leave benefits to all eligible employees for periods of temporary absence due to non-occupational illnesses or injuries.

Employees will accrue sick leave benefits at the rate of 4 hours per bi-weekly pay period. All use of sick leave will be charged at the rate of 100 percent of actual time taken. Unused sick leave benefits will be allowed to accumulate without a cap.

Paid sick leave can be used in minimum increments of an hour. Eligible employees may use sick leave benefits for an absence due to their own illness or injury or that of a family member as defined in Labor Code section 245.5~~—~~, providing the sickness or injury falls within the eligibility guidelines for immediate family

Sick Leave Reporting
Employees who are unable to report to work due to illness or injury must notify their Supervisor as soon as the issue becomes known, and at least one hour prior to the start of the employee's scheduled workday. It is the responsibility of the employee to keep their Supervisor informed as to a continued absence beyond the first day during a prolonged illness. The employee must notify their Supervisor if it is the employee or an eligible family member that is ill or injured. The employee does not have to disclose the nature of the illness or injury. Employees who are reporting in sick are not allowed to work from home without prior approval from their Supervisor.

If an employee is ordered by a doctor to be off work, the employee shall obtain a written order from the doctor stating:

1. The date the medical leave is to start
2. The date the employee can return to work, or date of next scheduled visit

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The District reserves the right to request a medical verification of the eligibility for sick leave in situations where the employee is absent more than three (3) days or there are indications of potential sick leave abuse or fraud. The District further reserves the right to require a "return to work" clearance from the employee's medical provider following a period of extended absence.

Sick leave benefits are intended solely to provide income protection in the event of illness or injury and may not be used for any other absence. Any employee who makes or causes to be made any knowingly false or fraudulent material statement or material representation for the purpose of obtaining sick leave will be denied benefits received as a result of the false information, and will be subject to disciplinary action up to and including termination. Sick leave is not job protected leave, except as required by law.

Sick Leave Cash-Out
Upon retirement from District service or death, the employee or beneficiary may cash out 25% of the unused sick leave.

Catastrophic Leave Donations
Please refer to District Policy B-16, B-16a
Employees who have suffered a catastrophic illness or injury that prevents them from being able to perform their job and who have exhausted all forms of accrued paid leave, may receive donations of paid leave from other Fire District employees. Employees may also donate vacation or compensatory time off to a co-worker suffering from a catastrophic illness or injury. Leave donations must be made to the catastrophic leave bank and are irrevocable. Recipients will receive such leave as sick leave, and any such donated leave may not be cashed out, used to prepay retiree benefit costs, or converted to service credit.

A catastrophic illness or injury is a District employee's critical medical condition considered to be terminal, or a long-term major physical impairment or disability. Employees who are seeking donated leave, and employees who wish to donate leave, should consult the Catastrophic Leave Policy. The following are the basic requirements;

1. The determination of the employee's eligibility for Catastrophic Sick Leave donation shall be at the Fire Chief's (sole discretion and shall be final).

2. The recipient employee, recipient employee's family, or other person designated in writing by the recipient employee must submit a request to the Fire Chief.

3. The recipient employee is not eligible so long as they have paid leaves available; however, the request may be initiated prior to the anticipated date leave balances will be exhausted.

4. A recipient employee is eligible to receive 180 eight-hour working days (1,440 hours) of donated time per employee. However, availability of donated leave does not ensure a protected leave right or guarantee job protection. Other applicable leave

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statutes and programs (e.g. FMLA, CFRA, the ADA and California FEHA) determine an employee's actual right to leave. Catastrophic leave is simply a wage replacement source that may be available when an employee is on either a job-protected or discretionary District-approved leave.

5. Donations shall be to the Catastrophic Leave Bank, may not be made to a specific employee, and must be made in full-day increments of 8 hours and are irrevocable. Employees may donate unlimited amounts of accrued vacation (annual leave) or compensatory time, but not sick leave.

6. The donor employee may donate vacation or compensatory time to the Catastrophic Leave Bank, which shall be credited to the Catastrophic Leave Bank as one hour, without adjustment for differences in employees' payrates . ~~a dollar value at the donor employee's then-current pay rate~~. Withdrawals from the Catastrophic Leave Bank will be paid at the recipient's then-current pay rate.

~~6.~~

7. Approved catastrophic leave may only be received/used after being requested and formally approved. No retroactive donations will be permitted.

8. Both the donor and the recipient must be employed by the Stanislaus Consolidated Fire Protection District.

~~8.~~

9. There is no guarantee that there will be leave available in the Catastrophic Leave Bank if no donations have been made or previous donations have been exhausted. .

10. Recipient employees who are able to work but are working less than their regular schedule will integrate Catastrophic Leave donations with time worked and their own paid leaves, which must be used first, not to exceed 100% of the employee's gross salary.

Family Medical Leave (FMLA and CFRA)

Most family and medical leave will be provided to eligible District employees pursuant to California Family Rights Act (CFRA), but the District will also comply with the federal Family Medical Leave Act as well where applicable. Where permitted by law, leave under these programs (as well as California's Pregnancy Disability Leave law, see below) will run concurrently. CFRA and FMLA provide for up to twelve (12) weeks of unpaid, job-protected leave for eligible employees to use for purposes provided by statute. The District utilizes a rolling 12-month CFRA/FMLA period, meaning when the leave is requested, the District will "look back" 12 months to determine how much CFRA/FMLA leave time the employee has utilized in the previous 12 months, and how much (if any) remains for use at the time of this request.

Eligible employees are those who have completed completion of twelve (12) months of District employment and who have worked at least 1250 hours during the twelve (12) months preceding the leave.), an employee may take an unpaid CFRA leave of up to twelve (12) weeks in a twelve (12) month period for the following covered events:

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1. The birth, adoption or foster placement of a child (including the child of the employee's domestic partner);
2. The employee's own serious health condition (excluding pregnancy); or
3. The serious health condition of the employee's child (regardless of age), parent, parent-in-law, spouse, registered domestic partners, sibling, grandparent or grandchild, or "designated person" as defined by CFRA; and
4. A qualifying military exigency related to the call to active duty of an employee's spouse, domestic partner, child or parent, in the U.S. Armed Forces.

~~4.~~

While on family leave, an employee may elect to utilize any accrued vacation, holiday or compensating time off as a wage replacement source. While on family leave, the District shall continue to pay contributions towards the employee's health, dental and vision plan at the same rate it did while the employee was on active status. . State law provides that family leave is separate and distinct from pregnancy disability leave. All Federal laws and guidelines must be followed regarding FMLA Leave. District Policy/Procedure will detail the regulations set forth regarding appropriate utilization and documentation of FMLA Leave.

Pregnancy Disability Leave

California's Pregnancy Disability Leave law ("PDL") provides that employees who are disabled by pregnancy, childbirth or a related medical condition may take up to four months of job-protected, unpaid leave. There is no eligibility criteria for District employees to utilize PDL; employees are eligible upon hire. PDL leave does not run concurrently with CFRA leave, but does run concurrently with FMLA where FMLA applies.

A pregnant employee seeking PDL leave will provide their supervisor with a statement from her provider which indicates the estimated time of delivery and anticipated leave dates. A pregnant employee is entitled to take a pregnancy disability leave for the portion of the pregnancy and the time following delivery during which the doctor determines she is disabled (not to exceed four months). Prior to that time, the employee shall complete the necessary documents.

Such an employee may elect to use accrued vacation, compensation time, or sick leave as a wage replacement source during PDL leave. Reinstatement subsequent to pregnancy disability leave of absence shall be to the same classification from which leave was taken.

Personal Leave

Employees may request unpaid personal leave only after having completed the new hire probationary period. As soon as eligible employees become aware of the need for personal leave of absence, they must request a leave from the Fire Chief or designee. Personal leave is unpaid leave. All accrued employee leave banks (vacation, holiday, sick & comp time earned must be exhausted prior to unpaid leave request. In the event, a probationary employee is granted unpaid personal leave, their probation period will be

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extended to correspond with the unpaid time taken off. This is solely at the discretion of the Fire Chief.

Personal leave may be granted for a period of up to 14 calendar days annually. If this initial period of absence proves insufficient, consideration will be given to a written request for a single extension of no more than seven calendar days. Requests for personal leave will be subject to the Chief's discretion and will be evaluated based on a number of factors, including anticipated workload requirements and staffing consideration's during the proposed period of absence.

The District will continue to provide health insurance benefits for the full period of the approved personal leave. No paid leave, (e.g. vacation, sick leave, and holiday benefits) will not continue to accrue during the approved personal leave period.

If an employee fails to report to work promptly at the expiration of the approved leave period, the employee will be deemed to have abandoned his or her position and has resigned.

Military Leave
Any employee who is granted a military leave of absence to serve in the Armed Forces of the United States shall have his/her seniority continued as if the person has remained on the District payroll. The employee shall be reinstated from the military leave of absence at the same salary range that he/she would have been eligible to receive had he/she been on the job. Military leaves of absence will be governed by state and federal law.

WAGES

New employees will be placed in the salary step within their classification based on their experience, education, and overall qualifications. Employees who have not reached Step E within their classification will be considered for the next step within their classification as part of their annual performance review process. The Board of Directors shall determine employee base compensation and approve salary schedules, including any cost-of-living adjustments. The Fire Chief or designee shall implement only those salary adjustments authorized by Board action and reflected in the applicable Board-adopted salary schedule. Current salary schedules are approved separately by Board resolution and maintained by the District as publicly available pay schedules.~~The Fire Chief will consider and implement Cost of Living Adjustments annually based on the financial condition of SCFPD and the approval of the Board of Directors.~~

~~See Exhibit A for the current salary schedule to be updated as necessary.~~

Step Increase Upon Promotion
Any employee who is promoted to a position in a class allocated to a higher salary range that the class of position which they currently occupy, shall receive the nearest highest salary in the new salary range that is no less than five (5) percent more than their former salary. Provided, however, that in no case shall the increased salary be more than the top step in the new range. For purposes of further annual increases with

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the salary range, the probationary period and performance evaluations will be changed to the date when the promotion was effective. Employee must have successfully completed their new hire probation prior to any promotion.

Overtime (Non-Exempt, i.e. "hourly" employees)
Overtime work for employees other than sworn fire safety employees is all work performed beyond eight hours in one day or 40 hours in one work week. Employees will be compensated for overtime work at the rate of one and one-half times the employee's normal hourly rate of pay. All overtime must be approved by the Fire Chief in advance. Overtime for administrative employees who are working alternative work schedules (4/10s or 9/80s) will only receive overtime compensation when they work beyond their schedule alternative workday or in excess of 40 hours per work week.

Mileage Reimbursement
Employees will be reimbursed for authorized use of personal vehicles on Fire District business at the per mile standard business rate as prescribed by the Internal Revenue Service current rate. In the event that an employee incurs property damage to his/her vehicle while on Department business, and is unable to recover the cost of such property damage, the costs shall be paid to the employee by the Department in an amount not to exceed $500. Proof of insurance coverage and/or fault must be provided to obtain the $500 reimbursement.

INSURANCE

Medical, Dental and Vision
The District provides medical, dental and vision care coverage at no cost for eligible fulltime employees and their eligible dependents who qualify for health care insurance under the Affordable Care Act and their eligible dependents. The District also offers additional enhanced medical/dental/vision options that require employee contributions.

Waiver of Medical Benefits
Employees who have on-going medical insurance through a spouse or domestic partner that is at a minimum equal to that provided by the District, may elect to withdraw from the Fire District's medical plan. Employees withdrawing from the plan may elect to have 50% of the cost of the District chosen medical plan that the District provides at no cost to the employee paid as follows:

A. Deferred compensation; or
B. Cash Benefit- paid bi-weekly as a cash benefit (cash benefits shall be subject to taxation)

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To remain eligible for this benefit, employees must annually provide to the District proof of medical coverage. Should the employee at any time elect to exit or re-enter the District's health plan, they can only do so during an open enrollment period or qualifying event.

Life Insurance
The District agrees to provide term life insurance for all non-represented personnel in the amount of $50,000 at no cost to the employee.

Long-Term Disability Insurance
The district agrees to pay the member's contribution to a Long-Term Disability Plan.

RETIREMENT BENEFITS

California Public Employees Retirement system (CalPERS)
Employees are members of the California Public Employee Retirement System (CalPERS). The formula used is **2.7% at age 55**, and the one year final compensation, section 20042. Members are entitled to the 1959 Survivors Act, section 21574.

Employees covered by this agreement hired after January 1, 2013, they will be subject the current interpretation of the Public Employees' Pension Reform Act of 2013 (PEPRA). The new miscellaneous formula is **2% at age 62**. PEPRA requires that a three-year final compensation period be used to calculate the average final compensation for a retirement calculation for all new members. A new member is defined in PEPRA as any of the following:

- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any California public retirement system.
- A new hire who brought into the CalPERS membership for the first time on or after January 1, 2013, and who is not eligible for reciprocity with another California public retirement system.
- A member who first established CalPERS membership prior to January 1, 2013, and who is rehired by a different CalPERS employer after a break in service of greater than six months.

CalPERS refers to all members who do not fit within the definition of a new member as "classic members".

An employee may elect to purchase up to four years of service credit for any continuous active military or merchant marine service prior to employment with the District as outlines in Section 21024 of the CalPERS optional benefits provisions. Employees may also

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participate in the Additional Service Credit Purchase Program offered by CalPERS. The employee will bear the cost of exercising any service credit purchase option.

Optional Benefit-Deferred Compensation
Eligible Employees working at least 50% of the normal full-time work week are eligible to participate in the 457 Deferred Compensation Plan. This plan allows for a method of tax deferment of income and at the same time allows for additional retirement income. Employees contribute a pre-tax amount of salary into the plan. Participation is optional. Employee is responsible for 100% of all contributions. This optional benefit is offered during annual open enrollment period. Please contact the Human Resource Coordinator for more information.

Medicare
The Fire District does not participate in the Social Security System for retirement purposes. Employees hired after 1985 are covered by the Medicare portion of Social Security for Hospital Insurance for senior citizens. The employee and the Fire District each contribute 1.45% of salary for Medicare.

