



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

Greg Bernardi
President
BOS District 1

Brandon Rivers
Vice President
Waterford

Richard Murdock
Director
BOS District 2

Charles E. Neal
Director
Riverbank

Steven Stanfield
Director
BOS District 1

AGENDA

Wednesday, December 10, 2025, at 6:00 p.m.

REGULAR 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)

1. CALL TO ORDER

President Bernardi

2. PLEDGE OF ALLEGIANCE

President Bernardi

3. INVOCATION

Pastor Charles E. Neal with Riverbank Assembly of God Church

4. ROLL CALL

Board President: Bernardi
Board Vice President: Rivers
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. **Comments will be accepted via Teleconference.**

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) – November 2025

Recommendation: Accept by Consent Action

Item 9.B: Acceptance of Financial Reports – November 2025

Recommendation: Accept by Consent Action

10. DISCUSSION ITEMS

No Discussion Items Scheduled.

11. PUBLIC HEARING

No Public Hearing Items scheduled.

12. ACTION ITEMS

Item 12.A: Consideration and Formal Action to Establish a Strategic Plan Committee, Including Nomination and Appointment of Two Board Members.

Recommendation: Approve by Roll Call Vote Establishing a Strategic Plan Committee, Including Nomination and Appointment of Two Board Members

Item 12.B: Consideration to Approve Resolution 2025-010, Accepting the Department of Forestry and Fire Protection Volunteer Fire Capacity (VFC) Grant in the Amount of \$19,653.29.

Recommendation: The Board approve, Resolution 2025-010 the Department of Forestry and Fire Protection Volunteer Fire Capacity (VFC) Grant in the amount of \$19,653.29, by Roll Call Vote.

Item 12.C: Discussion and Consideration to Approve the Implementation of an In-House Paramedic Training Program

Recommendation: Approve by Roll Call Vote Establishing an In-House Paramedic Program

Item 12.D: Consideration to Approve the Side Letter Agreement between SCFPD and IAFF Local 3399 regarding FIU Incentive Pay

Recommendation: The Board Approve the Side Letter Agreement between SCFPD and IAFF Local 3399 regarding FIU Incentive Pay by Roll Call Vote

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: 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/Neal)

Item 13.3.G: Ceres Fire Protection District AD-HOC – (Murdock/Neal)

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 Items Scheduled

15. RETURN TO OPEN SESSION

16. CLOSED SESSION REPORT

17. ADJOURNMENT

The next regularly scheduled meeting of the SCFPD Board of Directors is January 14, 2026.
at 6:00 p.m. in the Station 26 Meeting Room, located at 3318 Topeka Street, Riverbank, CA.

AFFIDAVIT OF POSTING

I, Amanda McCormick, Clerk of the Board (A) of the Stanislaus Consolidated Fire Protection District, do hereby declare the foregoing agenda for the Regular and Closed Session meetings of the Board of Director has been posted at the Administrative Offices, District website of the Stanislaus Consolidated Fire Protection District at least 72 hours prior to the meeting date and will also be posted at each of the District Fire Stations.

Dated: December 5, 2025

Time: 3:00 p.m.

Amanda McCormick /s/

Amanda McCormick
Board Clerk
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.

Stanislaus Consolidated Fire Protection District

Monthly Check Register

November 2025

Date	Num	Name	Memo/Description	Amount
11/01/2025	EFT	AFLAC Online	October 2025	-941.20
11/01/2025	EFT	Ayera Technologies, Inc. EFT	November 2025	-594.00
11/03/2025	EFT	PG&E Online	9/13/25-10/14/25	-3,822.08
11/04/2025	EFT	Verizon Wireless	9/16/25-10/15/25	-2,268.34
11/05/2025	EFT	Mister Car Wash EFT	Wash Services for October 2025	-48.00
11/06/2025	EFT	Jocelyn Roland, Ph. D.,ABPP EFT	Pre-employment screenings	-3,000.00
11/06/2025	EFT	Nickerson Investigative Services EFT	Pre-employment backgrounds	-7,086.40
11/06/2025	EFT	Jason Teixeira	Education Reimbursement	-325.00
11/06/2025	EFT	Regional Government Services	September 2025	-402.50
11/10/2025	EFT	Quench	11/10/25-2/9/26 St 26	-191.35
11/10/2025	EFT	Quench	11/10/25-2/9/26 @ HQ	-191.35
11/10/2025	EFT	Turlock Scavenger Autopay	11/1/25-11/30/25	-133.42
11/10/2025	EFT	City of Riverbank Autopay	8/11/25-10/12/25 ST 26	-248.62
11/10/2025	EFT	City of Riverbank Autopay	8/11/25-10/12/25 @ HQ	-216.74
11/10/2025	EFT	Quench	11/10/25-2/9/26 ST 21	-191.35
11/12/2025	12247	Golden State Emergency Vehicle Service	Replace brakes on Q22	-2,367.70
11/12/2025	12236	Foster & Foster	GASB 75 Report June 30, 2025	-4,000.00
11/12/2025	12270	Les Schwab	Fix tire sensor on Tuckers car	-40.99
11/12/2025	12245	O'Reilly Auto Parts	1068400	-140.97
11/12/2025	12259	Waterford Farm Supply, Inc.	6155	-133.72
11/12/2025	EFT	Mid Valley IT Online	Monthly service and laptop replacement	-14,584.01
11/12/2025	12269	Telepath	Radio Repair	-25.00
11/12/2025	12268	Ramonts Tow Service	Tow from 26 to 23	-756.25
11/12/2025	12266	Bit Pros, Inc.	HME Type III	-588,744.01
11/12/2025	12265	Stanislaus County EMS Agency	EMT application October 2025	-93.00
11/12/2025	12264	Verizon Wireless	Aug 29-Oct 28, 2025	-61.00
11/12/2025	12263	Stanislaus County Treasurer-Tax Collector	Taxes on all properties	-4,726.94
11/12/2025	12262	Stanfield, Steven	Board Meeting	-100.00
11/12/2025	12261	Valley P & S, Inc.	Truck Wash	-154.69
11/12/2025	12260	Deep Clean Crew	Clean at HQ	-385.00
11/12/2025	12258	Richard Murdock	Board Meeting	-100.00
11/12/2025	12257	Hunt Oil Company, Inc	Def	-134.30
11/12/2025	12256	Riverbank Automotive & Smog, Inc	Repairs to cars	-6,348.86
11/12/2025	12255	Ray's Janitorial Supply	Station supplies	-1,095.51
11/12/2025	12252	AT&T CALNET 2/3	9/13/25-10/14/25	-2,300.92
11/12/2025	12254	California Special Districts Association	2026 Renewal	-9,930.00
11/12/2025	12253	Hunt & Sons LLC	Fuel	-12,185.12
11/12/2025	12251	All-Star Fire Equipment Inc.	Liquid smoke	-407.56
11/12/2025	12250	Stanislaus County Dept Environ. Resources	Business plan fee 1-4 chemical- ST 24 & 22	-407.00