State ~~Disabilty~~Disability Insurance
The Fire District does not participate in State Disability program. The District provides a Long-Term Disability plan to eligible employees.

ADDITIONAL BENEFITS

Educational Reimbursement
Upon the approval of an educational plan by the employee's supervisor, an employee may engage in job-related educational courses which maintain or upgrade the employee's job skills, and/or prepares the employee for promotional opportunities. The District shall pay up to $1,000 per employee per fiscal year. Prior to reimbursement, documentation of successful completion of the course(s) is required with a grade of C or better.

Uniform Allowance
The District shall provide annually a $500.00 clothing allowance to eligible prevention employees that are required to wear Department specified uniforms as determined by the Fire Chief. The allowance will be disbursed as a bi-weekly allowance of $~~19~~.23 paid per pay period and received each pay day.

All new hires from outside the District will be allocated $500.00 for the purpose of purchasing required uniforms and appropriate accessories on their first pay check.

Administrative Dress Code

The administrative staff dress code is business casual; (e.g. polo shirt/blouse with collars, casual dress slacks/khaki pants, dresses/skirts no shorter than 2 inches from knee).

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Employees may wear denim on working Fridays. No heavy perfume/lotion as to not offend or cause any allergy reactions.
No tank tops, crop tops, shorts, hoodie sweatshirts, tennis shoes, or flip flops.

Employee Assistance Program
The District provides contracted services for eligible employees for Counseling and Stress Debriefing. These services include employee counseling and Critical Incident Stress Debriefing (CISD) at the District's expense. Generally, the employee may have three visits prior to referral to another program. Details for this program are available from management.

Employee Health and Wellness – Life Scan Program
The District recognizes the importance of employee health and wellness and may offer non-safety employees the opportunity to participate in a Life Scan screening program at the District's expense. This program is intended to promote overall health and wellness by providing employees with access to preventive health screenings that may help identify potential medical concerns or early indicators of certain health conditions.

Participation in the Life Scan program is voluntary and is offered as a wellness benefit. It is not a requirement for employment, fitness for duty, or the performance of assigned job responsibilities. Employees who choose to participate are encouraged to consult with their healthcare provider regarding any screening results and recommended follow-up care.

The District's intent in offering this program is to support employee well-being, encourage preventive care, and promote early awareness of potential health concerns.

DRAFT

SIGNATURE PAGE

DRAFT

I, _____, _____
PRINT EMPLOYEE NAME EMP ID#

UNDERSTAND AND AGREE THAT I HAVE RECEIVED A COPY OF THE NON-SAFETY UNREPRESENTED PERSONNEL SUMMARY OF WAGES & BENEFITS HANDBOOK AND HAVE ACCESS TO ALL POLICIES AND PROCEDURES POSTED ON DISTRICT WEBSITE AT WWW.SCFPD.US. I ALSO UNDERSTAND THAT IT IS MY RESPONSIBILITY TO READ, UNDERSTAND AND ABIDE BY THIS HANDBOOK AND ALL POLICIES AND PROCEDURES OF SCFPD.

EMPLOYEE SIGNATURE DATE

THIS FORM TO BE PLACED IN PERSONNEL FILE

DRAFT

Stanislaus Consolidated Fire Protection District
3324 Topeka Street
Riverbank, CA 95367
Phone: (209) 869-7470 · Fax: (209) 869-7475
www.scfpd.us

TO: President Rivers and Members of the Board
FROM: John W. Bairos, Fire Chief
SUBJECT: Consideration of Resolution 2026-013 Approving Three 5% Cost of Living Adjustments for Specified Non-Safety Unrepresented Classifications & Adopting Revised Salary Schedules
DATE: November 18, 2026

RECOMMENDED ACTION:
Consider adoption of Resolution No. 2026-013 approving three proposed 5% cost-of-living adjustments for eligible non-safety unrepresented classifications and adopting the associated Board-approved salary schedules. The increases would be effective January 1, 2027; January 1, 2028; and January 1, 2029.

BACKGROUND:
The District proposes three five percent (5%) cost-of-living adjustments for eligible non-safety unrepresented employees. The COLAs are presented for Board approval separately from the proposed handbook amendments.

DISCUSSION:
Health and Safety Code section 13861(d) authorizes the Board to establish employee pay schedules. The proposed increases apply only to the nonexecutive classifications identified in the attached salary schedules and expressly exclude the Fire Marshal classification.

The first five percent (5%) increase would take effect on January 1, 2027. No retroactive increase is proposed. The second and third increases would take effect January 1, 2028, and January 1, 2029, respectively.

The updated salary schedules identify the covered classifications, actual pay rates, time bases, and effective dates, consistent with title 2, California Code of Regulations, section 570.5.

FISCAL IMPACT:
The three adjustments would increase personnel costs over the three-year period. Estimated fiscal impact: FY 2026–27, [$20,008.11]; FY 2027–28, [$21,008.52]; FY 2028–29, [$22,058.94]. Funding source: Vacant AOA III Position.

ATTACHMENTS:
Proposed Resolution No. 2026-013, including salary schedules.

STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT

RESOLUTION NO. 2026-013

RESOLUTION OF THE BOARD OF DIRECTORS OF THE STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT APPROVING THREE FIVE PERCENT COST-OF-LIVING ADJUSTMENTS FOR SPECIFIED NON-SAFETY UNREPRESENTED EMPLOYEE CLASSIFICATIONS AND ADOPTING REVISED SALARY SCHEDULES

WHEREAS, Health and Safety Code section 13861(d) authorizes the District to appoint employees and provide a pay schedule for performance of their duties; and

WHEREAS, the District desires to provide three cost-of-living adjustments of five percent (5%) to the base pay rates of the nonexecutive, unrepresented non-safety classifications expressly identified in Exhibits A-1, A-2, and A-3; and

WHEREAS, the Board desires to adopt complete salary schedules that state each covered classification's pay rates, time base, and applicable effective date, consistent with title 2, California Code of Regulations, section 570.5; and

WHEREAS, this Resolution concerns only nonexecutive classifications and does not approve the compensation or fringe benefits of any local agency executive within the meaning of Government Code section 3511.1(d); and

WHEREAS, the Board has considered the fiscal impact and identified sufficient lawful budget authority for the approved compensation.

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

Section 1. Eligible Positions. This Resolution applies only to the non-safety unrepresented, nonexecutive classifications expressly identified in the attached salary schedules. The Fire Marshal classification is expressly excluded from the cost-of-living adjustments authorized by this Resolution.

Section 2. COLA Authorization. The Board approves successive five percent (5%) increases to the base salary rates for eligible classifications effective January 1, 2027; January 1, 2028; and January 1, 2029. Each increase is reflected in the actual dollar pay rates in Exhibits A-1, A-2, and A-3, respectively.

Section 3. Salary Schedules Adopted. The Board hereby adopts the pay schedules attached as Exhibits A-1, A-2, and A-3 for the dates expressly indicated therein, superseding prior base-pay rates solely for the covered classifications and periods.

Section 4. No Other Benefit Changes. Except as expressly provided in the adopted exhibits, all other compensation and benefits remain unchanged. The separate amendment of the Summary of Wages and Benefits does not independently establish salary adjustments.

Section 5. Implementation. The Fire Chief or designee shall implement the approved base-pay rates and make the schedules available for public inspection, retain them as required by law, and undertake required CalPERS reporting. Any additional appropriations requiring Board approval must be obtained before expenditure.

Section 6. Effective Date. This Resolution is effective upon adoption on November 18, 2026. Each adopted pay schedule governs only on its stated effective date.

I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the Board of Directors of the Stanislaus Consolidated Fire Protection District at a special meeting held on November 18, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Dated: November 18, 2026 _____

Brandon Rivers, Board President

ATTEST:

The foregoing is certified to be a correct copy of the original on file in this office, which has not been revoked and remains in full force and effect.

APPROVED AS TO CONTENT: APPROVED AS TO FORM:

_____ _____

Jessica Sousa, Clerk of the Board (A) Kyler Rayden, District Counsel

EXHIBITS A-1 THROUGH A-3

NON-SAFETY UNREPRESENTED EMPLOYEE BASE SALARY SCHEDULES

(HOURLY RATES)

EXHIBIT A-1

Board-adopted schedule effective January 1, 2027, Five percent increase No. 1

Non-safety classification	Step A	Step B	Step C	Step D	Step E
Administrative Assistant I (part-time)	$17.40	$18.27	$19.18	$20.14	$21.15
Operations Assistant (part-time)	$17.40	$18.27	$19.18	$20.14	$21.15
Finance Specialist	$30.04	$31.55	$33.13	$34.78	$36.52
Administrative Assistant II	$19.78	$20.77	$21.81	$22.90	$24.05
Administrative Assistant III	$31.87	$33.46	$35.14	$36.90	$38.75
Fire Inspector	$33.53	$35.20	$36.97	$38.81	$40.74
Finance Administration Manager	$49.19	$51.65	$54.23	$56.95	$59.79

EXHIBIT A-2

Board-adopted schedule effective January 1, 2028, Five percent increase No. 2

Non-safety classification	Step A	Step B	Step C	Step D	Step E
Administrative Assistant I (part-time)	$18.27	$19.18	$20.14	$21.15	$22.21
Operations Assistant (part-time)	$18.27	$19.18	$20.14	$21.15	$22.21
Finance Specialist	$31.55	$33.13	$34.78	$36.52	$38.34
Administrative Assistant II	$20.77	$21.81	$22.90	$24.05	$25.25
Administrative Assistant III	$33.46	$35.14	$36.90	$38.75	$40.68
Fire Inspector	$35.20	$36.97	$38.81	$40.74	$42.78
Finance Administration Manager	$51.65	$54.23	$56.95	$59.79	$62.78

EXHIBIT A-3

Board-adopted schedule effective January 1, 2029, Five percent increase No. 3

Non-safety classification	Step A	Step B	Step C	Step D	Step E
Administrative Assistant I (part-time)	$19.18	$20.14	$21.15	$22.21	$23.32
Operations Assistant (part-time)	$19.18	$20.14	$21.15	$22.21	$23.32
Finance Specialist	$33.13	$34.78	$36.52	$38.34	$40.26
Administrative Assistant II	$21.81	$22.90	$24.05	$25.25	$26.51
Administrative Assistant III	$35.14	$36.90	$38.75	$40.68	$42.72
Fire Inspector	$36.97	$38.81	$40.74	$42.78	$44.92
Finance Administration Manager	$54.23	$56.95	$59.79	$62.78	$65.92

Stanislaus Consolidated Fire Protection District
3324 Topeka Street
Riverbank, CA 95367
Phone: (209) 869-7470 · Fax: (209) 869-7475
www.scfpd.us

TO: President Rivers and Members of the Board
FROM: John W. Bairos, Fire Chief
SUBJECT: Approval to Over-Hire Five (5) Firefighters to Support District Staffing Needs
DATE: November 18, 2026

BACKGROUND

The District has been planning to hire three (3) Firefighters to address staffing needs and support ongoing operational requirements. However, based on current staffing demands and the need to maintain adequate personnel levels across District operations, staff is requesting authorization to increase the planned hiring number to five (5) Firefighters.

Increasing the number of hires will provide additional flexibility in addressing staffing vacancies, supporting daily operational coverage, and maintaining appropriate staffing levels as the District continues to meet its service obligations.

DISCUSSION

The requested over-hire of two (2) additional Firefighters will allow the District to better address staffing needs and provide additional personnel to support daily operations. Hiring five (5) Firefighters at this time will also help reduce the need for additional recruitment efforts in the near future and provide greater flexibility when addressing vacancies and staffing fluctuations.

Staff believes this adjustment is necessary to support the District's operational needs and maintain the level of service expected by the communities served by SCFPD.

FISCAL IMPACT

The over-hiring of two (2) additional Firefighters will result in additional personnel costs, including salaries, benefits, and associated onboarding and training expenses. The total fiscal impact will depend on the timing of appointments and applicable compensation and benefit costs.

BOARD ACTION REQUESTED

The Board approve the over-hiring of five (5) Firefighters to support District staffing needs, in place of the previously planned three (3).

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TO: President Rivers and Members of the Board
FROM: John W. Bairos, Fire Chief
SUBJECT: Contribution to the Smoke Detector Purchase and Distribution Program
DATE: November 18, 2026

RECOMMENDED ACTION:
Adopt Resolution No. 2026-014 authorizing a one-time contribution not to exceed $5,000 to support a Stanislaus County Smoke-Detector Purchase and Distribution program and authorizing the Fire Chief to identify the recipient and implement the contribution subject to specified conditions.

BACKGROUND:
The District is considering contributing up to $5,000 toward a local smoke-detector purchase program discussed with the Stanislaus County Firemen's Association and the Fire Wardens Office. The organization that will receive and administer the contribution has not yet been confirmed.

DISCUSSION:
Health and Safety Code sections 13861 and 13862 authorize the District to carry out fire protection and other services protecting lives and property. A contribution restricted to purchasing and distributing smoke detectors can serve that public purpose, provided the program demonstrably benefits the District's service area. (Cal. Const., art. XVI, sec. 6.)

The proposed resolution authorizes up to $5,000 and permits the Fire Chief to select an appropriate recipient once its identity and the local benefit are verified. Before payment, the recipient must agree to use the funds only for the approved smoke-detector program, maintain reasonable records, and return unused or improperly used funds. The Fire Chief will report the recipient and payment amount to the Board following disbursement. If these conditions are not met, no contribution will be made.

FISCAL IMPACT:
Up to $5,000, subject to confirmation of an existing lawful appropriation and the availability of unrestricted funds. The resolution does not authorize additional appropriations; staff would return to the Board if needed.

ATTACHMENTS:
Proposed Resolution No. 2026-014, Authorizing a Contribution Not to Exceed $5,000 to Support a Smoke-Detector Purchase and Distribution Program.

STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT

RESOLUTION NO. 2026-014

RESOLUTION OF THE BOARD OF DIRECTORS OF THE STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT AUTHORIZING A CONTRIBUTION NOT TO EXCEED $5,000 TO SUPPORT A SMOKE-DETECTOR PURCHASE AND DISTRIBUTION PROGRAM

WHEREAS, Health and Safety Code sections 13861 and 13862 authorize the District to exercise powers necessary to provide fire protection and services relating to the protection of lives and property; and

WHEREAS, the Board has been advised of a Stanislaus County smoke-detector purchase program intended to assist with fire prevention through the purchase and distribution of smoke detectors; and

WHEREAS, the Board desires to contribute up to $5,000 to that program only if the contribution will provide a demonstrable fire-prevention benefit to residents or properties within the District's service area; and

WHEREAS, the organization that will receive and administer the contribution has not yet been identified, and the Board wishes to authorize the Fire Chief to confirm the recipient and implement the contribution within the limits set forth below; and

WHEREAS, the Board finds that a contribution restricted to the specified fire-prevention purpose and subject to the conditions in this Resolution will advance the District's public purposes within the meaning of article XVI, section 6 of the California Constitution.

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

Section 1. Public Purpose. The Board finds that providing working smoke detectors to protect persons and property within the District's service area serves the District's fire-prevention mission. The contribution authorized below is restricted to that public purpose.

Section 2. Contribution Authorized. The Board authorizes a one-time contribution in an amount not to exceed $5,000 to support the purchase and distribution of smoke detectors through the program described above. The Fire Chief may determine the actual amount, within that limit, subject to the conditions of this Resolution. No unrestricted donation is authorized.

Section 3. Recipient and Local Benefit. Before disbursement, the Fire Chief shall identify an appropriate public agency or established organization responsible for administering the program; verify its identity and ability to use the funds for the approved purpose; and document how the contribution will provide a demonstrable benefit within the District's service area, including through a reasonable allocation or distribution of detectors to District residents or properties. If these conditions cannot be confirmed, no contribution shall be made.

Section 4. Restrictions and Accountability. Before payment, the recipient shall agree in writing to use the contribution only to purchase and distribute smoke detectors in a manner consistent with Section 3; retain reasonable records of expenditures and distribution; provide a brief accounting to the District upon request; and return any unused funds or funds expended for an unauthorized purpose.

Section 5. Funding and Implementation. The Fire Chief and Finance Administration Manager shall confirm that the expenditure can be made from an existing lawful appropriation and that no restricted revenues are used contrary to their restrictions. If additional Board appropriation is needed, staff shall return to the Board before disbursement. The Fire Chief or designee is authorized to execute a brief written agreement and issue payment after all conditions have been satisfied.

Section 6. Reporting and Environmental Review. The Fire Chief shall report the name of the recipient and amount contributed at the next regular Board meeting following disbursement. The Board finds that the limited fiscal contribution authorized by this Resolution will not cause a potentially significant physical change in the environment and is not a project under CEQA Guidelines section 15378, subdivision (b)(4).

Section 7. Effective Date. This Resolution shall take effect immediately upon adoption.

I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the Board of Directors of the Stanislaus Consolidated Fire Protection District at a special meeting held on November 18, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Dated: November 18, 2026 _____

Brandon Rivers, Board President

ATTEST:

The foregoing is certified to be a correct copy of the original on file in this office, which has not been revoked and remains in full force and effect.

APPROVED AS TO CONTENT: APPROVED AS TO FORM:

_____ _____

Jessica Sousa, Clerk of the Board (A) Kyler Rayden, District Counsel

Stanislaus Consolidated Fire Protection District
3324 Topeka Street
Riverbank, CA 95367
Phone: (209) 869-7470 · Fax: (209) 869-7475
www.scfpd.us

TO: President Rivers and Members of the Board
FROM: John W. Bairos, Fire Chief
SUBJECT: Authorize the receipt of grant funds from the 2026- Proposition 4 Grant – Specialized Firefighting Equipment, if the District is selected as an award recipient.
DATE: November 18, 2026

RECOMMENDATION:
Authorize the District to accept funding under the California Fire Foundation's 2026 Proposition 4 Grant Program, if awarded; approve the attached authorization letter; and authorize the Board President to sign the letter and the Fire Chief to execute necessary grant documents, subject to legal review and provided the final award does not impose matching-fund requirements or other material financial obligations beyond those approved by the Board.

BACKGROUND:
The District has submitted an application to the California Fire Foundation for the 2026 Proposition 4 Grant to support firefighter wellness, wildland firefighting equipment, and operational needs. The grant does not require matching funds. Grant-funded projects must be completed no later than December 2027.

The District's application includes the following requested equipment and supplies:

- Three (3) saunas for the Firefighter Wellness Program
- One (1) drone with three (3) accessories
- Fifty-one (51) wildland jackets, pants, boots, and headlamps
- Twenty (20) hose clamps
- Ten (10) Mystery Ranch wildland packs
- Ten (10) wildland helmets and helmet shrouds
- Two (2) portable water tanks
- Six (6) backpack wildland pumps

FISCAL IMPACT:
There is no matching-fund requirement associated with this grant. Funding would be provided through the grant award, if selected.

Stanislaus Consolidated Fire Protection District
3324 Topeka Street
Riverbank, CA 95367
Phone: (209) 869-7470 · Fax: (209) 869-7475
www.scfpd.us

To: California Fire Foundation

From: Stanislaus Consolidated Fire Protection District Board of Directors

Re: 2026 Proposition 4 Grant Specialized Firefighting Equipment

The Stanislaus Consolidated Fire Protection District Board of Directors, at its November 18, 2026 special meeting, authorized the District to accept funding under the California Fire Foundation's 2026 Proposition 4 Grant Program, if awarded, and authorized the Fire Chief to execute necessary grant documents, subject to legal review and the terms of the grant agreement. The California Fire Foundation may consider this letter confirmation of the Board's authorization to receive the grant funds, which do not require matching funds. If selected, the District will ensure the grant-funded projects are completed by December 2027, consistent with the grant requirements. We appreciate your consideration of our request. Listed below are the items the District has submitted for in the application:

- 3 Saunas - Firefighter Wellness Program for Detoxification and Recovery
- 1 Drone with 3 Accessories
- 51 Wildland Jackets
- 51 Wildland Pants
- 51 Wildland Boots
- 51 Headlamps
- 20 Hose Clamps
- 10 Mystery Ranch Wildland Packs
- 10 Wildland Helmets
- 10 Wildland Helmet Shrouds
- 2 Portable Water Tanks
- 6 Backpack Wildland Pumps

Thank you,

Brandon Rivers
Board President
Stanislaus Consolidated Fire Protection District

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3324 Topeka Street
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Phone: (209) 869-7470 · Fax: (209) 869-7475
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TO: President Rivers and Members of the Board
FROM: John W. Bairos, Fire Chief
SUBJECT: Limited Amendment to City of Modesto Fire Administrative Services Agreement
DATE: November 18, 2026

RECOMMENDED ACTION:
Adopt Resolution No. 2026-015 authorizing the Fire Chief to execute a limited amendment to the District's Fire Administrative Services Agreement with the City of Modesto establishing the FY 2026–27 payment schedule, subject to District Counsel's review and approval and the conditions in the resolution.

BACKGROUND:
The District and City of Modesto entered into an Agreement to Provide Fire Administrative Services in January 2022, with a term ending June 30, 2027. Although the agreement contemplates payments through that date, its executed Exhibit A omits the fee schedule for FY 2026–27. Modesto previously proposed an amendment adding that final-year schedule; a final amendment has not yet been provided.

DISCUSSION:
The proposed FY 2026–27 fee is $422,967.03, payable in monthly installments. The proposed action is limited to completing the existing agreement's payment schedule. It would not extend the agreement, change services or other substantive terms, or resolve the separate discussions about a possible extension or additional contractual protections.

The resolution would authorize the Fire Chief to sign the final amendment only after District Counsel reviews and approves it, staff confirms available funding and reconciles payments already made, and the final terms remain within the Board's authorization. Any material changes beyond the FY 2026–27 payment schedule, including an increase above the proposed annual amount, must return to the Board.

FISCAL IMPACT:
The proposed FY 2026–27 annual fee of $422,967.03 is $9,096.76 (approximately 2.2%) more than the FY 2025–26 fee of $413,870.27. Staff must confirm the available appropriation and reconcile any FY 2026–27 payments already made before execution. No extension or additional services are authorized.

ATTACHMENTS:
Proposed Resolution No. 2026-015 (limited Modesto payment-schedule amendment authorization).

STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT

RESOLUTION NO. 2026-015

RESOLUTION OF THE BOARD OF DIRECTORS OF THE STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT AUTHORIZING EXECUTION OF A LIMITED AMENDMENT TO THE FIRE ADMINISTRATIVE SERVICES AGREEMENT WITH THE CITY OF MODESTO

WHEREAS, the District and City of Modesto entered into an Agreement to Provide Fire Administrative Services in January 2022, with an existing term through June 30, 2027; and

WHEREAS, the executed agreement's Exhibit A omits the FY 2026–27 fee payment schedule, and the parties have discussed an amendment limited to adding that schedule; and

WHEREAS, the Board desires to authorize execution of that limited amendment without changing or extending the remaining agreement.

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

Section 1. Limited Authorization. The Fire Chief is authorized to execute, on behalf of the District, an amendment to the agreement solely to add the FY 2026–27 fee payment schedule, with an annual amount not to exceed $422,967.03, subject to District Counsel's review and approval of the final amendment, confirmation of available appropriations, reconciliation of any FY 2026–27 payments already made, and any required City approval.

Section 2. Existing Terms Preserved. All other agreement terms shall remain unchanged, including its scope, termination provisions, and Section 2.2 governing extensions. This resolution does not authorize an extension, renewal, change in services, or payment obligations beyond the stated annual amount. Any material departure must return to the Board for approval.

Section 3. Effective Date. This Resolution takes effect immediately upon adoption.

I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the Board of Directors of the Stanislaus Consolidated Fire Protection District at a special meeting held on November 18, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Dated: November 18, 2026

_____

Brandon Rivers, Board President

ATTEST:

The foregoing is certified to be a correct copy of the original on file in this office, which has not been revoked and remains in full force and effect.

APPROVED AS TO CONTENT: APPROVED AS TO FORM:

_____ _____

Jessica Sousa, Clerk of the Board (A) Kyler Rayden, District Counsel

Stanislaus Consolidated Fire Protection District
3324 Topeka Street
Riverbank, CA 95367
Phone: (209) 869-7470 · Fax: (209) 869-7475
www.scfpd.us

TO: President Rivers and Members of the Board
FROM: John W. Bairos, Fire Chief
SUBJECT: SB 580 – Immigration Enforcement Response Policy
DATE: November 18, 2026

RECOMMENDATION

Adopt Resolution 2026-016 approving the District's Immigration Enforcement Response Policy in accordance with Senate Bill 580 (SB 580).

BACKGROUND

Senate Bill 580 (2025), codified under Government Code Section 12532.5, establishes requirements for local agencies regarding responses to immigration enforcement activities and related information requests.

The proposed Immigration Enforcement Response Policy establishes procedures for District staff when U.S. Immigration and Customs Enforcement (ICE) or other immigration enforcement authorities arrive at District facilities or request information related to immigration status.

The policy is intended to ensure a consistent and professional response, protect the privacy and rights of employees and visitors, and direct requests to designated District personnel for appropriate review. It also outlines staff responsibilities, prohibited actions, and requirements for referring legal documents and information requests for legal review.

FISCAL IMPACT

There is no anticipated fiscal impact associated with adopting this policy.

RECOMMENDATION

Staff recommends that the Board adopt Resolution 2026-016 approving the Immigration Enforcement Response Policy.

Stanislaus Consolidated Fire Protection District Administrative Policies and Procedures		
	District Fire Chief's Authorization	
Subject	**Date: 11/18/2026**	**Policy Number**
IMMIGRATION ENFORCEMENT RESPONSE POLICY	11/16/2026	E-3

Purpose

This policy establishes procedures for [Stanislaus Consolidated Fire Protection District] ("District") staff when U.S. Immigration and Customs Enforcement agents or other immigration authorities ("agents") arrive at District facilities, or when responding to information requests related to immigration information[1]. It promotes a calm, consistent response, protects visitors' and employees' rights and privacy, and directs requests to designated District officials without obstructing federal enforcement activity[2].

Authority

The District Fire Chief issues this policy as the administrative head of the District under Policy AA-01 Policy and Procedures Development Process, which makes the District Fire Chief responsible for the efficient administration of the affairs of the District, the District's designated personnel officer, and which allows the District Fire Chief to delegate those duties to subordinate employees. Contract terms required by this policy are subject to the District's purchasing rules and the District Board's contracting authority.

Scope

This policy applies to District staff, volunteers, and contractors responding to immigration enforcement activity at District facilities and District hosted programs or events, and to requests for records containing immigration status information made in person or requested in writing. Questions about its application, legal process, or other department specific requirements shall be referred to the designated staff contact and the District General Counsel's Office. This policy applies broadly to District staff, while preserving public safety's separate legal obligations under the TRUST Act, TRUTH Act, and California Values Act[3]. This general administrative policy does not replace procedures governing custody, transfers, release notifications, or immigration interviews.

[1] Pursuant to SB 580 (2025), codified as Govt. Code § 12532.5.
[2] Immigration enforcement authorities include U.S. Immigration and Customs Enforcement ("ICE"), U.S. Customs and Border Protection, and any other federal, state, or local agency or officer participating in or facilitating immigration enforcement.
[3] Govt. Code §§ 7282-7282.5, 7283-7283.2 and 7284-7284.12.

Policy

Staff shall: remain calm and professional, maintain operations, promptly notify the designated staff contact, refrain from voluntarily consenting to access to restricted areas or releasing personal information, and document the encounter.

Staff shall not: physically interfere or make any physical contact with agents, obstruct agents, destroy evidence, provide false information, and disregard legal processes or judicial warrants, subpoenas, or orders. Warrants, subpoenas, orders, and other demands shall be referred for legal review; staff shall not independently determine their validity or scope.

Except as required by law[4][5], staff shall not assist immigration enforcement activities by identifying or locating people, confirming a person's presence, providing language interpretation or logistical support for agents, guide agents through a facility, or use District resources in support of immigration enforcement activities. Nothing in this policy prevents emergency response, compliance with lawful processes, or communications protected or required by federal law[6].

Designated Staff Contacts

Primary contact: John Bairos / Fire Chief / 209-596-5197 / jbairos@scfpd.us
Secondary contact – Battalion Chief On Duty: A Shift: Josh Tucker/ BC/ 209-860-1684/ jtucker@scfpd.us ; B Shift: Zac Swanson/ BC/ 209-225-0885/ zswanson@scfpd.us;
C Shift: Scott Burke/ BC/ 209-569-6637/ sburke@scfpd.us
Additional backup: Brittany Withrow / Finance Administration Manager/ 209-869-7470/ bwithrow@scfpd.us
District General Counsel's Office: Kyler Rayden/ 805-290-0053/ Kyler.Rayden@bbklaw.com
After-hours contact: John Bairos, Fire Chief / 209-596-5197

Response Procedures

Step 1: Immediately Notify the Designated Staff Contact

When agents arrive, request information or assistance, or attempt to enter a restricted area, immediately call the primary contact, even if agents make no formal request. If unavailable, leave a message and immediately call the secondary contact, then the additional backup or after-hours contact. Provide:

---

[4] For Federal grant program participants, 2 C.F.R. § 200.337(a) provides authorized federal representatives access to records pertinent to a federal grant award. Request legal review if federal authorities request grant participant immigration information to ensure the validity and enforceability of the information request. California legislation does not excuse noncompliance with a valid, enforceable federal grant requirement. An agency cannot accept grant funds and disregard valid conditions attached to those funds. *South Dakota v. Dole*, 483 U.S. 203 (1987).

[5] *See:* California Department of Justice, Legal Alert: "Legal Obligations of Local Agencies Regarding Verification of Immigration Status of Participants in Certain Programs Funded by the U.S. Department of Housing and Urban Development (HUD)," OAG 2026-02 (May 14, 2026), available at: https://oag.ca.gov/publications#legal-alerts

[6] California legislation does not render federal immigration statutes unenforceable, it restricts the use of state and local resources to assist federal enforcement, consistent with the Tenth Amendment's anticommandeering rule. *United States v. California*, 921 F.3d 865 (2019).

- Your name, position, location, and callback number.
- The agents' location and whether members of the public are present.
- Any interactions, requests, or communications involving agents and District staff.

Step 2: Identify Requests and Refer Documents for Review

Tell agents that the designated District contact has been notified and ask them to wait in a public area. If comfortable and safe, request their names, badge numbers, agency, supervisor's telephone number, and purpose. Document the response without arguing or insisting on identification. Refer any telephone and electronic requests from agents for independent verification by the District's designated contact.

Ask whether agents have a signed judicial warrant. Request a copy or photograph of any warrant, subpoena, order, or other document and promptly forward it to the designated contact using the listed email or another approved District channel. Do not sign documents without the designated contact's approval following legal review.

The designated contact will coordinate with the District General Counsel's office to review the authority, scope, deadlines, and any grounds for objection. Provide only the access or information legally required. Review shall not delay legally required immediate compliance. A notice to appear or an administrative warrant does not require staff to locate a person or facilitate service. A records subpoena does not itself authorize entry or a search of restricted areas.

Public and Restricted Areas

Agents may access areas open to the public on the same terms as other members of the public. For staff-only areas, nonpublic rooms, and private events, do not voluntarily consent to entry. An administrative immigration warrant (ICE Form I-200[7]), an administrative warrant of removal/deportation (ICE Form I-205[8]), an administrative notice to appear (ICE Form I-862[9]), or an administrative subpoena (ICE Form I-138[10]) do not, by themselves, authorize entry into a nonpublic area without consent.[11] Refer any asserted judicial warrant or other authority for immediate legal review. A judicial arrest warrant[12] does not automatically authorize a search of all District premises. The District General Counsel's office shall evaluate the warrant's scope and any asserted exception to the warrant requirement.

> *Suggested statement*: "This is a private/restricted area. Do you have a signed judicial warrant? I do not consent to entry or a search. I have contacted the designated District representative; please wait for that person."

If agents insist on entering, enter by force, or present a judicial warrant, do not attempt to block or physically interfere. Maintain a safe distance and make no physical contact with the agents. Immediately notify the designated contact, document what occurs, and follow Step 4. Do not attempt to dispute the agent's authority at the scene.

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[7] *See:* Appendix A for a sample Form I-200.
[8] See: Appendix B for a sample Form I-205.
[9] See: Appendix G for a sample Form I-862.
[10] *See:* Appendix E for a sample Form I-138.
[11] Govt. Code § 7285.1
[12] *See:* Appendix D for a sample Form AO 442.

Personal Information and Records

Staff are not required by this policy to disclose their own immigration status or another person's status to an agent. The District is not required to collect immigration status information or affirmatively respond to a request for such information, unless required by federal or state law or by a lawful state or federal program unrelated to immigration enforcement. Keep visitor logs and records containing names, telephone numbers, addresses, or other personal information away from public view. Do not voluntarily disclose records or personal information; refer requests and legal demands to the designated contact and District General Counsel's Office for review and direction.

Collect personal information only as needed for District programs or as required by law. Do not ask about a person's or household member's citizenship or immigration status or insist on immigration-related identification instead of other acceptable documents, unless required by law or a government program. Follow the District's retention schedules, legal holds, and secure disposal procedures.

Informal requests and administrative subpoenas shall be referred for legal review, not treated as authority for immediate disclosure. The designated contact and District General Counsel's Office shall evaluate judicial process, any objections, and required responses. Public Records Act requests shall follow ordinary deadlines and exemptions. Program, funding, and audit requests shall be reviewed under the applicable law and lawful program requirements. Disclose only what is required and protect confidential information.

Access to District files and databases, including vendor-held records, shall be limited by authorized need. Employee records, including I-9 forms, shall not be released without a judicial subpoena or judicial warrant, except an I-9 inspection for which the District has received a prior Notice of Inspection, which shall be forwarded at once to Human Resources and the District General Counsel's Office. Do not provide login credentials or allow the use of database searches to bypass this policy. The District shall incorporate these protections into agreements governing contractor access to District facilities, records, or systems and obtain amendments to existing agreements as needed for legal compliance.

Step 3: Observe and Document the Encounter

Remain calm. Do not argue with agents, interfere, or make any physical contact even if you believe their conduct is unlawful. If safe and permitted by applicable law and District requirements, record or otherwise document the encounter without obstructing agents.

Record the following as soon as practicable:

- Date, time, facility, method of contact, specific areas requested or entered, and the agents' stated purpose.
- Agents' names, badge numbers, agency, and supervisor's contact information, if provided.
- Requests, questions, searches, arrests, statements, staff responses, any disruptions of District services, and other actions observed.
- Copies or photographs of any warrant or other document presented, and when and to whom the documents were forwarded.

- Names of persons detained, if known, and staff or other witnesses present.

Record the outcome, advice received, any objections, and what information was disclosed, to whom, by what method, and under what authority. The designated contact shall keep reports and supporting documents in a central District location under applicable retention and confidentiality requirements.

After agents leave, promptly notify the designated contact if that person was not present. Provide all relevant information and preserve notes, recordings, and documents through approved District channels. Coordinate any appropriate contact with a detained person's relatives or family through the designated contact, consistent with privacy requirements.

Employee Notices and Emergency Contacts

Human Resources will coordinate compliance with Labor Code section 90.2. Except as otherwise required by federal law, within 72 hours after receipt of notice of an immigration agency inspection of I-9 forms or other employment records, the District shall post the required employee notice and provide written notice to the employees' authorized representative, if any. The notice shall identify the inspecting agency, the date received, the nature of the inspection to the extent known, and include a copy of the I-9 Notice of Inspection. An affected employee shall receive a copy upon reasonable request.

Except as otherwise required by federal law, within 72 hours after receipt of written inspection results, Human Resources shall provide each current affected employee and authorized representative the required results and individualized notice of the resulting obligations, deficiencies, correction period, any meeting, and right to representation, using the delivery methods required by Labor Code section 90.2(b). Employment record demands, including I-9 inspection notices, shall receive prompt legal review; staff shall not assume that a judicial warrant is required for every lawful records inspection.

Human Resources shall administer the emergency contact procedures required by Labor Code section 1555. This includes the opportunity for employees to designate and update an emergency contact and elect notification upon arrest or detention. If an employee has elected notification, the District shall notify the designated contact when the employee is arrested or detained at the worksite, or when the District has actual knowledge of an arrest or detention away from the worksite during work hours or performance of job duties.

Step 4: Do Not Obstruct Enforcement Activity

If agents insist on proceeding despite a refusal of consent, staff may state: "I do not consent, but because I have no other choice at this time, I will not interfere with your order."

- Do not physically block agents, resist entry, or interfere with a search or arrest.
- Do not lie to agents, provide false information, or destroy or conceal records.
- Do not move individuals from public to private areas with the intent to interfere with enforcement activity.
- Do not encourage anyone to run or hide. Staff may calmly inform visitors that ICE agents are present and that attendance at a voluntary District activity is their choice.

Continue to notify the designated contact and document the encounter. Obstruction of federal agents may expose an employee to criminal charges. District provided representation or defense is not guaranteed and is subject to applicable law and District determinations. Employee rights to District provided defense or representation are governed by applicable law, including Government Code sections 995 through 996.6. Nothing in this policy limits those rights or expands the statutory grounds for refusing a defense. Civil and criminal proceedings are subject to different statutory standards.

Facility Preparation and Visitor Protection
Departments shall prepare staff and facilities before an encounter occurs. The District Fire Chief, with the District General Counsel's Office, shall confirm the public and restricted areas of each District facility.

- Identify public and restricted areas and use appropriate "Private Event" or "Restricted Area" signs. Designations should reflect actual access restrictions and the use of the space. Posting a sign alone does not convert an area open to the public into a nonpublic area.
- Use locks, keycards, or other ordinary access controls for nonpublic areas, consistent with safety and emergency access requirements.
- Where appropriate for an event, use attendee registration procedures and protect registration information from public access.
- Maintain current primary, secondary, backup, and after-hours contact information where staff can readily access it.
- Review these procedures and information handling guidelines with employees who interact with visitors or manage access to District facilities.
- Designated contacts shall receive training on facility access, information sharing, and the differences between administrative and judicial documents.

Libraries[13]

For District libraries, the Library Director shall coordinate application of this policy. Patron registration, borrowing, search, class, and other identifiable library use records, including records held by vendors, are confidential.[14] Access is limited to authorized library administration, persons authorized in writing by the patron, or an appropriate superior court order, subject to controlling federal law. The Library Director shall make the information sharing policy available internally and on the library website.

Shelters[15]

For District operated shelters, including temporary shelters, public reception areas should be distinguished from residents' sleeping areas, private rooms, and other nonpublic spaces. Post visitor hours and entry requirements, require visitor check in,

[13] *See:* California Attorney General, "Promoting Safe and Secure Libraries for All: Guide and Model Polices to Assist California's Public Libraries in Responding to Immigration Issues," September 2026, available at: https://oag.ca.gov/system/files/media/libraries.pdf
[14] Govt. Code § 7927.105.
[15] *See:* California Attorney General, "Promoting Safe and Secure Shelters for All: Guide and Model Polices to Assist California Shelters in Responding to Immigration Enforcement," September 2026, available at: https://oag.ca.gov/system/files/media/shelter.pdf

and explain these rules to residents and staff. For contracted shelters, the District shall identify the operator's responsibilities and records protections in the operating agreement.

Before releasing records, the shelter administrator and District General Counsel's Office shall apply any additional confidentiality requirements governing the program(s), including the Violence Against Women Act, Family Violence Prevention and Services Act, and Victims of Crime Act where applicable. Where these laws require consent, obtain informed, written, time limited consent; however, do not condition services on that consent.

For legally compelled disclosure, provide required notice and take required steps to protect the affected person's privacy and safety. A general release or shared-database agreement does not replace these protections.

Utility Information

For District utility records, Government Code section 7927.410 generally exempts customer names, credit histories, usage data, home addresses, and telephone numbers from Public Records Act disclosure. It requires disclosure of names, usage data, and home addresses in specified circumstances, including requests by an authorized agent or family member, another governmental agency when necessary for official duties, a court order, or law enforcement concerning an ongoing investigation.

The District General Counsel's Office shall determine whether an exception applies and whether other law restricts disclosure. An agency's request does not automatically authorize access to the entire customer account. Release only the information required by the applicable exception or legal process.

Final Reminders

- Stay calm, professional, and focused on safety.
- Notify the designated contact immediately and ask agents to wait.
- Ask for the warrant or other document and forward it promptly for review.
- Do not voluntarily consent to restricted-area access or consent to the release of personal information.
- Do not sign documents or provide requested records without direction from the designated contact following legal review.
- Document the encounter and preserve relevant information.
- Refusing consent does not authorize physical interference or obstruction by District staff.

Administration and Questions

Responsible department: Fire Chief. The District Fire Chief shall designate contacts authorized to coordinate the District's response with the District General Counsel's office. The responsible department shall complete the contact information, coordinate staff preparation and applicable department procedures, and implement this policy by January

1, 2027, as required by Government Code section 12532.5. Employees shall direct questions to the primary contact listed above.