11/12/2025	12249	Jays Tires		Repair light bar on BC Tahoe	-204.05
11/12/2025	12248	Westurf Nursery		Circle saw blade	-57.10
11/12/2025	12246	Mail Depot		Postage	-70.51
11/12/2025	12237	Engineered Fire Systems, Inc		Plan review for October 2025	-3,240.00
11/12/2025	12244	McCoy's Truck & Tire Service		Tire repair	-1,074.48
11/12/2025	12243	C.A.P.F.		November 2025	-1,326.00
11/12/2025	12242	FP Mailing Solutions		Postage machine	-89.94
11/12/2025	12241	Capitol Public Finance Group		Annexation of Ceres FPD feasibility study	-4,730.00
11/12/2025	12240	CentralSquare		New cad soft wear	-12,300.00
11/12/2025	12239	Fitch & Associates, LLC		Community risk assessment & standards of cover study	-17,425.00
11/12/2025	12238	3A Garage Door		Repairs to 23	-940.00
11/12/2025	12235	Tyler Technologies, Inc		ERP Pro 10 training and migration	-3,067.50
11/12/2025	12234	Work Wellness		DMV physical- Austin Lunde	-120.00
11/13/2025	EFT	DeHart, Eric	EFT	HSA November 2025	-691.66
11/13/2025	EFT	Henriquez, Nelson	EFT	HSA November 2025	-790.00
11/13/2025	EFT	Quinones, Peter	EFT	HSA November 2025	-750.00
11/13/2025	EFT	Bussell, Rick	EFT	HSA November 2025	-608.33
11/14/2025	EFT	Valley First Credit Union		Payroll Deduction	-167.59
11/14/2025	EFT	Stanislaus Consolidated Firefighters Unio		Union Dues	-3,245.52
11/14/2025	EFT	V A L I C		Employee Contributions	-6,595.25
11/15/2025	EFT	Gilton Solid Waste Management, Inc.		October 2025 ST 22	-142.57
11/15/2025	EFT	Gilton Solid Waste Management, Inc.		October 2025 ST 26	-124.74
11/17/2025	EFT	Andy Heath Financial Services	EFT	Financial Assistance -other services 10/23/25-11/16/25	-1,125.00
11/17/2025	EFT	Risk Strategies Company		Business auto renewal 7/1/25-7/1/26	-17,085.00
11/17/2025	EFT	Risk Strategies Company		General liability renewal 7/1/25-7/1/26	-36,397.00
11/17/2025	EFT	Green, Dennis	EFT	Education reimbursement	-614.53
11/17/2025	EFT	Go To Communications, Inc.		11/01/25-11/30/25	-1,018.78
11/17/2025	EFT	Zurilgen , Joseph	EFT	Reimbursement	-71.91
11/17/2025	EFT	Best Best & Krieger	EFT	Legal	-5,084.70
11/17/2025	EFT	Fire Risk Management Services		2025/2026 Workers comp contribution 2nd of 4 payments	-87,261.26
11/17/2025	EFT	Zimmerman, Megan	EFT	EMS Coordinator- Oct 6-November 5, 2025	-4,823.82
11/17/2025	EFT	Bank of New York Mellon	EFT	Trustee fee for period 10/13/25-10/12/25	-1,500.00
11/18/2025	EFT	MID		9/29/25-10/29/25	-2,077.50
11/18/2025	EFT	Stericycle, Inc.	Autopay	10/1/25-10/31/25	-419.73
11/19/2025	EFT	City of Modesto- Utilities	Autopay	9/23/25-10/29/25 ST 22	-144.04
11/19/2025	EFT	City of Modesto- Utilities	Autopay	9/22/25-10/27/25 ST 21	-154.88
11/25/2025	EFT	Burton's Fire, Inc	EFT	Repairs for nozzle on Q22	-578.49
11/25/2025	EFT	Swanson, Zachary	EFT	Education Reimbursement	-450.00
11/25/2025	EFT	Anderson, Anthony	EFT	Reimbursement	-10.84
11/25/2025	EFT	Green, Dennis	EFT	Education Reimbursement	-116.66
11/27/2025	EFT	City Of Modesto- Admin	Autopay	November 2025 Admin Contract	-34,489.18
11/28/2025	EFT	V A L I C		Employee Contributions	-6,595.25
11/28/2025	EFT	Stanislaus Consolidated Firefighters Unio		Union Dues	-3,245.52

11/28/2025

EFT

Valley First Credit Union

Payroll Deduction

-167.59

Stanislaus Consolidated Fire Protection District
 Summary Budget VS. Actual
 July 1, 2025 through November 30, 2025

Total Revenues	\$1,561,362.74
Total Salary and Benefits	\$5,214,921.92
Total Services and Supplies	\$944,351.79
Net Revenues (Expenses)	\$6,159,273.71
Total Capital Expenditures	\$3,141,196.36
Total Net Revenue (Expense From Reserves)	-\$7,739,465.17

Stanislaus Consolidated Fire Protection District
 Summary Overtime
 July 1, 2025 through November 30, 2025

	Hours	Amount
Out of Grade Pay	860.50	\$ 2,484.20
OT- AFG		
OT- Holiday	1034.00	\$ 145,024.67
OT Incident	769.33	\$ 43,859.25
OT - Out of Grade	72.00	\$ 3,519.36
OT-Sick	2691.00	\$ 141,591.63
OT- Strike Team	2860.50	\$ 161,715.19
OT- Training	481.42	\$ 28,429.96
OT- Vacancy	592.00	\$ 29,819.88
OT - Vacation	2830.00	\$ 152,778.42
OT - Workers Comp	552.00	\$ 30,278.88
OT- Jury Duty		
OT Breavement Leave	96.00	\$ 5,508.36
Overtime		
OT Total	12838.75	\$ 745,009.80

Stanislaus Consolidated Fire Protection District
Bank Accounts and Cash Accounts
As of November 30, 2025

ASSETS

Current Assets

Bank Accounts

Total RESTRICTED FUNDS

Restricted Funds- Tri Counties

CEQA - Waterford (2371)	78,636.18
CEQA- Riverbank (2346)	858,041.35
Dev Fee Riverbank (2383)	151,926.48
Dev Fee- Waterford (2395)	5,603.15
Dev Fee-Riverbank/Waterford (2401)	155,712.25

Total Restricted Funds- Tri Counties	\$ 1,249,919.41
---	------------------------

Stanislaus County cash accounts

7271 SCFPD General fund	4,111,863.54
7273 Development Fees - Riverbank	55,769.07
7274 CEQA - Riverbank	0.00
7276 Development - Waterford/Hickman	94,896.36
7277 CEQA - Waterford/Hickman	

Total Stanislaus County cash accounts	\$ 4,262,528.97
--	------------------------

Tri Counties Bank

General Checking (2954)	433,782.67
-------------------------	------------

Total Tri Counties Bank	\$ 1,683,702.08
--------------------------------	------------------------

WestAmerica Bank

General Checking [8845]	71,762.68
-------------------------	-----------

Total Bank Accounts	\$ 6,017,993.73
----------------------------	------------------------

Stanislaus Consolidated Fire Protection District
Budget vs. Actuals FY 2025-2026
 July 1, 2025 - November 30, 2025

	Actual	Total Budget	over Budget	% of Budget
Income				
4850 Misc Workers Comp reimbursement	45,201.37	45,000.00	201.37	100.45%
Development Fees		15,000.00	-15,000.00	0.00%
Discounts/Refunds Given			0.00	
Fire Investigator Reimb. FIU	82,500.00	190,000.00	-107,500.00	43.42%
Fire Recovery USA	10,231.28	30,000.00	-19,768.72	34.10%
Grant reimbursements	19,400.06		19,400.06	
Incident Reports	373.15		373.15	
Interest		210,000.00	-210,000.00	0.00%
Stanislaus County			0.00	
Dev. Fee-Riverbank (7273)	513.33		513.33	
Dev. Fee-Waterford (7276)	601.36		601.36	
General Fund (7271)	65,062.84		65,062.84	
Total Stanislaus County	\$ 66,177.53	\$ 0.00	\$ 66,177.53	
Tri Counties Bank Interest			0.00	
CEAQ.Waterford (2371)	386.03		386.03	
CEQA.Riverbank (2346)	4,136.37		4,136.37	
Dev (2401)	547.83		547.83	
Dev.Riverbank (2383)	745.82		745.82	
Dev.Waterford (2395)	27.50		27.50	
General Act (2954)	3,325.45		3,325.45	
Total Tri Counties Bank Interest	\$ 9,169.00	\$ 0.00	\$ 9,169.00	
WestAmerica Bank Interest			0.00	
CEQA-Riverbank	51.42		51.42	
CEQA-Waterford	4.71		4.71	
Dev. Fee - Waterford	0.14		0.14	
Dev. Fee-Riverbank	6.40		6.40	
Total WestAmerica Bank Interest	\$ 62.67	\$ 0.00	\$ 62.67	
Total Interest	\$ 75,409.20	\$ 210,000.00	-\$ 134,590.80	35.91%
Miscellaneous Reimbursements	8,272.78		8,272.78	
Miscellaneous	-252.54		-252.54	
Total Miscellaneous Reimbursements	\$ 8,020.24	\$ 0.00	\$ 8,020.24	
Other Revenue			0.00	
AMR - First Responder Svcs	23,958.56	40,000.00	-16,041.44	59.90%
Cell Tower Rent	7,495.44	16,500.00	-9,004.56	45.43%
Total Other Revenue	\$ 31,454.00	\$ 56,500.00	-\$ 25,046.00	55.67%
Prevention Revenue	137.51	75,000.00	-74,862.49	0.18%
Fire Hydrant Water Flows	2,416.17		2,416.17	
Inspections	545.01		545.01	
Riverbank/Modesto	132.48		132.48	