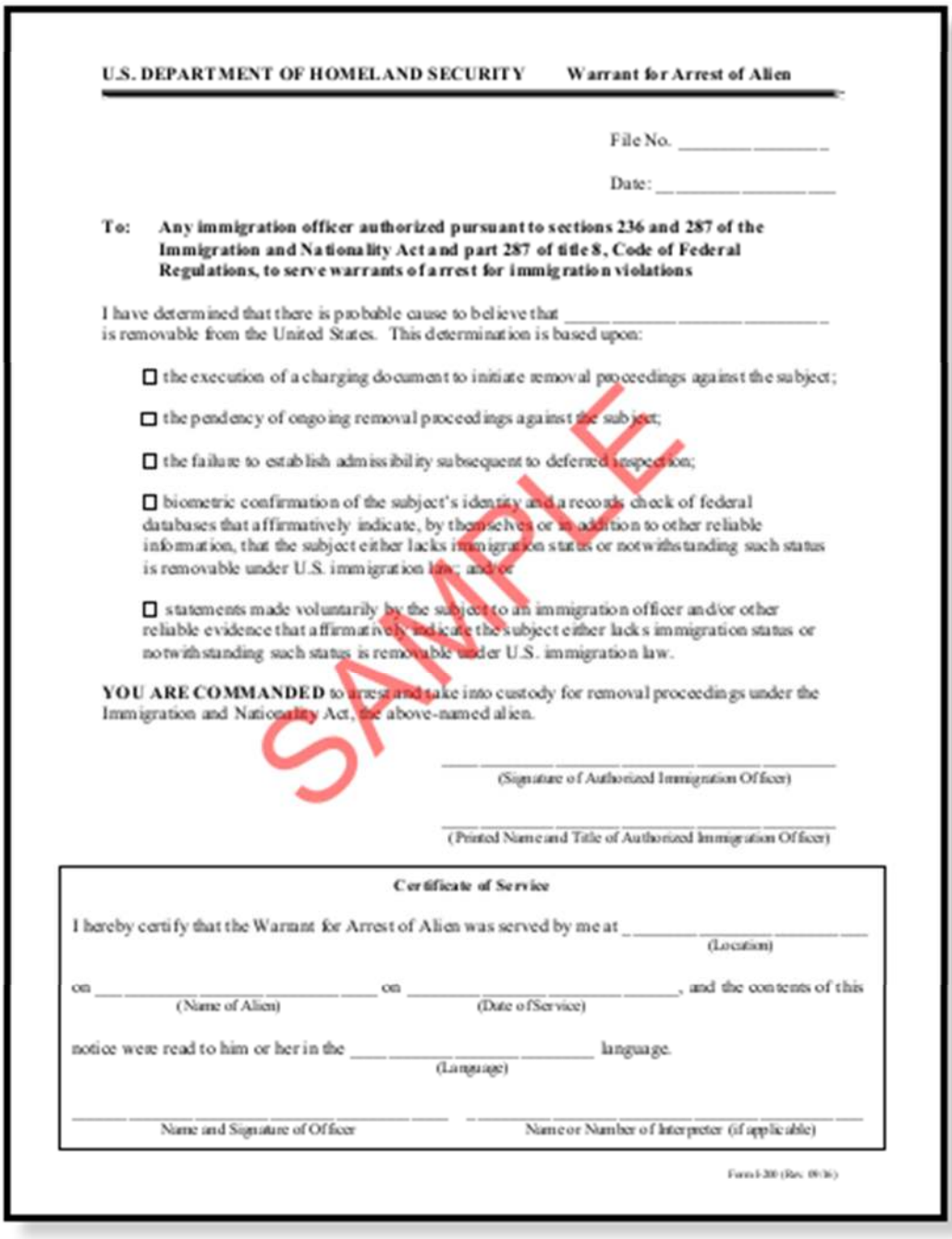
Last updated: November 11, 2026.

Attachment: Sample Warrants and Subpoenas

The following reference pages are reproduced from Appendices A through G of the Attorney General's September 2026 model policies, including sample judicial and immigration documents. They are identification aids; staff shall forward actual documents for legal review rather than rely solely on the samples.

Appendix A

Immigration and Customs Enforcement "Arrest Warrant" (Form I-200)



U.S. DEPARTMENT OF HOMELAND SECURITY **Warrant for Arrest of Alien**

File No. _____

Date: _____

To: **Any immigration officer authorized pursuant to sections 236 and 287 of the Immigration and Nationality Act and part 287 of title 8, Code of Federal Regulations, to serve warrants of arrest for immigration violations**

I have determined that there is probable cause to believe that _____ is removable from the United States. This determination is based upon:

☐ the execution of a charging document to initiate removal proceedings against the subject;

☐ the pendency of ongoing removal proceedings against the subject;

☐ the failure to establish admissibility subsequent to deferred inspection;

☐ biometric confirmation of the subject's identity and a records check of federal databases that affirmatively indicate, by themselves or in addition to other reliable information, that the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law; and/or

☐ statements made voluntarily by the subject to an immigration officer and/or other reliable evidence that affirmatively indicate the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law.

YOU ARE COMMANDED to arrest and take into custody for removal proceedings under the Immigration and Nationality Act, the above-named alien.

_____
(Signature of Authorized Immigration Officer)

_____
(Printed Name and Title of Authorized Immigration Officer)

Certificate of Service

I hereby certify that the Warrant for Arrest of Alien was served by me at _____ (Location)

on _____ (Name of Alien) on _____ (Date of Service), and the contents of this notice were read to him or her in the _____ (Language) language.

_____ Name and Signature of Officer

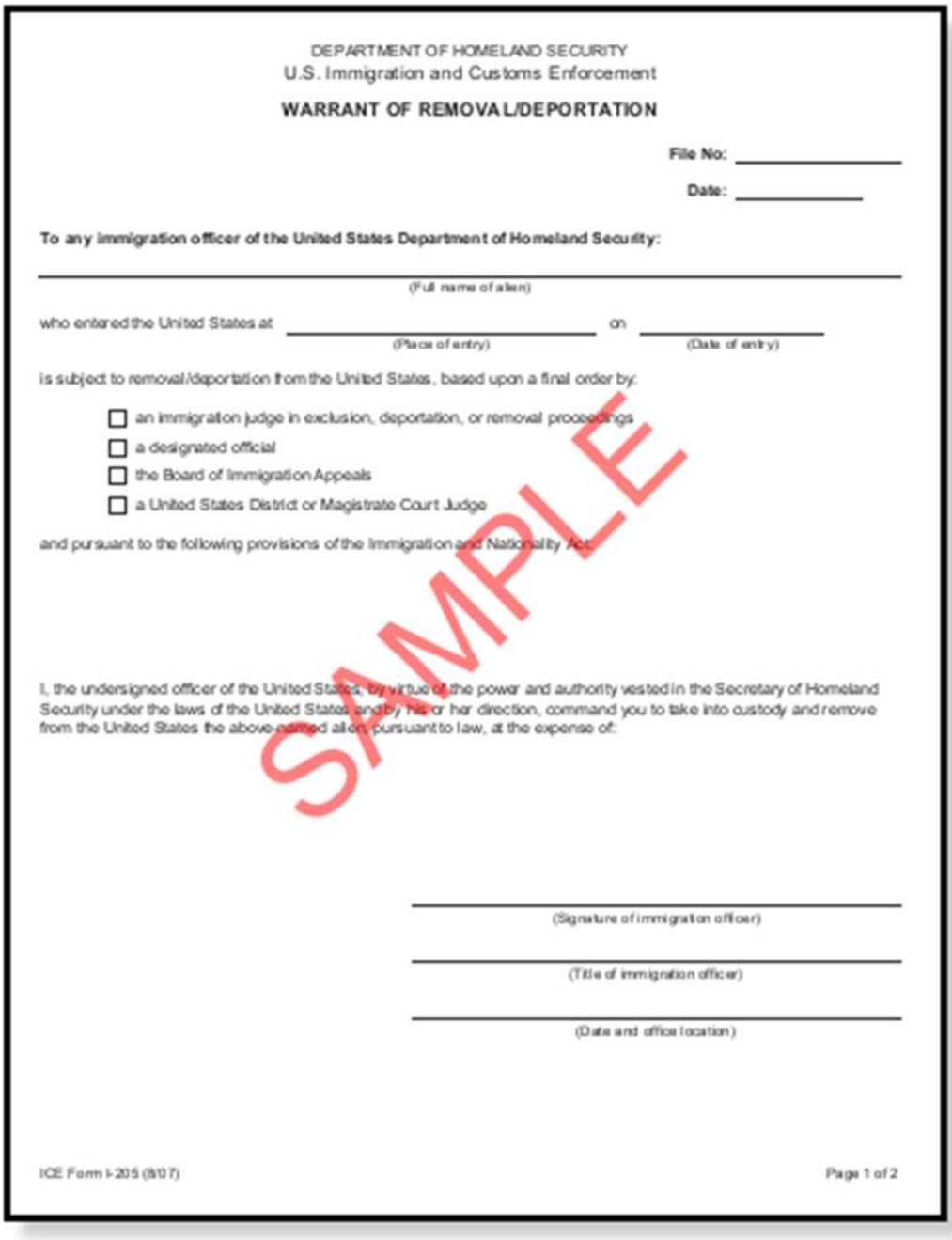
_____ Name or Number of Interpreter (if applicable)

Form I-200 (Rev. 08/16)

SAMPLE

Appendix B

Immigration and Customs Enforcement "Removal Warrant" (Form I-205)



DEPARTMENT OF HOMELAND SECURITY
U.S. Immigration and Customs Enforcement

WARRANT OF REMOVAL/DEPORTATION

File No: _____

Date: _____

To any immigration officer of the United States Department of Homeland Security:

_____
(Full name of alien)

who entered the United States at _____ on _____
(Place of entry) (Date of entry)

is subject to removal/deportation from the United States, based upon a final order by:

- ☐ an immigration judge in exclusion, deportation, or removal proceedings
- ☐ a designated official
- ☐ the Board of Immigration Appeals
- ☐ a United States District or Magistrate Court Judge

and pursuant to the following provisions of the Immigration and Nationality Act:

I, the undersigned officer of the United States, by virtue of the power and authority vested in the Secretary of Homeland Security under the laws of the United States and by his or her direction, command you to take into custody and remove from the United States the above-named alien, pursuant to law, at the expense of:

_____
(Signature of immigration officer)

_____
(Title of immigration officer)

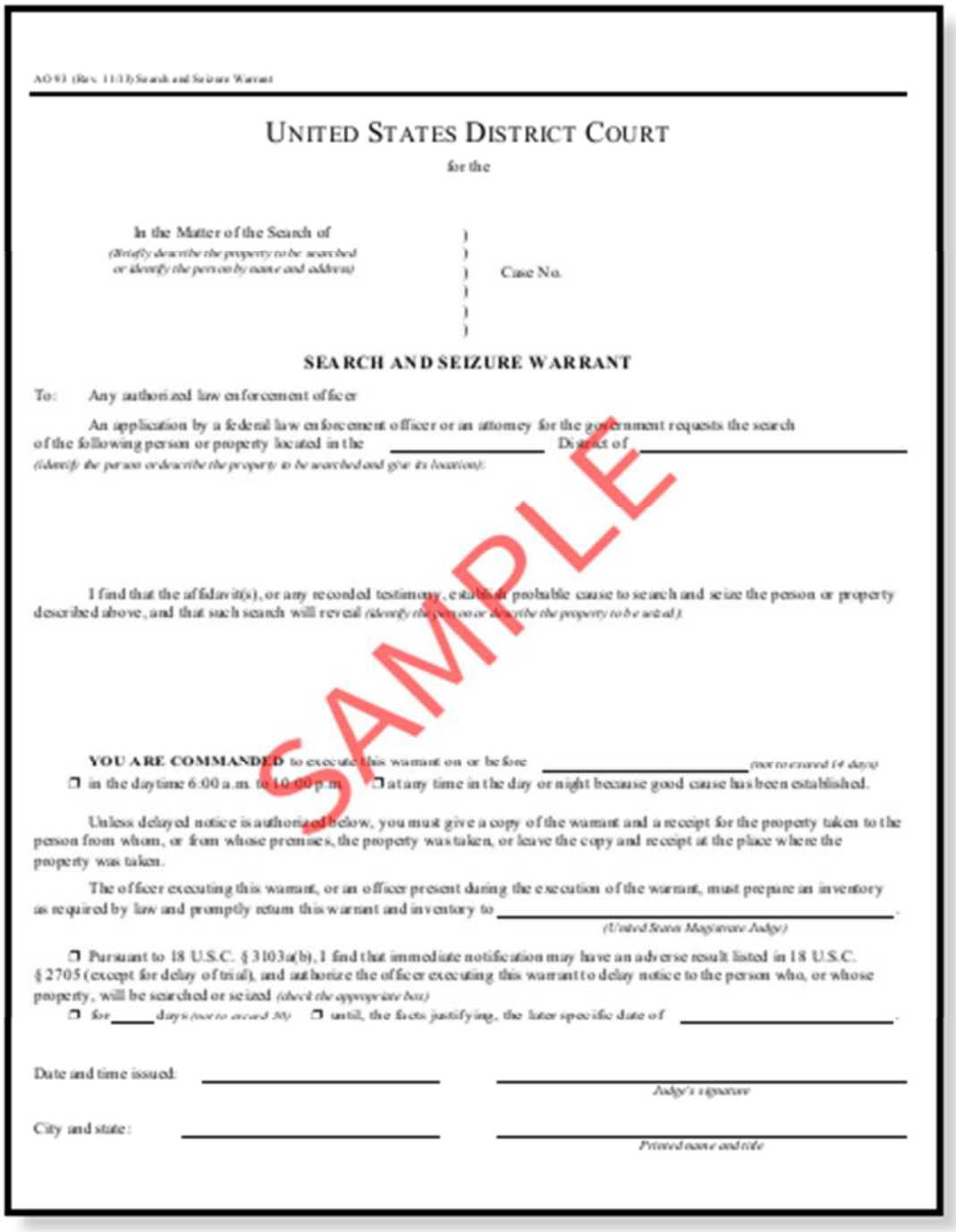
_____
(Date and office location)

ICE Form I-205 (9/07) Page 1 of 2

SAMPLE

Appendix C

Federal Search and Seizure Warrant (Form AO 93)



AO 93 (Rev. 11/13) Search and Seizure Warrant

UNITED STATES DISTRICT COURT

for the

In the Matter of the Search of
(Briefly describe the property to be searched or identify the person by name and address)

Case No.

SEARCH AND SEIZURE WARRANT

To: Any authorized law enforcement officer

An application by a federal law enforcement officer or an attorney for the government requests the search of the following person or property located in the _____ District of _____
(identify the person or describe the property to be searched and give its location):

I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property described above, and that such search will reveal *(identify the person or describe the property to be seized):*

YOU ARE COMMANDED to execute this warrant on or before _____ *(not to exceed 14 days)*
❒ in the daytime 6:00 a.m. to 10:00 p.m. ❒ at any time in the day or night because good cause has been established.

Unless delayed notice is authorized below, you must give a copy of the warrant and a receipt for the property taken to the person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the property was taken.

The officer executing this warrant, or an officer present during the execution of the warrant, must prepare an inventory as required by law and promptly return this warrant and inventory to _____.
(United States Magistrate Judge)

❒ Pursuant to 18 U.S.C. § 3103a(b), I find that immediate notification may have an adverse result listed in 18 U.S.C. § 2705 (except for delay of trial), and authorize the officer executing this warrant to delay notice to the person who, or whose property, will be searched or seized *(check the appropriate box)*
❒ for ____ days *(not to exceed 30)* ❒ until, the facts justifying, the later specific date of _____.

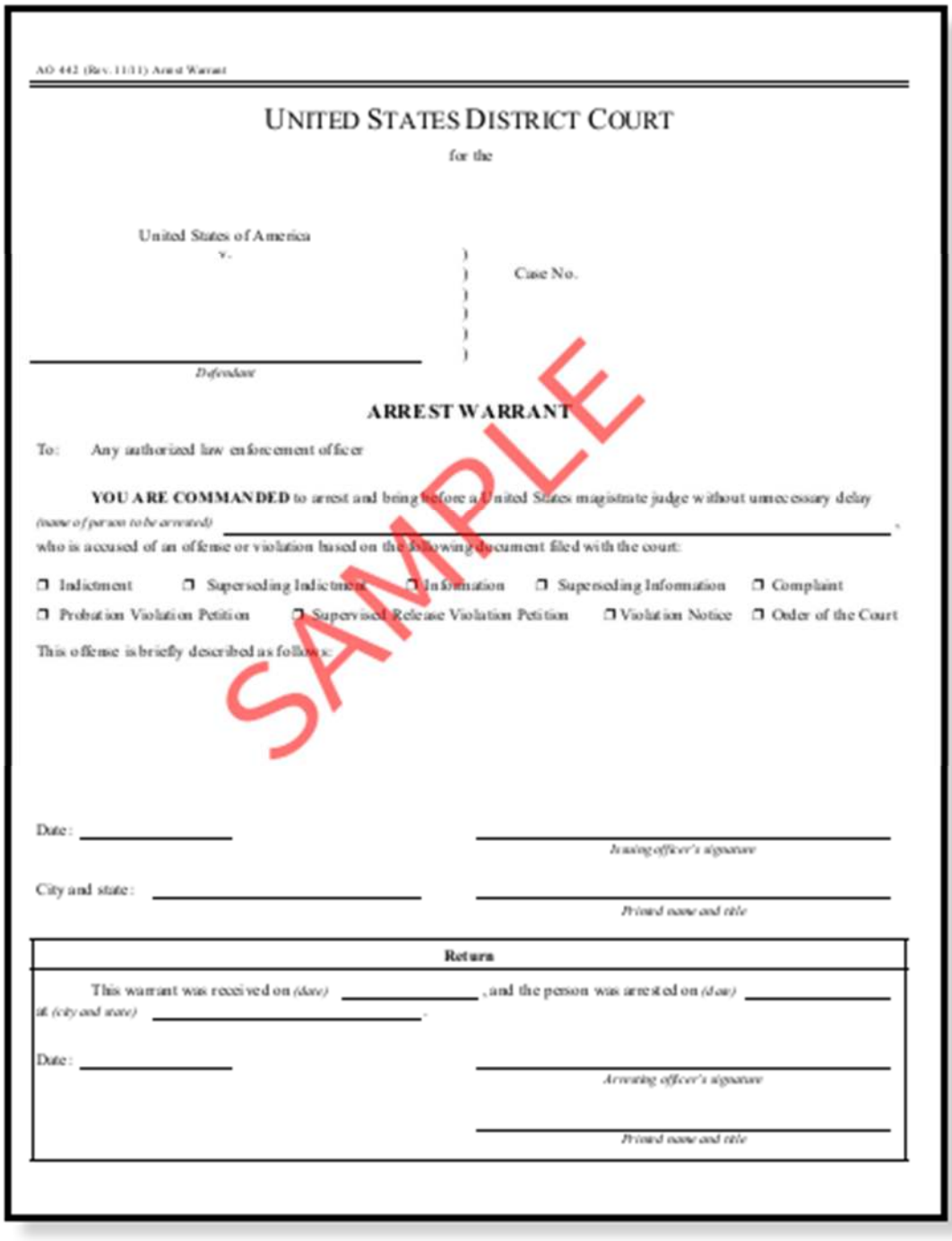
Date and time issued: _____ _____
Judge's signature

City and state: _____ _____
Printed name and title

SAMPLE

Appendix D

Federal Arrest Warrant (Form AO 442)



AO 442 (Rev. 11/11) Arrest Warrant

UNITED STATES DISTRICT COURT

for the

United States of America
v.
) Case No.
)
)
)
)
)

Defendant

ARREST WARRANT

To: Any authorized law enforcement officer

YOU ARE COMMANDED to arrest and bring before a United States magistrate judge without unnecessary delay
(name of person to be arrested) _____,
who is accused of an offense or violation based on the following document filed with the court:

❒ Indictment ❒ Superseding Indictment ❒ Information ❒ Superseding Information ❒ Complaint
❒ Probation Violation Petition ❒ Supervised Release Violation Petition ❒ Violation Notice ❒ Order of the Court

This offense is briefly described as follows:

SAMPLE

Date: _____

_____
Issuing officer's signature

City and state: _____

_____
Printed name and title

Return

This warrant was received on *(date)* _____, and the person was arrested on *(date)* _____
at *(city and state)* _____.

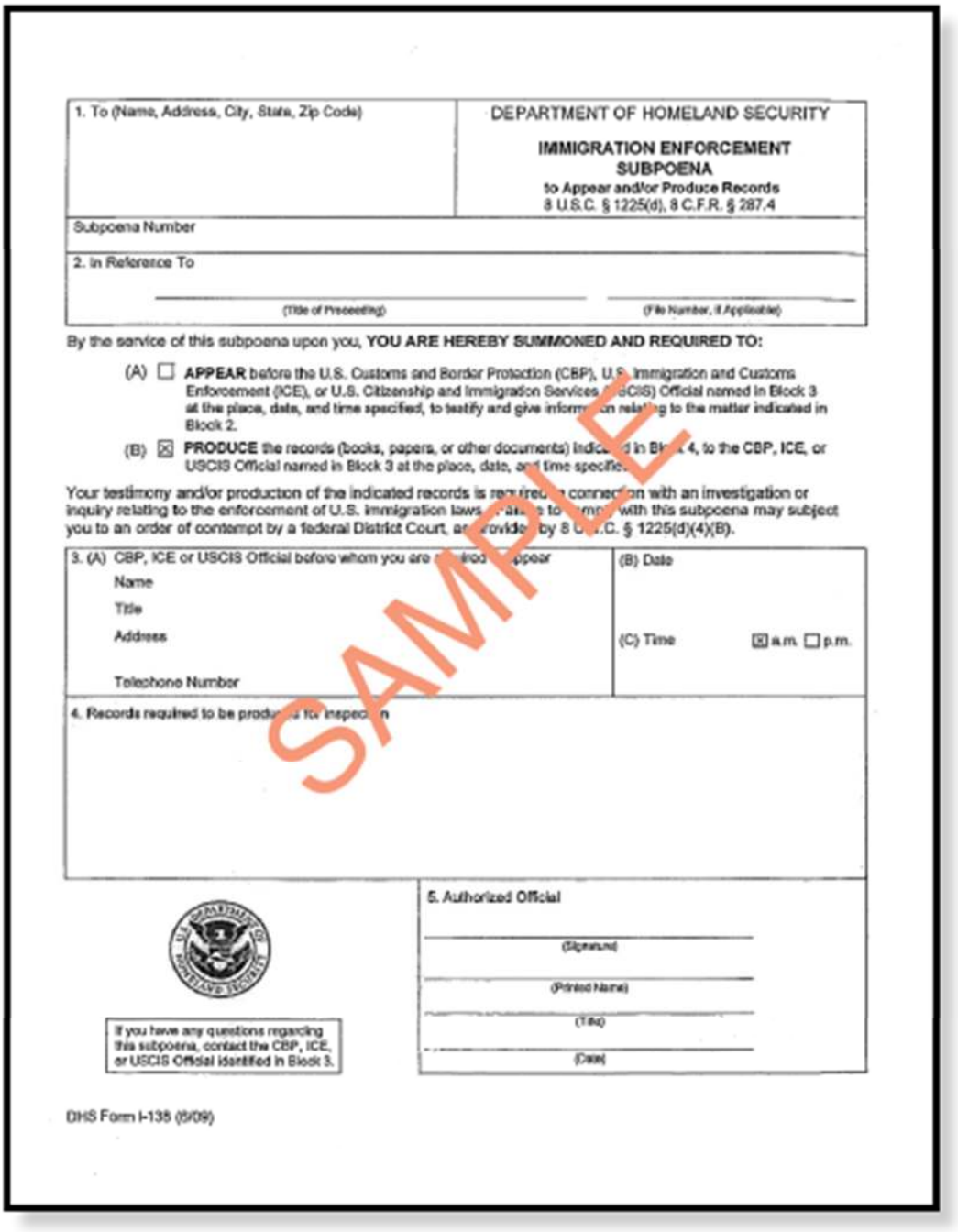
Date: _____

_____
Arresting officer's signature

_____
Printed name and title

Appendix E

Department of Homeland Security Immigration Enforcement Subpoena (Form I-138)



1. To (Name, Address, City, State, Zip Code)

DEPARTMENT OF HOMELAND SECURITY

IMMIGRATION ENFORCEMENT SUBPOENA
to Appear and/or Produce Records
8 U.S.C. § 1225(d), 8 C.F.R. § 287.4

Subpoena Number

2. In Reference To

(Title of Proceeding) (File Number, if Applicable)

By the service of this subpoena upon you, **YOU ARE HEREBY SUMMONED AND REQUIRED TO:**

(A) ☐ **APPEAR** before the U.S. Customs and Border Protection (CBP), U.S. Immigration and Customs Enforcement (ICE), or U.S. Citizenship and Immigration Services (USCIS) Official named in Block 3 at the place, date, and time specified, to testify and give information relating to the matter indicated in Block 2.

(B) ☒ **PRODUCE** the records (books, papers, or other documents) indicated in Block 4, to the CBP, ICE, or USCIS Official named in Block 3 at the place, date, and time specified.

Your testimony and/or production of the indicated records is required in connection with an investigation or inquiry relating to the enforcement of U.S. immigration laws. Failure to comply with this subpoena may subject you to an order of contempt by a federal District Court, as provided by 8 U.S.C. § 1225(d)(4)(B).

3. (A) CBP, ICE or USCIS Official before whom you are required to appear
Name
Title
Address
Telephone Number

(B) Date

(C) Time ☒ a.m. ☐ p.m.

4. Records required to be produced for inspection

SAMPLE

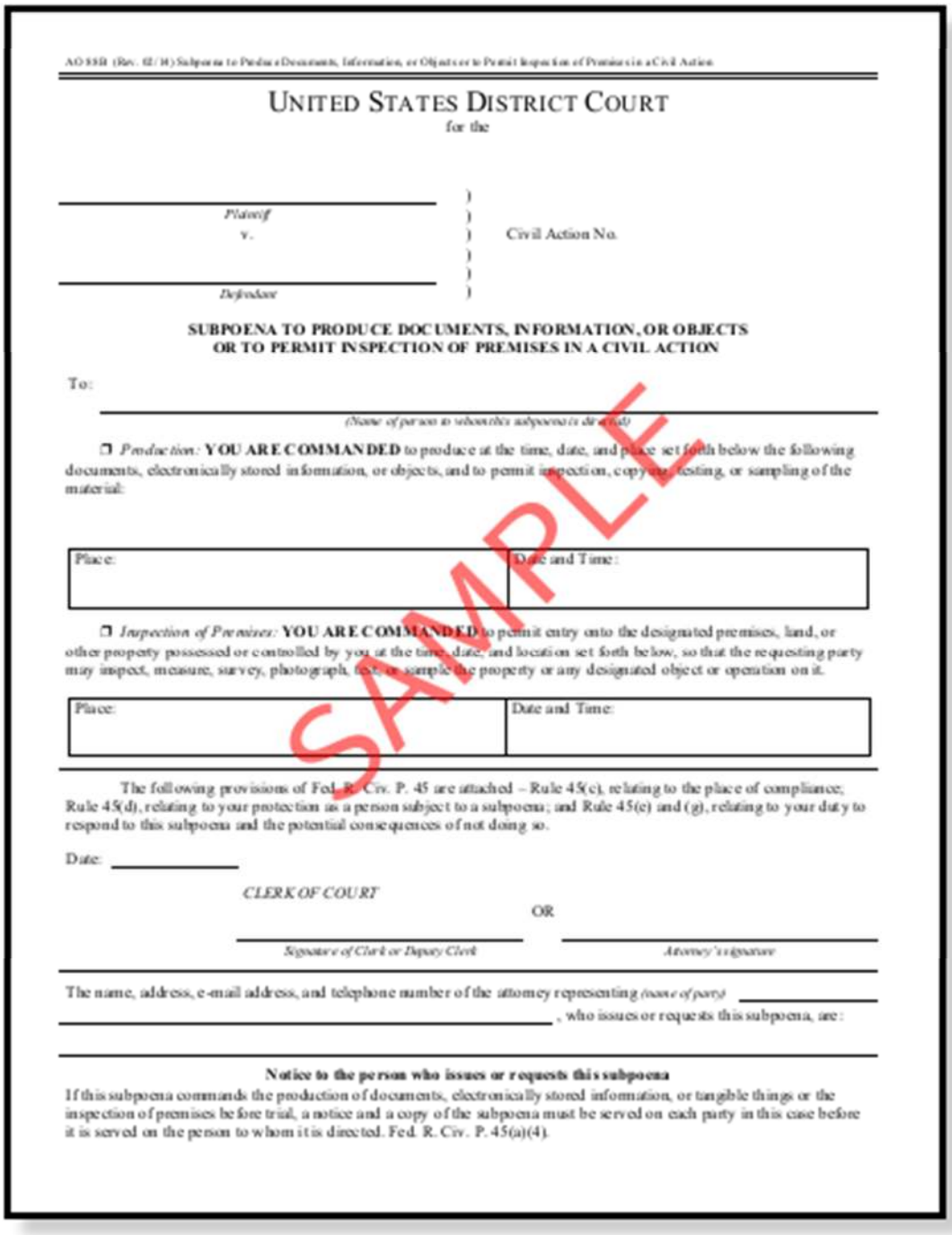
5. Authorized Official
(Signature)
(Printed Name)
(Title)
(Date)

If you have any questions regarding this subpoena, contact the CBP, ICE, or USCIS Official identified in Block 3.