Total Inspections	\$	677.49	\$	0.00	\$	677.49		
Plan reviews		3,926.85		55,000.00		-51,073.15		7.14%
Riverbank/Modesto		36,899.97				36,899.97		
Plan Review / Riverbank		20,576.66				20,576.66		
Total Riverbank/Modesto	\$	57,476.63	\$	0.00	\$	57,476.63		
Waterford/Hickman		9,517.13				9,517.13		
Total Plan reviews	\$	70,920.61	\$	55,000.00	\$	15,920.61		128.95%
Total Prevention Revenue	\$	74,151.78	\$	130,000.00	-\$	55,848.22		57.04%
Property Tax & Assessments						0.00		
CEQA				50,000.00		-50,000.00		0.00%
FHA in-lieu-of tax app.				1,100.00		-1,100.00		0.00%
IMPACT		22,320.50				22,320.50		
Riverbank		168,254.82				168,254.82		
Waterford/Hickman		45,957.61				45,957.61		
Total IMPACT	\$	236,532.93	\$	0.00	\$	236,532.93		
Other Taxes		968,318.00		968,318.00		0.00		100.00%
Property Tax (Secured)				3,770,000.00		-3,770,000.00		0.00%
Property Tax (Unsecured)				179,151.00		-179,151.00		0.00%
Property Tax - Unitary				65,770.00		-65,770.00		0.00%
Property Tax-prior unsecured				4,000.00		-4,000.00		0.00%
Special Assessment				9,298,993.00		-9,298,993.00		0.00%
Special Assessment-PY				25,000.00		-25,000.00		0.00%
State Homewners Prop.Tax Relief				26,350.00		-26,350.00		0.00%
Supplemental Property Tax				40,000.00		-40,000.00		0.00%
Total Property Tax & Assessments	\$	1,204,850.93	\$	14,428,682.00	-\$	13,223,831.07		8.35%
RDA Revenue						0.00		
RDA - Residual				300,000.00		-300,000.00		0.00%
RDA pass-through				190,000.00		-190,000.00		0.00%
Total RDA Revenue	\$	0.00	\$	490,000.00	-\$	490,000.00		0.00%
Services		7,187.02				7,187.02		
Total Income	\$	1,558,779.03	\$	15,595,182.00	-\$	14,036,402.97		10.00%
Gross Profit	\$	1,558,779.03	\$	15,595,182.00	-\$	14,036,402.97		10.00%
Expenses								
Chart of Accounts						0.00		
5000 Salaries & Benefits						0.00		
5020 Overtime		795,262.60		1,255,000.00		-459,737.40		63.37%
Overtime Reimbursements		-95,350.49				-95,350.49		
Total 5020 Overtime	\$	699,912.11	\$	1,255,000.00	-\$	555,087.89		55.77%
5030 Retirement				1,099,524.00		-1,099,524.00		0.00%
5031 Retirement						0.00		
5031a CalPers Safety		548,118.81				548,118.81		
5031b Calpers Misc.		45,724.08				45,724.08		
Total 5031 Retirement	\$	593,842.89	\$	0.00	\$	593,842.89		
5032 Employee CalPERS Reimb.		-305,978.14				-305,978.14		
5033 Administrative Fee				1,250.00		-1,250.00		0.00%
5036 Side Fund Principal		0.00		540,000.00		-540,000.00		0.00%
5037 Side Fund Interest		144,794.50		289,589.00		-144,794.50		50.00%

5038 Cal PERS UAL Aug. 1	591,076.00	610,842.00	-19,766.00	96.76%
5039 GASB 68 reporting requirement	700.00	1,400.00	-700.00	50.00%
Total 5030 Retirement	\$ 1,024,435.25	\$ 2,542,605.00	-\$ 1,518,169.75	40.29%
5040 Employee Group Insurance			0.00	
5041 Medical Insurance	496,647.04	1,227,083.00	-730,435.96	40.47%
5042 Vision Insurance	5,233.16	12,000.00	-6,766.84	43.61%
5043 Dental Insurance	30,979.54	73,000.00	-42,020.46	42.44%
5044 Life Insurance	5,196.50	12,100.00	-6,903.50	42.95%
5045 LTD Insurance	6,656.00	14,000.00	-7,344.00	47.54%
5047 Vol Life Ins	66.75		66.75	
5048 Central Valley Ret. Med Trust	51,600.00	124,400.00	-72,800.00	41.48%
Total 5040 Employee Group Insurance	\$ 596,378.99	\$ 1,462,583.00	-\$ 866,204.01	40.78%
5050 Retiree Group Insurance	46,434.55	90,000.00	-43,565.45	51.59%
5060 Workers' Compensation Insurance			0.00	
5061 Workers' Compensation	174,522.52	740,828.00	-566,305.48	23.56%
Total 5060 Workers' Compensation Insurance	\$ 174,522.52	\$ 740,828.00	-\$ 566,305.48	23.56%
Salaries & Wages			0.00	
5010 Salary & Wages	2,216,110.12	5,550,657.00	-3,334,546.88	39.93%
5011 Haz Mat Pay	444.18	2,000.00	-1,555.82	22.21%
5011-1 Swift Water		21,500.00	-21,500.00	0.00%
5011-2 Bilingual Pay	767.40	900.00	-132.60	85.27%
5011-3 Education Pay	44,177.90	101,188.00	-57,010.10	43.66%
5012 Employee Medical Waiver	113,288.16	285,420.00	-172,131.84	39.69%
5015 Everbridge former hiplink		1,250.00	-1,250.00	0.00%
5016 FLSA	58,167.53	133,233.00	-75,065.47	43.66%
5017 Leave Time Buy-Back	167,328.62	287,706.00	-120,377.38	58.16%
5018 Uniform Allowance	22,749.09	56,256.00	-33,506.91	40.44%
5019 Payroll Tax Expense	49,739.36	111,507.00	-61,767.64	44.61%
5029 Group-Term Life Insurance	466.14		466.14	
Total Salaries & Wages	\$ 2,673,238.50	\$ 6,551,617.00	-\$ 3,878,378.50	40.80%
Total 5000 Salaries & Benefits	\$ 5,214,921.92	\$ 12,642,633.00	-\$ 7,427,711.08	41.25%
6000 Services & Supplies			0.00	
6020 Clothing & PPE			0.00	
6021 Badges & Emblems		1,000.00	-1,000.00	0.00%
6022 Safety Clothing		85,000.00	-85,000.00	0.00%
6023 Replacement Clothing / Uniforms	511.70	500.00	11.70	102.34%
Total 6020 Clothing & PPE	\$ 511.70	\$ 86,500.00	-\$ 85,988.30	0.59%
6050 Household Expense	3,189.31	6,598.00	-3,408.69	48.34%
6051 Station Supplies	4,759.29	20,000.00	-15,240.71	23.80%
6052 Bottled Water	2,845.61	3,700.00	-854.39	76.91%
6053 Oxygen Service		1,015.00	-1,015.00	0.00%
6054 Furnishings & Appliances	1,821.09	2,800.00	-978.91	65.04%
Total 6050 Household Expense	\$ 12,615.30	\$ 34,113.00	-\$ 21,497.70	36.98%
6060 Insurance			0.00	
6061 Fiduciary Insurance	110,568.60	102,474.00	8,094.60	107.90%

Total 6060 Insurance	\$	110,568.60	\$	102,474.00	\$	8,094.60	107.90%
6080 Equipment Maint. & Repairs						0.00	
24-01				5,500.00		-5,500.00	0.00%
6081 -1 Oakdale Rural Vehicles						0.00	
SSLWT21-08-INT'L Burtons		2,104.71				2,104.71	
Total 6081 -1 Oakdale Rural Vehicles	\$	2,104.71	\$	0.00	\$	2,104.71	
6081 Vehicle Maint & Repair		544.00		225,000.00		-224,456.00	0.24%
02-02 SSLWR26 Chevy Tahoe		48.38				48.38	
03-01 SSLG26 Ford Type 6		7,413.71				7,413.71	
03-02 SSLG21 Ford Type 6		4,999.85				4,999.85	
04-03 SSLE23 Pierce Type 1		8,809.32				8,809.32	
04-04 SSLE226 Pierce Type 1		1,990.51				1,990.51	
08-02 SSLE223 OES 347 HME Type1		93.06				93.06	
08-03 SSLWT220 Int. WaterTender		247.92				247.92	
09-01 Chevy Tahoe		97.74				97.74	
11-01 Ford Expedition		241.58				241.58	
11-02 SSLB24 Int. Type 3		19,069.48				19,069.48	
12-01 Ford Expedition		4,460.45				4,460.45	
13-01 SSLQ22 Pierce Quint		17,776.75				17,776.75	
15-01 SSLE21 Pierce Type 1		2,634.41				2,634.41	
15-02 SSLE26 Pierce Type 1		9,798.98				9,798.98	
16-01 - Ford Explorer		63.92				63.92	
16-02 - Ford Explorer		12.92				12.92	
17-01 SSLWT23 Kenworth WT		221.67				221.67	
17-02 Ford Escape		1,945.16				1,945.16	
18-01 SSLE24 Rosenbauer type 1		4,970.52				4,970.52	
20-01 4618OES26 HME Type 6		6,800.51				6,800.51	
23-01 Training Vehicle		2,171.00				2,171.00	
24-01 FIU Tahoe		200.75				200.75	
24-02 BC Tahoe		4,115.56				4,115.56	
25-01 E21- Hi -Tech		11,820.56				11,820.56	
99-03 SSLB23 Int. Type 3		1,045.62				1,045.62	
Boat 21		106.93				106.93	
Boat 24		14.01				14.01	
Boat 26		216.72				216.72	
Boat Team Trailer		141.53				141.53	
Total 6081 Vehicle Maint & Repair	\$	112,073.52	\$	225,000.00	-\$	112,926.48	49.81%
6082 Radio & Pager Maint & Repair		1,707.75		18,270.00		-16,562.25	9.35%
6083 Small Engine		537.59		1,850.00		-1,312.41	29.06%
6084 Handlight Repairs				1,500.00		-1,500.00	0.00%
6086 SCBA Equipment Maint. & Repairs		12,757.00		20,450.00		-7,693.00	62.38%
6087 Rope Rescue Equipment		4,939.53		5,500.00		-560.47	89.81%
6088 Water Rescue		3,650.30		20,000.00		-16,349.70	18.25%
6089 - Confined Space		2,225.00		2,225.00		0.00	100.00%
6089 -1 Hose Program		18,182.94		80,000.00		-61,817.06	22.73%
6089 -2 Firefighting Equip		501.20		30,000.00		-29,498.80	1.67%