DHS Form I-138 (5/09)

Appendix F

Federal Judicial Subpoena (Form AO 88B)



AO 88B (Rev. 02/14) Subpoena to Produce Documents, Information, or Objects or to Permit Inspection of Premises in a Civil Action

UNITED STATES DISTRICT COURT
for the

_____ Plaintiff
v.
_____ Defendant

Civil Action No.

SUBPOENA TO PRODUCE DOCUMENTS, INFORMATION, OR OBJECTS OR TO PERMIT INSPECTION OF PREMISES IN A CIVIL ACTION

To: _____
(Name of person to whom this subpoena is directed)

❒ *Production:* **YOU ARE COMMANDED** to produce at the time, date, and place set forth below the following documents, electronically stored information, or objects, and to permit inspection, copying, testing, or sampling of the material:

Place:	Date and Time:

❒ *Inspection of Premises:* **YOU ARE COMMANDED** to permit entry onto the designated premises, land, or other property possessed or controlled by you at the time, date, and location set forth below, so that the requesting party may inspect, measure, survey, photograph, test, or sample the property or any designated object or operation on it.

Place:	Date and Time:

SAMPLE

The following provisions of Fed. R. Civ. P. 45 are attached – Rule 45(c), relating to the place of compliance; Rule 45(d), relating to your protection as a person subject to a subpoena; and Rule 45(e) and (g), relating to your duty to respond to this subpoena and the potential consequences of not doing so.

Date: _____

CLERK OF COURT

OR

_____ *Signature of Clerk or Deputy Clerk*

_____ *Attorney's signature*

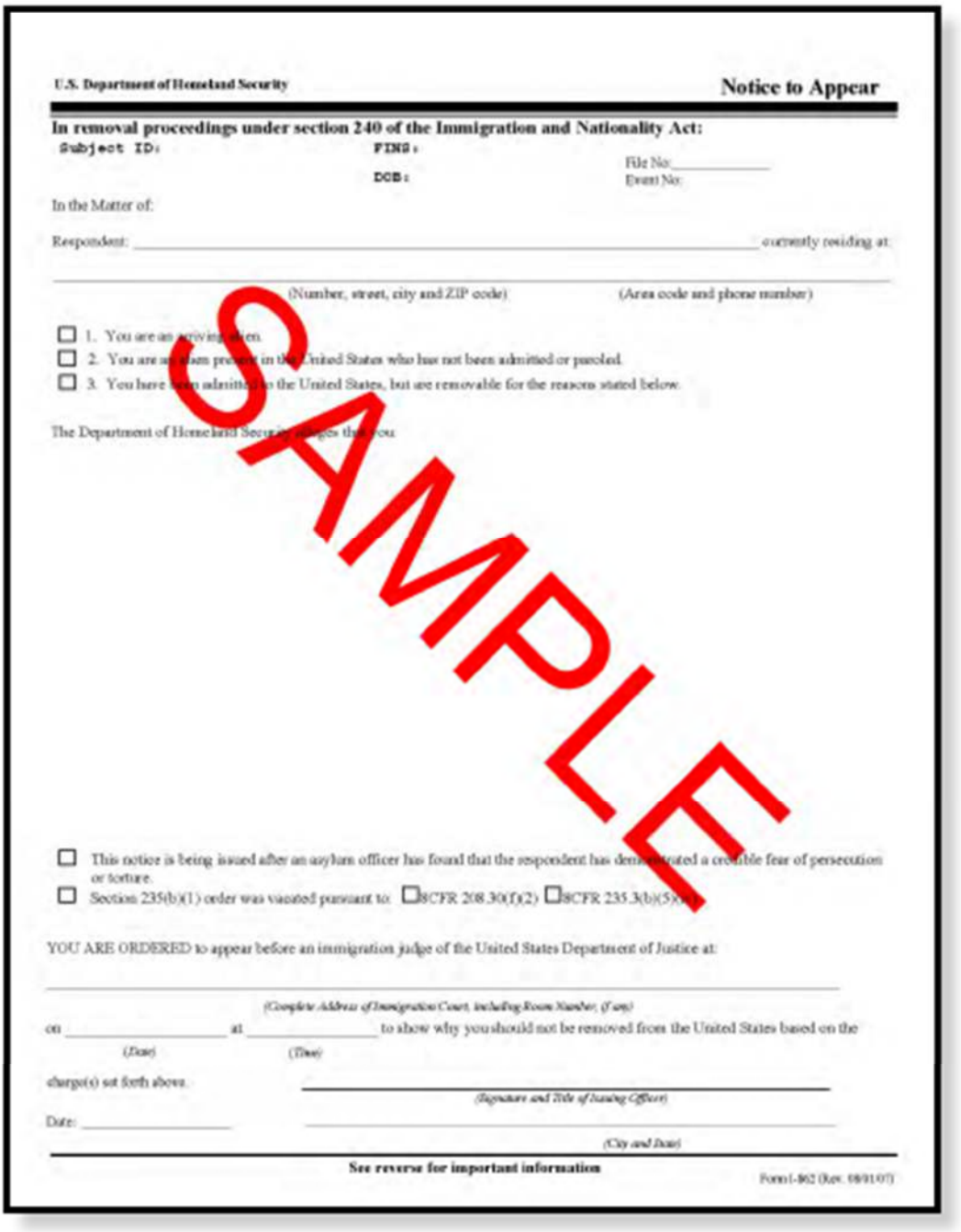
The name, address, e-mail address, and telephone number of the attorney representing *(name of party)* _____, who issues or requests this subpoena, are:

Notice to the person who issues or requests this subpoena

If this subpoena commands the production of documents, electronically stored information, or tangible things or the inspection of premises before trial, a notice and a copy of the subpoena must be served on each party in this case before it is served on the person to whom it is directed. Fed. R. Civ. P. 45(a)(4).

Appendix G

Notice to Appear (Form I-862)



U.S. Department of Homeland Security

Notice to Appear

In removal proceedings under section 240 of the Immigration and Nationality Act:

Subject ID: FINS:

DOB: File No:
Event No:

In the Matter of:

Respondent: _____ currently residing at:

_____
(Number, street, city and ZIP code) (Area code and phone number)

☐ 1. You are an arriving alien.
☐ 2. You are an alien present in the United States who has not been admitted or paroled.
☐ 3. You have been admitted to the United States, but are removable for the reasons stated below.

The Department of Homeland Security alleges that you

SAMPLE

☐ This notice is being issued after an asylum officer has found that the respondent has demonstrated a credible fear of persecution or torture.
☐ Section 235(b)(1) order was vacated pursuant to: ☐ 8CFR 208.30(f)(2) ☐ 8CFR 235.3(b)(5)(iv)

YOU ARE ORDERED to appear before an immigration judge of the United States Department of Justice at:

_____
(Complete Address of Immigration Court, including Room Number, if any)

on _____ at _____ to show why you should not be removed from the United States based on the
(Date) *(Time)*

charge(s) set forth above.

_____
(Signature and Title of Issuing Officer)

Date: _____

_____
(City and State)

See reverse for important information

Form I-862 (Rev. 08/01/07)

STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT
RESOLUTION NO. 2026-016

RESOLUTION OF THE BOARD OF DIRECTORS OF THE [STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT] ADOPTING THE IMMIGRATION ENFORCEMENT RESPONSE POLICY AND DIRECTING ITS IMPLEMENTATION

WHEREAS, [Stanislaus Consolidated Fire Protection District] ("District") is committed to maintaining public trust, protecting privacy and constitutional rights, and ensuring that community members can access District facilities, programs, and services consistent with federal and state law; and

WHEREAS, Senate Bill 580 (2025), codified at Government Code section 12532.5, requires state and local agencies to implement the Attorney General's model policy concerning interactions with immigration authorities, or an equivalent policy, on or before January 1, 2027; and

WHEREAS, Government Code section 12532.5 also directs the Attorney General to publish guidance, audit criteria, and training recommendations concerning agency databases, including databases maintained for agencies by private vendors; and

WHEREAS, on July 1, 2026, the Attorney General issued guidance and model policies addressing immigration authorities' access to agency facilities, requests for information, database governance, and related implementation measures; and

WHEREAS, clear procedures for notifying designated District personnel, referring warrants and information requests for legal review, protecting nonpublic areas and personal information, and documenting encounters will assist staff in responding consistently and lawfully to immigration enforcement activity; and

WHEREAS, the Board of Directors desire to adopt the Immigration Enforcement Response Policy attached as Exhibit "A," to establish procedures for District staff when immigration enforcement agents arrive at District facilities, and to establish procedures for District staff related to requests for records and information; and

WHEREAS, nothing in this Resolution or the Policy is intended to authorize obstruction, physical interference, false statements, concealment of persons or records, or violation of federal or state law or legally binding court process.

BE IT RESOLVED BY THE GOVERNING BOARD OF THE STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT AS FOLLOWS:

SECTION 1. The above recitals are true and correct and are incorporated herein by this reference.

SECTION 2. Policy Adoption. The Governing Board of the Stanislaus Consolidated Fire Protection District hereby adopts the Immigration Enforcement Response Policy, attached hereto as Exhibit "A," and incorporated herein by this reference. The Policies shall govern the response of Stanislaus Consolidated Fire Protection District staff to immigration enforcement activity and immigration related records requests within its stated scope.

SECTION 3. Implementation. The Stanislaus Consolidated Fire Protection District Fire Chief, in consultation with the Stanislaus Consolidated Fire Protection District General Counsel and appropriate department heads, is authorized and directed to implement the Policy; designate primary, secondary, backup, and after-hours contacts; assign responsibility for administration; provide staff training; establish facility access and reporting procedures; and maintain encounter records in accordance with applicable privacy requirements and records retention schedules. The Stanislaus Consolidated Fire Protection District Fire Chief may issue procedures, forms, checklists, and training materials consistent with the Policy.

SECTION 4. SB 580 Review. The Stanislaus Consolidated Fire Protection District Fire Chief, in consultation with the Stanislaus Consolidated Fire Protection District General Counsel, shall review the Policy together with other applicable Stanislaus Consolidated Fire Protection District policies against Government Code section 12532.5 and the Attorney General's model policies and guidance, attached hereto as Exhibit "B," and incorporated herein by this reference. Staff shall identify and present any additional policy measures requiring Board approval in time for implementation by January 1, 2027, including measures addressing information requests, database governance, training, and auditing, as appropriate. Adoption of this Resolution does not replace that review or a determination of equivalence to the Attorney General's model policies.

SECTION 5. Compliance with Law. This Resolution and the Policy shall be interpreted and implemented consistently with applicable federal and state law and legally binding judicial process. Nothing herein authorizes staff to obstruct or physically interfere with enforcement activity, provide false information, conceal persons, destroy or conceal records, or violate a legally binding requirement. Questions concerning legal process or conflicts with applicable law shall be referred to the Stanislaus Consolidated Fire Protection District General Counsel.

SECTION 6. Environmental Review. The Stanislaus Consolidated Fire Protection District Board finds that adoption of this Resolution is not a project under California Environmental Quality Act ("CEQA") Guidelines section 15378(b)(5), because it is an organizational or administrative activity that will not result in direct or indirect physical changes in the environment. Alternatively, it is exempt under CEQA Guidelines section 15061(b)(3), because it can be seen with certainty that adoption of these administrative procedures has no possibility of causing a significant effect on the environment.

SECTION 7. Severability. If any provision of this Resolution or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications, and to this end the provisions of this Resolution are declared to be severable.

SECTION 8. Effective Date. This Resolution shall become effective immediately.

APPROVED and **ADOPTED** by the Stanislaus Consolidated Fire Protection District Board and signed by the Brandon Rivers Board President and attested by the Stanislaus Consolidated Fire Protection District Clerk this ___ day of _____, 2026.

_____
Brandon Rivers, Board President
of Stanislaus Consolidated Fire Protection District

Attest:

_____
Jessica Sousa, Stanislaus Consolidated Fire Protection District Clerk

Approved as to form:

_____
Kyler Rayden, Stanislaus Consolidated Fire Protection District General Counsel

EXHIBIT A

California Attorney General

Promoting Safe and Secure Government Access for All: Guidance and Model Policies to Assist State and Local Agencies in Responding to Immigration Issues Pursuant to Senate Bill 580 (2025)

California Department of Justice **Office of the Attorney General**	**Legal Alert**	
Subject: Legal Obligations of Local Agencies Regarding Verification of Immigration Status of Participants in Certain Programs Funded by the U.S. Department of Housing and Urban Development (HUD)	*No.* OAG 2026-02 *Date:* May 14, 2026	*Contact for information:* LegalAlerts@doj.ca.gov

TO: All California Cities, Counties, their designated housing and community development agencies, and other interested parties,

On November 26, 2025, the U.S. Department of Housing and Urban Development (HUD) issued a notice (90 Fed. Reg. 54,363) purporting to require local jurisdictions to verify immigration status for beneficiaries of twelve specified federal HUD grant programs (the HUD PRWORA Notice). The HUD PRWORA Notice is currently being challenged in federal district court by multiple states, including the State of California. *New York, et al., v. U.S. DOJ, et al*. (1:25-CV-00345). **As a result of that lawsuit, HUD has agreed not to enforce the PRWORA Notice until the district court reaches a decision on the merits of all claims in the case and issues a judgment.** HUD has further stipulated that it will not retroactively apply the Notice to conduct occurring or funds distributed before the district court issues a judgment. **Therefore, the HUD PRWORA Notice is not currently in effect and there is currently no obligation for grantees and/or subgrantees of HUD grants to verify the immigration status of recipients of HUD-funded programs subject to the HUD PRWORA Notice unless and until the stay is lifted.**

The Attorney General's Office will issue an update to this Alert if the stay is lifted pursuant to a district court judgment or other court action.

This legal alert serves only as a general public resource by providing a broad overview of the law as of the date of publication. It does not constitute legal advice. Jurisdictions should closely review all related laws and regulations with counsel to ensure compliance.

I. Background

On November 26, 2025, HUD published its PRWORA Notice, available here: https://www.govinfo.gov/content/pkg/FR-2025-11-26/pdf/2025-21120.pdf. In the notice, HUD declared that twelve of its grant programs were subject to PRWORA, which excludes certain types of immigrants from receiving federally funded benefits and grants. HUD's PRWORA Notice stated its interpretation that the following programs fell under PRWORA's exclusions:

1. HOME (also referred to as HOME Investment Partnerships);
2. American Rescue Plan (HOME–ARP);
3. National Housing Trust Fund;
4. Community Development Block Grant (CDBG);
5. Community Development Block Grant Disaster Recovery (CDBG–DR);
6. Housing Opportunities for Persons with AIDS (HOPWA) formula grants;
7. Emergency Solutions Grants (ESG);
8. Pathways to Removing Obstacles to Housing (PRO Housing);
9. Preservation and Reinvestment Initiative for Community Enhancement (PRICE);
10. Continuum of Care (CoC);
11. Housing Opportunities for Persons with AIDS (HOPWA) competitive grants; and
12. The Self-Help Homeownership Opportunity Program (SHOP).

II. Stay of Enforcement of the HUD PRWORA Notice

In response to the HUD PRWORA Notice, on December 4, 2025, plaintiff states added HUD and its Secretary, Eric Scott, as defendants in an existing lawsuit the states had filed challenging PRWORA notices issued by the U.S. Department of Justice, the U.S. Department of Health and Human Services, the U.S Department of Education, and the U.S. Department of Labor. On April 3, 2026, the plaintiff states entered into a joint stipulation with defendants in which HUD agreed to stay enforcement of the HUD PRWORA Notice until the date on which the district court issues judgment on the merits as to all claims asserted in this lawsuit ("district court judgment date"). The Stipulation is attached to this Alert and available here: gov.uscourts.rid.60060.102.0.pdf.

The stay of enforcement:

- Applies to all twelve HUD programs referenced above;
- Applies to all plaintiff states, including California and its subdivisions and instrumentalities;
- Covers all conduct and funds expended before the district court judgment date regardless of the outcome of the litigation; and
- Runs "until the date on which judgment on the merits has been issued as to all claims in this action."

California Law Prohibits Discrimination on the Basis of Immigration Status and National Origin

Absent a federal requirement to verify immigration status, requesting verification of immigration status may violate California's anti-discrimination laws, including the Unruh Civil Rights Act (Unruh), the Fair Employment and Housing Act (FEHA), Government Code section 11135, and the Immigrant Tenant Protection Act (ITPA). California cities, counties, and other entities subject to these statutes are encouraged to stay informed by monitoring updates related to HUD's PRWORA Notice, and HUD's agreement to stay enforcement of its PRWORA notice while the litigation in *New York, et al., v. U.S. DOJ, et al*, (1:25-CV-00345) remains pending.

I. Relevant State Laws

California's anti-discrimination laws protect against unequal treatment based on protected characteristics, including immigration status and national origin.

A. The Unruh Civil Rights Act (Unruh)

California's Unruh Civil Rights Act (Unruh) prohibits business establishments, including local government entities, from discriminating on the basis of multiple protected characteristics, including national origin, citizenship, and immigration status. Unruh provides protection from discrimination by business establishments in California. All persons within California "are entitled to the full and equal accommodations, advantages, facilities, privileges, or services in all business establishments of every kind whatsoever." (Civ. Code, § 51(c).) While Unruh states that "verification of immigration status and any discrimination based upon verified immigration status, where required by federal law, shall not constitute a violation of this section," (Civ. Code, § 51(g)), the April 3, 2025, stipulation in *New York, et al., v. U.S. DOJ, et al*. (1:25-CV-00345) makes it clear that verifying immigration status for any HUD grant subject to the PRWORA notice is <u>not required by federal law</u>.

B. The California Fair Employment and Housing Act (FEHA)

FEHA and its implementing regulations prohibit discrimination against any person in housing accommodations based on national origin. FEHA prohibits "the owner of any housing accommodation to discriminate against or harass any person because of . . . national origin . . . ." (Gov. Code, § 12955.) Discriminatory practices under FEHA include both intentional discrimination and actions with a discriminatory effect regardless of intent. (Gov. Code, § 12955.8, subds. (a) & (b).) Requiring verification of immigration status could result in discrimination based on national origin in violation of FEHA if applied by the owner of a housing accommodation.

C. Government Code section 11135

Government Code section 11135 protects against discrimination based on "sex, race, color, religion, ancestry, national origin, ethnic group identification. . ." and requires "full and equal access to the benefits of. . . any program or activity that is conducted, operated, or administered by the state or by any state agency, is funded directly by the state, or receives any financial assistance from the state." (Gov. Code, § 11135(a).) This statute applies to any local jurisdiction that receives financial assistance from the state. Requiring verification of immigration status could result in discrimination in violation of Government Code section 11135 if requested by an entity that receives state funding or is administering a state program or activity.

D. Immigrant Tenant Protection Act (ITPA)

The Immigrant Tenant Protection Act (ITPA) explicitly prohibits landlords from discriminating against tenants based on immigration status. ITPA prohibits public entities from requiring landlords to inquire about or report immigration status of any existing or prospective tenant. (Civ. Code, § 1940.3(a).) ITPA contains an exception that permits landlords to comply with federal requirements. (Civ. Code, § 1940.3(c)(1).) Absent a federal requirement to verify immigration status, such action could result in discrimination based on immigration status in violation of ITPA if required by a landlord.

UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF RHODE ISLAND

STATE OF NEW YORK; STATE OF WASHINGTON; STATE OF RHODE ISLAND; STATE OF ARIZONA; STATE OF CALIFORNIA; STATE OF COLORADO; STATE OF CONNECTICUT; STATE OF DELAWARE; DISTRICT OF COLUMBIA; STATE OF HAWAI'I; STATE OF ILLINOIS; STATE OF MAINE; STATE OF MARYLAND; COMMONWEALTH OF MASSACHUSETTS; STATE OF MICHIGAN; STATE OF MINNESOTA; STATE OF NEVADA; STATE OF NEW JERSEY; STATE OF NEW MEXICO; STATE OF OREGON; STATE OF VERMONT; STATE OF WISCONSIN,

Plaintiffs,

v.

U.S. DEPARTMENT OF JUSTICE; PAMELA BONDI, in her official capacity as ATTORNEY GENERAL OF THE UNITED STATES; U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES; ROBERT F. KENNEDY, JR., in his official capacity as SECRETARY OF THE U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES; U.S. DEPARTMENT OF EDUCATION; LINDA McMAHON, in her official capacity as SECRETARY OF THE U.S. DEPARTMENT OF EDUCATION; U.S. DEPARTMENT OF LABOR; LORI CHAVEZ-DeREMER, in her official capacity as SECRETARY OF THE. US. DEPARTMENT OF LABOR; U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT; and ERIC SCOTT TURNER, in his official capacity as SECRETARY OF THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT,

Defendants.

Case No. 1:25-cv-00345

STIPULATION

STIPULATION

1. Defendants have consented to Plaintiffs amending their complaint to add the Department of Housing and Urban Development ("HUD") and Eric Scott Turner, the HUD Secretary in his official capacity, as Defendants (together, the "HUD Defendants") and to add claims challenging the November 26, 2025, Notice titled "Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA); Interpretation of 'Federal Public Benefit,'" 90 Fed. Reg. 54,363 (Nov. 26, 2025) (the "HUD PRWORA Notice").

2. Defendants have agreed to stay enforcement and application in Plaintiff States[1] of the HUD PRWORA Notice (and its contents) until the date on which judgment on the merits has been issued as to all claims in this action ("district court judgment date"). *See* ECF No. 80.

3. Defendants have agreed that, regardless of the outcome of this litigation, including on any appeal, they will never enforce or in any way apply the HUD PRWORA Notice, including the interpretations of PRWORA expressed in that Notice, related to:

   a. conduct occurring prior to the district court judgment date;

   b. funds expended prior to the district court judgment date; or

   c. any other actions taken in reliance on this Stipulation prior to the district court judgment date. *See id.*

4. Defendants' agreement to this stay of enforcement and application is contingent on Plaintiffs filing a single motion for summary judgment that includes Plaintiffs' challenges to all the PRWORA notices currently at issue in this case, namely, the DOJ, HHS, ED, DOL, and HUD notices.

[1] The Term States includes the Plaintiffs and their subdivisions and instrumentalities.

5. Defendants agree that, in accordance with ¶¶ 2-3, regardless of the outcome of this litigation, including on any appeal, they will never enforce or in any way apply, in Plaintiff States, any grant condition purporting to require verification of immigration status pursuant to PRWORA for any HUD program newly interpreted by HUD in the HUD PRWORA Notice to fall within PRWORA's definition of "Federal public benefit", related to:

a. conduct occurring prior to the district court judgment date;

b. funds expended prior to the district court judgment date; or

c. any other actions taken in reliance on this Stipulation prior to the district court judgment date.

Dated: April 3, 2026.

Respectfully submitted,

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Deputy Assistant Attorney General
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SSL Monthly Board Report (Incident)-test

FIRE STATION / SHIFT	FIRE	HAZARDOUS SITUATION	MEDICAL	RESCUE	COL_5
Station 21	**18**	**4**	**140**	**1**	**224**
A	4	2	47	0	77
B	6	1	46	1	70
C	8	1	47	0	77
Station 22	**7**	**5**	**74**	**0**	**130**
A	4	1	23	0	47
B	2	3	21	0	36
C	1	1	30	0	47
Station 23	**7**	**1**	**27**	**0**	**47**
A	3	1	6	0	13
B	3	0	8	0	19
C	1	0	13	0	15
Station 26	**4**	**3**	**105**	**1**	**193**
A	3	1	33	1	55
B	0	2	44	0	78
C	1	0	28	0	60
Station 24	**4**	**3**	**47**	**2**	**83**
A	0	0	21	1	33
B	0	2	18	0	29
C	4	1	8	1	21
Total	**40**	**16**	**393**	**4**	**677**

Description: Incident Summary for the previous month

SSL Monthly Board Report (Incident)-test

Stanislaus Consolidated FPD CA
Address: Riverbank, CA, 95367

Criteria: Fire Station in (Station 21, Station 22, Station 23, Station 24, Station 26) AND **Dispatch Notified Date/Time** from 2026-10-01 00:00:00 to 2026-11-01 00:00:00

Stanislaus Consolidated Fire Protection District
3324 Topeka Street
Riverbank, CA 95367
Phone: (209) 869-7470 · Fax: (209) 869-7475
www.scfpd.us

STAFF REPORT

TO: President Rivers and Members of the Board of Directors

FROM: Captain Tim Johnson, Training Officer

SUBJECT: October Training Report

DATE: November 2, 2026

Completed Training for September

•Total Hours of Training – 840

September Training

•SCFPD Crews continue to train with our probationary firefighters
•Promotional testing season is fast approaching. Firefighters who are wanting to promote to the rank of engineer have been working hard with their crews to train and prepare for the testing in December.

Topic	Hours	Topic	Hours
Policy Review & Memos	31	Hose Operations	26
Annual Mandated Training	20	Ground Ladder Ops	25
Blue/Orange Sheet Reviews	119	Wildland Training	82
Driver Training	142	Search	18
Emergency Operations	121	Technical Rescue	30
EMS	33		

Completed Training for October

•Total Hours of Training – 1,136

October Training

•MST crews rotated through the RFTC and completed quarterly EMS training. All participants received 2 hours of continuing education towards their respective qualifications. The skills and topics covered included:

- •EMT Skills: Medical Assessment, Pit Crew CPR, Kendrick Extrication Device, & Traction Splints
- •Paramedic Skills: Intubation, EKG Interpretation, Cricothyrotomy, Transcutaneous Pacing

•Probationary firefighters trained with their assigned crews in preparation for their upcoming 10-month test.
•MST crews conducted Large Area Search training this month at an old furniture store in

downtown Modesto. This training is the direct result of the hard work and dedication of the MST Search Team Instructor Cadre. Last year the cadre researched and purchased large area search kits that are now being used by all three agencies. Now all three agencies have identical search kits, and this training allowed personnel from all three agencies to train and become familiar with the product. Thank you to Captain Tony Anderson for all his hard work and being a part of this cadre.

•Personnel assigned to station 17 worked on repairs to the training grounds in preparation for the upcoming academy in January.

Topic	**Hours**	**Topic**	**Hours**
Policy Review & Memos	31	Hose Operations	71
Annual Mandated Training	12	Ground Ladder Ops	53
Blue/Orange Sheet Reviews	76	Aerial Ladder Ops	36
Driver Training	31	Search	178
Emergency Operations	134	Technical Rescue	124
EMS	160	Fire Suppression	85

Upcoming November Training

•Members of academy 26-01 will participate in their 10-Month probationary test.

•Large area search training concludes.