6089 -3 Non-Firefighting Equip	68.49	10,000.00	-9,931.51	0.68%
6089 -4 Class A Foam Replacement	9,169.60	6,500.00	2,669.60	141.07%
Total 6080 Equipment Maint. & Repairs	\$ 167,917.63	\$ 426,795.00	-\$ 258,877.37	39.34%
6090 Maintenance - Buildings		60,900.00	-60,900.00	0.00%
6090-20 Main Office	2,015.00		2,015.00	
6090-21 St. 21	5,960.85		5,960.85	
6090-22 St. 22	1,262.00		1,262.00	
6090-23 St. 23	6,090.47		6,090.47	
6090-24 St. 24	2,820.12		2,820.12	
6090-26 St. 26	3,565.03		3,565.03	
Total 6090 Maintenance - Buildings	\$ 21,713.47	\$ 60,900.00	-\$ 39,186.53	35.65%
6100 Medical Supplies	10,076.96	20,000.00	-9,923.04	50.38%
6101 Medical Supplies	1,164.46		1,164.46	
6102 Paramedic Program	30,399.72	100,000.00	-69,600.28	30.40%
6102-A Paramedic Grant	515.00		515.00	
Total 6102 Paramedic Program	\$ 30,914.72	\$ 100,000.00	-\$ 69,085.28	30.91%
6103a AED Maintenance Certification		22,000.00	-22,000.00	0.00%
6104 Masimo Certification		4,386.00	-4,386.00	0.00%
6405 Lucas Maintenance		3,561.00	-3,561.00	0.00%
Total 6100 Medical Supplies	\$ 42,156.14	\$ 149,947.00	-\$ 107,790.86	28.11%
6110 Memberships		12,688.00	-12,688.00	0.00%
6111 Memberships	10,156.98		10,156.98	
Total 6110 Memberships	\$ 10,156.98	\$ 12,688.00	-\$ 2,531.02	80.05%
6120 Miscellaneous Expense	78.25		78.25	
6120-1 Other Expenses	1,042.15		1,042.15	
6122 Food	1,929.66	2,000.00	-70.34	96.48%
6125 Travel & Lodging	803.41	5,000.00	-4,196.59	16.07%
6126 Bank Service Charge	646.88		646.88	
6127 Board Member Meeting Allowance	2,500.00	8,000.00	-5,500.00	31.25%
6128 Executive Development	500.00	2,500.00	-2,000.00	20.00%
Total 6120 Miscellaneous Expense	\$ 7,500.35	\$ 17,500.00	-\$ 9,999.65	42.86%
6130 Office Expense	642.61		642.61	
6131 Stationary / Business Cards	403.30	1,015.00	-611.70	39.73%
6132 Postage	298.44	1,015.00	-716.56	29.40%
6133 Office Supplies	520.39	5,227.00	-4,706.61	9.96%
6134 Printer Supplies	142.28	2,081.00	-1,938.72	6.84%
6135 Computer Equipment	1,375.65	6,293.00	-4,917.35	21.86%
Total 6130 Office Expense	\$ 3,382.67	\$ 15,631.00	-\$ 12,248.33	21.64%
6140 Prof. & Specialized Services			0.00	
6141 Accounting/Auditing Expense	64,523.00	134,500.00	-69,977.00	47.97%
6141-2 Administrative	172,445.90	413,870.00	-241,424.10	41.67%
6142 Record Destruction Service	389.67	1,100.00	-710.33	35.42%
6143 Legal	15,001.00	45,900.00	-30,899.00	32.68%
6144 Sunpro Fire RMS	1,679.35		1,679.35	
6144-C Sunpro Fire RMS City of Oakdale		7,000.00	-7,000.00	0.00%

Total 6144 Sunpro Fire RMS	\$	1,679.35	\$	7,000.00	-\$	5,320.65	23.99%
6145 IT Services Contract		32,867.92		115,203.00		-82,335.08	28.53%
6147 Pre-Employment Screening		14,733.40		25,000.00		-10,266.60	58.93%
6148 Ladder Testing		1,066.00		4,500.00		-3,434.00	23.69%
6149 - Medical Exams		888.00		15,000.00		-14,112.00	5.92%
6149 -3 Personnel Recruitment				1,000.00		-1,000.00	0.00%
6149 -4 TeleStaff Voxeo contract				12,000.00		-12,000.00	0.00%
6149 -5 Paychex contract		1,462.80		15,936.00		-14,473.20	9.18%
6149 -6 Consultant Services		16,985.00		19,000.00		-2,015.00	89.39%
6149 -7 SR 911 Dispatch Services		48,768.00		199,920.00		-151,152.00	24.39%
6149 -8 Streamline Automation system		12,317.50		11,200.00		1,117.50	109.98%
Total 6140 Prof. & Specialized Services	\$	383,127.54	\$	1,021,129.00	-\$	638,001.46	37.52%
6150 Publications & Legal Notices						0.00	
6151 Prevention Publications				500.00		-500.00	0.00%
6152 Publications & Legal Notices		420.01		1,600.00		-1,179.99	26.25%
Total 6150 Publications & Legal Notices	\$	420.01	\$	2,100.00	-\$	1,679.99	20.00%
6160 Rent & Leases - Equip.						0.00	
6162 Alarm System HQ		330.00		1,500.00		-1,170.00	22.00%
6164 Copier		768.02		2,000.00		-1,231.98	38.40%
6165 Postage Meter		179.88		750.00		-570.12	23.98%
6166 Computer Software Licensing		2,079.99		13,000.00		-10,920.01	16.00%
6167 Station 25 Lease				2,400.00		-2,400.00	0.00%
Total 6160 Rent & Leases - Equip.	\$	3,357.89	\$	19,650.00	-\$	16,292.11	17.09%
6180 Small Tools & Instruments		95.24		10,000.00		-9,904.76	0.95%
6190 Special Departmental Expenses		1,141.00				1,141.00	
6191 Training Program		2,394.95		35,000.00		-32,605.05	6.84%
6192 Workshops & Seminars				4,750.00		-4,750.00	0.00%
6193 Volunteer / Intern Program				500.00		-500.00	0.00%
6193-1 Explorer Program				1,000.00		-1,000.00	0.00%
6194 Education Reimbursement		4,182.69		20,000.00		-15,817.31	20.91%
6195 -1 Prevention Expenses		11,603.79		22,500.00		-10,896.21	51.57%
6195 Prevention Education Program		465.00		3,000.00		-2,535.00	15.50%
6197 Life Jacket Program				500.00		-500.00	0.00%
6198 Community CPR Program		8,289.00		5,000.00		3,289.00	165.78%
6199 -3 Fitness Equipment Maintenance		1,921.42		3,500.00		-1,578.58	54.90%
Total 6190 Special Departmental Expenses	\$	29,997.85	\$	95,750.00	-\$	65,752.15	31.33%
6200 Transportation & Travel						0.00	
6201 Fuel & Oil		46,046.77		140,000.00		-93,953.23	32.89%
Total 6200 Transportation & Travel	\$	46,046.77	\$	140,000.00	-\$	93,953.23	32.89%
6210 Utilities				102,000.00		-102,000.00	0.00%
6219-2 Cable Services		388.00		4,692.00		-4,304.00	8.27%
6219-3 MDC, T-1 lines, Cell phones		32,488.61		66,300.00		-33,811.39	49.00%
6219-6 Wireless Internet		4,115.00		10,710.00		-6,595.00	38.42%
6220 St HQ Riverbank						0.00	
6220-2 Electricity		3,407.81				3,407.81	

6220-3 Natural Gas	85.16			85.16	
6220-4 Water & Sewer	433.48			433.48	
6220-5 Pest Control Service	108.16			108.16	
Total 6220 St HQ Riverbank	\$ 4,034.61	\$ 0.00	\$ 4,034.61		
6221 St 21				0.00	
6221-1 Disposal Service	286.52			286.52	
6221-2 Electricity	2,994.65			2,994.65	
6221-3 Natural Gas	203.41			203.41	
6221-4 Water & Sewer	709.34			709.34	
6221-5 Pest Control Service	172.28			172.28	
6221-6 Biohazard Medical Waste	630.59			630.59	
Total 6221 St 21	\$ 4,996.79	\$ 0.00	\$ 4,996.79		
6222 St 22				0.00	
6222-1 Disposal Service	571.66			571.66	
6222-2 Electricity	3,812.36			3,812.36	
6222-3 Natural Gas	442.17			442.17	
6222-4 Water & Sewer	757.98			757.98	
6222-5 Pest Control Service	372.28			372.28	
6222-6 Biohazard Medical Waste	621.49			621.49	
Total 6222 St 22	\$ 6,577.94	\$ 0.00	\$ 6,577.94		
6223 St 23				0.00	
6223-1 Disposal Service	667.10			667.10	
6223-2 Electricity	2,567.88			2,567.88	
6223-3 Natural Gas	290.89			290.89	
6223-5 Pest Control Service	172.28			172.28	
Total 6223 St 23	\$ 3,698.15	\$ 0.00	\$ 3,698.15		
6224 St 24 Waterford				0.00	
6224-2 Electricity	4,995.23			4,995.23	
6224-3 Natural Gas	611.83			611.83	
6224-4 Water & Sewer	2,316.48			2,316.48	
6224-5 Pest Control Service	179.54			179.54	
6224-6 Biohazard Medical Waste	641.38			641.38	
Total 6224 St 24 Waterford	\$ 8,744.46	\$ 0.00	\$ 8,744.46		
6226 St 26	15,639.91			15,639.91	
6226-1 Disposal Service	623.70			623.70	
6226-3 Natural Gas	488.56			488.56	
6226-4 Water & Sewer	523.39			523.39	
6226-5 Pest Control Service	108.14			108.14	
6226-6 Biohazard Medical Waste	619.92			619.92	
Total 6226 St 26	\$ 18,003.62	\$ 0.00	\$ 18,003.62		
Total 6210 Utilities	\$ 83,047.18	\$ 183,702.00	-\$ 100,654.82		45.21%
6310 Direct Assessment Reimbursement		3,500.00	-3,500.00		0.00%
6311 Property Tax Admin Charge		53,085.00	-53,085.00		0.00%
6312 SCFPD Special Benefit Assesment		3,197.00	-3,197.00		0.00%
6313 Direct Assessment - Wildan Fin	3,836.47	14,000.00	-10,163.53		27.40%

6314 GIS Software/Website (Cal Cad)	17,900.00	14,819.00	3,081.00	120.79%
Total 6310 Direct Assessment Reimbursement	\$ 21,736.47	\$ 88,601.00	-\$ 66,864.53	24.53%
Total 6000 Services & Supplies	\$ 944,351.79	\$ 2,467,480.00	-\$ 1,523,128.21	38.27%
7000 Capital Expenditures	3,129,324.58	1,955,000.00	1,174,324.58	160.07%
7049 Station 24 Replacement		170,059.00	-170,059.00	0.00%
7090 Taxes & Assessments			0.00	
7092 Direct Assessments	4,726.94		4,726.94	
Total 7090 Taxes & Assessments	\$ 4,726.94	\$ 0.00	\$ 4,726.94	
7150 Financial Charges	1,500.00		1,500.00	
7151 Service Charges	4,784.49		4,784.49	
Total 7150 Financial Charges	\$ 6,284.49	\$ 0.00	\$ 6,284.49	
7800 Equipment		289,072.00	-289,072.00	0.00%
7802 Radio Communications Equipment	180.00		180.00	
7803 Apparatus/Vehicle Replacement		41,169.00	-41,169.00	0.00%
7812 SCBA Air Compressor	680.35		680.35	
Total 7800 Equipment	\$ 860.35	\$ 330,241.00	-\$ 329,380.65	
Total 7000 Capital Expenditures	\$ 3,141,196.36	\$ 2,455,300.00	\$ 685,896.36	
Total Chart of Accounts	\$ 9,300,470.07	\$ 17,565,413.00	-\$ 8,264,942.93	
SALES TAX	357.84		357.84	
Total Expenses	\$ 9,300,827.91	\$ 17,565,413.00	-\$ 8,264,585.09	
Net Operating Income	-\$ 7,742,048.88	-\$ 1,970,231.00	-\$ 5,771,817.88	
Net Income	-\$ 7,742,048.88	-\$ 1,970,231.00	-\$ 5,771,817.88	



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

Item 12.A

STAFF REPORT

TO: President Bernardi and Members of the Board of Directors
FROM: Chief Clint Bray
SUBJECT: Discussion and Possible Action to Establish a District Strategic Plan Committee
DATE: December 10, 2025

RECOMMENDATION

It is recommended that the Board of Directors discuss and consider formal action to establish a Strategic Plan Committee composed of two members of the Board of Directors, two union representatives, and one to two administrative staff members, as directed during the October 2025 Board meeting.

BACKGROUND

At the October 2025 Board meeting, the Board of Directors provided direction to bring this item back as an action item for formal consideration. The intent is to initiate the process for developing a District Strategic Plan that aligns with the future goals and priorities of the organization.

The District currently operates under the leadership of a five-member Board of Directors, four of whose terms will be expiring at the conclusion of the current term. Additionally, the Fire Chief is anticipated to retire in approximately four years. While the District's administrative office is currently staffed with competent and efficient employees, future changes in governance and leadership may impact organizational continuity.

Recently, Modesto Fire Department, Stanislaus Consolidated Fire Protection District, and Turlock Fire Department participated in a joint strategic planning session and are in the process of finalizing their draft plan for release. Establishing a similar initiative within the District will help guide long-term decision-making and ensure alignment with regional fire service goals.

DISCUSSION

The formation of a Strategic Plan Committee would mark the first step in implementing a District Strategic Plan. This committee will be tasked with identifying priorities, evaluating opportunities for growth and collaboration, and recommending a structured planning process.

The plan will serve as a guiding framework for the District's long-term direction, supporting leadership transitions, operational efficiency, and organizational sustainability.

FISCAL IMPACT

None at this time.

CONCLUSION

Establishing a Strategic Plan Committee represents a proactive approach to ensuring the District's continued success and preparedness for future leadership and operational transitions. Staff recommends that the Board discuss this item and take action to appoint two Board members, two union representatives, and one to two administrative staff members to serve on the committee.



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

Item 12.B

STAFF REPORT

TO: President Bernardi and Members of the Board of Directors

FROM: Chief Clint Bray

SUBJECT: Consideration to Approve Resolution 2025-010, Accepting the Department of Forestry and Fire Protection Volunteer Fire Capacity (VFC) Grant in the Amount of \$19,653.29

DATE: December 10, 2025

RECOMMENDATION:

It is recommended that the Board of Directors **accept and approve Resolution 2025-010**, authorizing the Stanislaus Consolidated Fire Protection District to enter into **CAL FIRE Volunteer Fire Capacity (VFC) Grant Agreement 7FG25113** and accept the grant funding in the amount of **\$19,653.29** for the purchase of wildland personal protective equipment (PPE).

EXECUTIVE SUMMARY / BACKGROUND

The Stanislaus Consolidated Fire Protection District has been awarded funding under the **2025 Volunteer Fire Capacity (VFC)** program administered by CAL FIRE under the Cooperative Forestry Assistance Act of 1978.

According to the **Grant Agreement 7FG25113**, the District has been approved to receive **\$19,653.29** in federal pass-through funding on a **50/50 cost-share basis**, with a total project allocation of **\$39,306.58** for wildland PPE and safety equipment

The project performance period begins upon final approval and extends through **August 31, 2026**, with reimbursement eligible only for items purchased during this window. The District must return the signed agreement and resolution to CAL FIRE by **January 31, 2026**, or the award will be forfeited, as required in the terms and conditions of the agreement.

Acceptance of this grant will support the District's ongoing efforts to ensure that personnel have compliant, NFPA 1977-standard wildland PPE available, including clean spare sets when gear is being cleaned or repaired following incident use.

FISCAL IMPACT

Total Project Cost: **\$39,306.58**

Total State/Federal Award (VFC Funds): **\$19,653.29**

District Match Requirement (50/50): **\$19,653.29**

The District's matching portion is already identified and budgeted within the appropriate budget line. The project is therefore fully funded with no additional budget impact beyond the approved District match.

**BEFORE THE BOARD OF DIRECTORS OF THE
STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT
COUNTY OF STANISLAUS, STATE OF CALIFORNIA**

IN THE MATTER OF:

Resolution Number: 2025-010

Approving the Department of Forestry and Fire Protection Agreement # 7FG25113 for services from the date of last signatory on page 1 of the Agreement to August 31, 2026 under the Volunteer Fire Capacity Program of the Cooperative Forestry Assistance Act of 1978.

BE IT RESOLVED by the Board of Directors of the Stanislaus Consolidated Fire Protection District, that said Board does hereby approve the Agreement with the California Department of Forestry and Fire Protection dated as of the last signatory date on page 1 of the Agreement, and any amendments thereto. This Agreement provides for an award, during the term of this Agreement, under the Volunteer Fire Capacity Program of the Cooperative Fire Assistance Act of 1978 during the State Fiscal Year 2025-26 up to and no more than the amount of \$19,653.29.

BE IT FURTHER RESOLVED that Clint Bray, Fire Chief of said Board be and hereby is authorized to sign and execute said Agreement and any amendments on behalf of the Stanislaus Consolidated Fire Protection District.

The foregoing resolution was duly passed and adopted by the Board of Directors of the Stanislaus Consolidated Fire Protection District, at a regular meeting thereof, held on the 10 day of December, 2025, by the following vote:

I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the District Board by the following vote:

AYES:	Directors:
NOES:	Directors:
ABSENT:	Directors:
ABSTAIN:	Directors:

Dated:

Greg Bernardi, Board President

ATTEST:

APPROVED AS TO FORM:

Amanda McCormick, Clerk of the Board

Frank Splendorio, District Counsel

**State of California
Department of Forestry and Fire Protection (CAL FIRE)
Cooperative Fire Protection
GRANT AGREEMENT**

APPLICANT:

PROJECT TITLE: Volunteer Fire Capacity

GRANT AGREEMENT: 7FG25113

PROJECT PERFORMANCE PERIOD is from date upon approval through August 31, 2026.

Under the terms and conditions of this Grant Agreement, the applicant agrees to complete the project as described in the project description, and the State of California, acting through the Department of Forestry & Fire Protection, agrees to fund the project up to the total state grant amount indicated.

PROJECT DESCRIPTION: Cost-share funds awarded to provide assistance to rural areas in upgrading their capability to organize, train, and equip local forces for fire protection.

Total State Grant not to exceed \$19,653.29 (or project costs, whichever is less).

**The Special and General Provisions attached are made a part of and incorporated into this Grant Agreement.*

Stanislaus Consolidated Fire Protection District

**STATE OF CALIFORNIA
DEPARTMENT OF FORESTRY
AND FIRE PROTECTION**

Applicant

By

Signature of Authorized Representative

Title

Fire Chief

By

Title: **David Scheurich
Staff Chief, Cooperative Fire Protection**

Date December 10 ,2025

Date

CERTIFICATION OF FUNDING

GRANT AGREEMENT NUMBER 7FG25113	PO ID	SUPPLIER ID
FUND 0001	FUND NAME General Fund	
PROJECT ID 354025DG2012154	ACTIVITY ID SUBGNT	AMOUNT OF ESTIMATE FUNDING \$19,653.29
GL UNIT 3540	BUD REF 001	CHAPTER 4
PROGRAM NUMBER 9999000FED	ENY 2025	ADJ. INCREASING ENCUMBRANCE \$ 0.00
ACCOUNT 5340580	ALT ACCOUNT 5340580002	ADJ. DECREASING ENCUMBRANCE \$ 0.00
REPORTING STRUCTURE 35409206	SERVICE LOCATION 92801	UNENCUMBERED BALANCE \$19,653.29

I hereby certify upon my personal knowledge that budgeted funds are available for this encumbrance.

Signature of CAL FIRE Accounting Officer

Date

**VOLUNTEER FIRE CAPACITY PROGRAM
TERMS AND CONDITIONS**

DEPARTMENT OF FORESTRY AND FIRE PROTECTION

STATE OF CALIFORNIA
Natural Resources Agency

Agreement for the Volunteer Fire Capacity Program of the
Cooperative Forestry Assistance Act of 1978

THIS AGREEMENT, made and entered between the STATE of California, acting through the Director of the Department of Forestry and Fire Protection hereinafter called "STATE", and Stanislaus Consolidated Fire Protection District _____ hereinafter called "LOCAL AGENCY", covenants as follows:

RECITALS:

1. STATE has been approved as a passthrough agent of the United States Department of Agriculture, (USDA), Forest Service for the purpose of administering the Volunteer Fire Capacity program in California, hereinafter referred to as VFC, authorized by the Cooperative Forestry Assistance Act (CFAA) of 1978 (PL 95-313, 92 Stat 365, 16 U.S.C. 2106), as amended.
2. This is a subaward under the FY2025 State of California Volunteer Fire Capacity Projects Grant #25-DG-11052012-154 awarded to STATE by the Forest Service on September 20, 2025. The Federal Assistance Listing for the award is 10.698, Cooperative Fire Program. This subaward is funded solely with Federal funds and is subject to the Office of Management and Budget (OMB) guidance in subparts A through F of 2 CFR Part 200, as adopted and supplemented by the USDA in 2 CFR Part 400, and under certain terms and conditions to LOCAL AGENCY to assist LOCAL AGENCY to upgrade its fire protection capability.
3. LOCAL AGENCY desires to participate in said VFC and agrees to the terms and conditions specified in the Procedural Guide for Volunteer Fire Capacity Program 2025.

NOW THEREFORE, it is mutually agreed between the parties as follows:

4. **APPROVAL: This Agreement is of no force or effect until signed by both parties and approved by the Department of General Services, if required. LOCAL AGENCY may not commence performance until such approval has been obtained.**
5. **INCORPORATION: The Procedural Guide for Volunteer Fire Capacity Program 2025, submitted Application for Funding and associated Grant Assurances are hereby incorporated by reference as part of the Grant Agreement.**
6. **TIMELINESS: Time is of the essence in this Agreement.**
7. **FORFEITURE OF AWARD: LOCAL AGENCY must return this Agreement and required resolution properly signed and executed to STATE at the email address**

specified in paragraph 12, with a timestamp no later than January 31, 2026 or LOCAL AGENCY will forfeit the funds.

8. GRANT AND BUDGET CONTINGENCY CLAUSE: It is mutually understood between the parties that this **Agreement** may have been written for the mutual benefit of both parties before ascertaining the availability of congressional appropriation of funds, to avoid program and fiscal delays that would occur if the **Agreement** were executed after that determination was made.

This **Agreement** is valid and enforceable only if sufficient funds are made available to the STATE by the United States Government for the **State Fiscal Year 2025** for the purpose of this program. In addition, this **Agreement** is subject to any additional restrictions, limitations, or conditions enacted by the Congress or to any statute enacted by the Congress that may affect the provisions, terms, or funding of this **Agreement** in any manner.

The parties mutually agree that if the Congress does not appropriate sufficient funds for the program, this **Agreement** shall be amended to reflect any reduction in funds.

The STATE has the option to invalidate the **Agreement** under the 30-day cancellation clause or to amend the **Agreement** to reflect any reduction in funds.

9. REIMBURSEMENT: STATE will reimburse LOCAL AGENCY, from funds made available to STATE by the Federal Government, an amount not to exceed **\$19,653.29** on a 50/50 matching funds basis, for the performance of specific projects and/or purchase of specific items identified in Proposed Project, Application for Funding, attached hereto. **Reimbursement will be only for those projects accomplished and/or items purchased between THE LAST SIGNATORY DATE ON PAGE 1 and AUGUST 31, 2026.** This sum is the sole and maximum payment that STATE will make pursuant to this Agreement. **LOCAL AGENCY must bill STATE at the e-mail address specified in paragraph 12, with a timestamp no later than NOVEMBER 1, 2026 in order to receive the funds.** The bill submitted by LOCAL AGENCY must clearly delineate the projects performed and/or items purchased. A vendor's invoice and proof of payment to vendor(s) must be included for items purchased.
10. LIMITATIONS: LOCAL AGENCY shall notify STATE prior to purchase of any Equipment as defined under 2 CFR 200.1 "Equipment." Expenditure of the funds distributed by STATE herein is subject to the same limitations as placed by the VFC, upon expenditure of United States Government Funds. Pursuant to 2 CFR 200.313 Equipment, subject to the obligations and conditions set forth in that section; title to any equipment and supplies acquired under this **Agreement** vests with the LOCAL AGENCY. For any equipment items over \$10,000, the federal government may retain a vested interest in accordance with paragraph 17 below.
11. MATCHING FUNDS: Any and all funds paid to LOCAL AGENCY under the terms of this **Agreement**, hereinafter referred to as "VFC Funds", shall be matched by LOCAL AGENCY on a dollar-for-dollar basis, for each project listed on attachment(s) hereto identified as "Proposed Project". No amount of unpaid "contributed" or "volunteer" labor or services shall be used or consigned in calculating the matching amount "actually spent" by LOCAL AGENCY.

LOCAL AGENCY shall not use VFC Funds as matching funds for other federal grants, including Department of Interior (USDI) Rural Fire Assistance grants, nor use funds from

other federal grants, including USDI Rural Fire Assistance grants, as matching funds for VFC Funds.

12. ADDRESSES: The mailing addresses of the parties hereto under the terms of the Agreement are:

LOCAL AGENCY: Stanislaus Consolidated Fire Protection District
3324 Topeka St
Riverbank, CA 95367
Attention: Chief Clint Bray
Telephone Number(s): (209) 869-7470
E-mail admin@scfpd.us

STATE: **Department of Forestry and Fire Protection**
Grants Management Unit, Attn: VFC
P. O. Box 944246
Sacramento, California 94244-2460
E-MAIL: CALFIRE.GRANTS@fire.ca.gov

13. PURPOSE: Any project to be funded hereunder must be intended to specifically assist LOCAL AGENCY to organize, train, and/or equip local firefighting forces in the aforementioned rural area and community to prevent or suppress fires which threaten life, resources, and/or improvements within the area of operation of LOCAL AGENCY. Project funds are not to be used for research and development.
14. COMBINING: In the event funds are paid for two or more separate, but closely related projects, the 50/50 cost-sharing formula will be applied to the total cost of such combined projects.
15. OVERRUNS: In the event that the total cost of a funded project exceeds the estimate of costs upon which this Agreement is made, LOCAL AGENCY may request additional funds to cover the **Agreement** share of the amount exceeded. However, there is no assurance that any such funds are, or may be, available for reimbursement. Any increase in funding will require an amendment.
16. UNDERRUNS: In the event that the total cost of a funded project is less than the estimate of costs upon which this **Agreement** is made, LOCAL AGENCY may request that additional eligible projects/items be approved by STATE for **Agreement** funding. However, there is no assurance that any such approval will be funded. Approval of additional projects/items, not listed on the Proposed Project application, made by STATE, will be in writing and will require an amendment.
17. FEDERAL INTEREST IN EQUIPMENT: Items of equipment with a current fair market value in excess of \$10,000 (per-unit) may be retained or sold by LOCAL AGENCY once it is no longer needed for the original project, program, or for other activities supported by the awarding Federal agency. However, the Federal agency is entitled to an amount calculated by multiplying the percentage of the Federal agency's contribution towards the original purchase by the current market value or proceeds from the sale. If the equipment is sold, the STATE may permit the LOCAL AGENCY to retain, from the Federal share,

\$1,000 of the proceeds to cover expenses associated with the selling and handling of the equipment. LOCAL AGENCY will notify STATE of the disposal of such items.

18. EQUIPMENT INVENTORY: Any single item purchased in excess of \$10,000 will be assigned a VFC Property Number by the STATE. LOCAL AGENCY shall forward a copy of the purchase documents listing the item, brand, model, serial number, any LOCAL AGENCY property number assigned, and a LOCAL AGENCY contact and return address to STATE at the address specified in paragraph 12. The STATE will advise the LOCAL AGENCY Contact of the VFC Property Number assigned.
19. AUDIT: LOCAL AGENCY agrees that the STATE, the Department of General Services, the California State Auditor, or their designated representative shall have the right to review and to copy any records and supporting documentation pertaining to the performance of this **Agreement**. LOCAL AGENCY agrees to maintain such records for possible audit for a minimum of five (5) years after final payment, unless a longer period of records retention is stipulated. LOCAL AGENCY agrees to allow the auditor(s) access to such records during normal business hours and to allow interviews of any employees who might reasonably have information related to such records. Further, LOCAL AGENCY agrees to include a similar right of the State of California to audit records and interview staff in any subcontract related to performance of this **Agreement**. (GC 8546.7, PCC 10115 et seq., CCR Title 2, Section 1896).
20. DISPUTES: In the event of any dispute over qualifying matching expenditures of LOCAL AGENCY or audit findings, the dispute will be decided by STATE and its decision shall be final and binding.
21. MONITORING: LOCAL AGENCY agrees to the monitoring of activities as necessary by STATE to ensure that the award is used for authorized purposes, in compliance with Federal statutes, regulations, and the terms and conditions of the agreement; and that performance goals are achieved.
22. INDEMNIFICATION: LOCAL AGENCY agrees to indemnify, defend, and save harmless, the STATE, its officers, agents, and employees, from any and all claims and losses, accruing or resulting to any and all contractors, subcontractors, suppliers, laborers, and any other person, firm or corporation furnishing or supplying work services, materials, or supplies in connection with the performance of this **Agreement**, and from any and all claims and losses accruing or resulting to any person, firm or corporation who may be injured or damaged by LOCAL AGENCY in the performance of this **Agreement**.
23. CIVIL RIGHTS: LOCAL AGENCY agrees to comply with civil rights requirements as detailed in the Complying With Civil Rights Requirements brochure (FS-850) and the And Justice For All poster (AD-475A). The poster is to be placed at all public points of contact/reception areas.
24. DRUG-FREE WORKPLACE REQUIREMENTS: LOCAL AGENCY will comply with the requirements of the Drug-Free Workplace Act of 1990 and will provide a drug-free workplace by taking the following actions:
 - a. Publish a statement notifying employees that unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited and specifying actions to be taken against employees for violations.

- b. Establish a Drug-Free Awareness Program to inform employees about:
- 1) the dangers of drug abuse in the workplace;
 - 2) the person's or organization's policy of maintaining a drug-free workplace;
 - 3) any available counseling, rehabilitation and employee assistance programs; and,
 - 4) penalties that may be imposed upon employees for drug abuse violations.
- c. Every employee who works on the proposed **Agreement** will:
- 1) receive a copy of the company's drug-free workplace policy statement; and,
 - 2) agree to abide by the terms of the company's statement as a condition of employment on the **Agreement**.

Failure to comply with these requirements may result in suspension of payments under the **Agreement** or termination of the **Agreement** or both and LOCAL AGENCY may be ineligible for funding of any future State **Agreement** if the department determines that any of the following has occurred: (1) the LOCAL AGENCY has made false certification, or violated the certification by failing to carry out the requirements as noted above. (GC 8350 et seq.)

25. **TERM:** The term of the Agreement SHALL COMMENCE ON THE LAST SIGNATORY DATE ON PAGE 1 and continue through August 31, 2026.
26. **TERMINATION:** This **Agreement** may be terminated by either party giving 30 days written notice to the other party or provisions herein amended upon mutual consent of the parties hereto.
27. **AMENDMENTS:** No amendment or variation of the terms of this **Agreement** shall be valid unless made in writing, signed by the parties and approved as required. No oral understanding or **Agreement** not incorporated in the **Agreement** is binding on any of the parties.
28. **INDEPENDENT CONTRACTOR:** LOCAL AGENCY, and the agents and employees of LOCAL AGENCY, in the performance of this **Agreement**, shall act in an independent capacity and not as officers or employees or agents of the STATE or the Federal Government.
29. **INDIRECT RATE:** LOCAL AGENCY may not assess an indirect rate in excess of their Federally approved Negotiated Indirect Cost Rate Agreement (NICRA) or a de minimis rate if LOCAL AGENCY does not have an approved NICRA, not to exceed 15%. LOCAL AGENCY may also elect not to assess an indirect rate. The approved indirect cost rate at the time of execution is 0%.

30. MEDIA: LOCAL AGENCY shall acknowledge STATE and USDA Forest Service support in any publications, audiovisuals and electronic media developed as a result of this award.

It is encouraged to give public notice of the receipt of this award and announce progress and accomplishments, acknowledging STATE and USDA Forest Service support. Follow direction in USDA Supplemental 2 CFR 415.2.

31. ASSIGNMENT: This Agreement is not assignable by LOCAL AGENCY either in whole or in part.

E. Proposed Project (List individual items for funding. Include tax and shipping in unit cost):

	Type	Item	Quantity	Unit Cost	Item Total
1.	Safety - Structural	Jacket	5	\$ 2,952.68	\$ 14,763.40
2.	Safety - Structural	Pant	5	\$ 2,074.53	\$ 10,372.65
3.	Safety - Structural	Boots	5	\$ 663.46	\$ 3,317.30
4.	Safety - Structural	Hood	7	\$ 130.49	\$ 913.43
5.	Safety - Wildland	Jackets	52	\$ 191.15	\$ 9,939.80
6.	Safety - Wildland	Hose Clamp Holder	19	\$ 34.52	\$ 655.88
7.		Equipment			\$ 0.00
8.					\$ 0.00
9.					\$ 0.00
10.					\$ 0.00
11.					\$ 0.00
12.					\$ 0.00
13.					\$ 0.00
14.					\$ 0.00
15.					\$ 0.00
16.					\$ 0.00
17.					\$ 0.00
18.					\$ 0.00
19.					\$ 0.00
20.					\$ 0.00
21.					\$ 0.00
22.					\$ 0.00

F. CAL FIRE USE ONLY (Formula-Driven)

Award: \$19,653.29
AJ

Project Total Cost: \$ 39,962.46

Approved Project: \$39,306.58

To file a complaint alleging discrimination, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at http://www.ascr.usda.gov/complaint_filing_cust.html, or at any USDA office or write a letter addressed to USDA and provided in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442; or (3) email: program.intake@usda.gov.

This institution is an equal opportunity provider.

If the publications or materials are too small to permit the use of the full statement, at a minimum include the following statement, in print size no smaller than the text: *"This institution is an equal opportunity provider."*

What does the Forest Service do to ensure compliance with nondiscrimination responsibilities?

The Forest Service will conduct reviews of your programs and activities on a periodic basis to ensure that they comply with Civil Rights laws. The USDA will receive, investigate, and adjudicate claims alleging violation of Civil Rights laws by recipients of USDA assistance.

What Federal Civil Rights laws must you follow to ensure compliance?

U.S. Code	Statute	Prohibits Discrimination on the Basis of:
(42 U.S.C. 2000d-2000c)	Title VI of the Civil Rights Act of 1964	Race, Color, or National Origin (including LEP)
(20 U.S.C. 1681-1686)	Title IX of the Education Amendments of 1972	Sex (in educational programs and activities)
(42 U.S.C. 6101 et seq)	Age Discrimination Act of 1975, as amended	Age
(29 U.S.C. 794)	Section 504 of the Rehabilitation Act of 1973, as amended	Disability

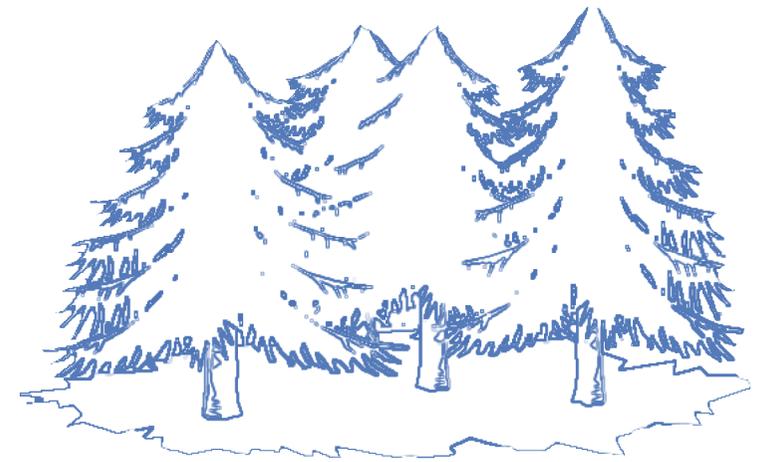
For More Information

The Forest Service is your partner in providing equal opportunity to the public. For more information, please contact your local Forest Service office.

Grants and Agreements

Complying With Civil Rights Requirements

Your Responsibilities as a Partner With the Forest Service



“ Simple justice requires that public funds, to which all taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes, or results in racial discrimination. ”

— President John F. Kennedy, in his 1963 message calling for the enactment of Title VI of the Civil Rights Act

USDA is an equal opportunity provider, employer, and lender.

Who is required to comply with Federal Civil Rights laws?

If you receive Federal funds or assistance, such as a grant or agreement, from the U.S. Department of Agriculture (USDA), Forest Service, by law you must provide equal opportunity for all people to participate in the programs and activities you offer. For example, you should not deny or exclude anyone from programs, services, aids, or benefits. Also, you must not retaliate in any manner against a person who files a complaint or opposes any unlawful or discriminatory practice. The back of this brochure shows Federal Civil Rights laws that apply.

This brochure provides a basic overview of your responsibilities for ensuring nondiscrimination in the delivery of your programs and activities to the public on bases covered by Federal law. These bases include race, color, national origin, sex (in educational programs or activities), age, and disability.

What are some types of Federal funding and assistance?

- Federal monies given by grants, subgrants, cooperative agreements, challenge cost-share agreements, cost-reimbursable agreements, or loans
- Training presented by a Federal agency
- Loan/temporary assignment of Federal personnel (e.g., a Forest Service employee instructing a course at a local university)
- Loan or use of Federal property at below market value

Are you a recipient of Federal funding and assistance?

You are a recipient if, through a partnership with the Forest Service, you receive Federal funding or assistance (either directly or through another recipient) to conduct a program you offer to the public.

Recipients include:

- Any individual receiving Federal funding or assistance
- A State or local government

- American Indian or Alaska Native individual, tribe, corporation, or organization
- Any public or private agency, institution, or organization (e.g., university, college, or nonprofit)

What are your responsibilities for complying with Federal Civil Rights laws?

As a partner with the Forest Service, your responsibilities for complying with Federal Civil Rights laws include, but are not limited to:

- Signing a nondiscrimination assurance clause certifying that you will comply with Civil Rights laws (SF-424B or SF-424D). If you have subrecipients, obtain a signed assurance from them. An example of a subrecipient is a local community organization receiving a subgrant from a State forestry agency.
- Displaying the "And Justice for All" U.S. Department of Agriculture poster (AD-475A) in your public reception areas or other areas visible to the public. Contact your local Forest Service office to obtain copies.
- Including in any of your publications and outreach materials related to a grant or agreement project, a statement of affiliation with the Forest Service, e.g., "This publication made possible through a grant from the USDA Forest Service." OR "This research was conducted in cooperation with the USDA Forest Service." OR "This research was funded by a grant from the USDA Forest Service."
- Providing program information in alternative formats for people with disabilities and in alternative languages for people with Limited English Proficiency (LEP), as appropriate to your customer base.
- Developing a language access plan to translate or interpret vital documents free of charge to your customers when needed or requested by local members of the public with LEP. Visit <http://www.lep.gov/lepbrochure.pdf>.
- Identifying a person to be responsible for ensuring your program is in compliance with Civil Rights requirements.

- Reviewing all your policies, procedures, and practices to ensure they do not limit participation on the basis of race, color, national origin, age, disability, or sex (in educational programs and activities).
- Evaluating the accessibility of your programs and facilities. If they are not now accessible, develop a transition plan for making them accessible and then carry out the plan as appropriate.
- Ensuring that your staff understands their Civil Rights responsibilities, including their role in the USDA complaint process.
- Providing outreach to a wide variety of communities to ensure diversity if you advertise or market your program.
- Providing the Forest Service with demographic information on program participation based on race, national origin, sex, age, and disability, where applicable.
- Including the following statement about nondiscrimination and how to file a complaint in your publications and outreach materials:

"In accordance with Federal law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age, disability, and reprisal or retaliation for prior civil rights activity. (Not all prohibited bases apply to all programs.)"

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible State or local Agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information is also available in languages other than English.

AND JUSTICE FOR ALL



In accordance with Federal law and the U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin (including limited English proficiency), sex, age, disability, and reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication for program information (e.g., braille, large print, audiotope, American Sign Language) should contact the responsible State or local Agency that administers the program or contact USDA through the Telecommunications Relay Service at 711 (voice and TTY).

To file a program discrimination complaint, a complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form, which can be obtained online at <https://www.usda.gov/sites/default/files/documents/ad-3027.pdf>, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Office of the Assistant Secretary for Civil Rights (OASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

mail:
U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410; or

email:
program.intake@usda.gov

This institution is an equal opportunity provider.

De acuerdo con la ley federal y las reglamentaciones y políticas de derechos civiles del Departamento de Agricultura de los EE. UU. (U.S. Department of Agriculture, USDA), esta institución tiene prohibido discriminar por motivos de raza, color o país de origen (incluyendo dominio limitado del inglés), sexo, edad, discapacidad y represalias por actividades anteriores de derechos civiles.

La información del programa puede estar disponible en idiomas distintos al inglés. Las personas con discapacidades que requieran medios alternativos de comunicación para obtener información del programa (p. ej., braille, letra grande, cintas de audio y lenguaje de señas americano) deben comunicarse con la agencia estatal o local responsable que administra el programa o comunicarse con el USDA a través del Servicio de Retransmisión de Telecomunicaciones al 711 (voz y TTY).

Para presentar una queja por discriminación en el programa, el reclamante debe completar el formulario AD-3027, el formulario de queja por discriminación en el programa del USDA, que se puede obtener en línea, en <https://www.usda.gov/sites/default/files/documents/ad-3027s.pdf>, desde cualquier oficina del USDA, llamando al (866) 632-9992 o escribiendo una carta dirigida al USDA. La carta debe tener el nombre, la dirección, el teléfono del reclamante y una descripción escrita de la supuesta acción discriminatoria con suficiente detalle para informar al subsecretario de derechos civiles (ASCR) sobre la naturaleza y la fecha de una supuesta violación de los derechos civiles. El formulario AD-3027 o la carta completos deben enviarse al USDA por:

correo:
U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410; o'

correo electrónico:
program.intake@usda.gov

Esta institución ofrece igualdad de oportunidades.



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

Item 12.C

STAFF REPORT

TO: President Bernardi and Members of the Board of Directors
FROM: Chief Clint Bray
SUBJECT: Consideration and Possible Approval of an In-House Paramedic Training Program
DATE: December 10, 2025

RECOMMENDATION

It is recommended that the Board of Directors:

1. **Review** the proposed S.C.F.P.D. Paramedic Program (sponsored, in-house model).
 2. **Provide direction** to staff regarding implementation steps, including application process and committee composition.
 3. **Authorize** the Fire Chief to initiate the program and allocate funding as outlined.
-

BACKGROUND

S.C.F.P.D. continues to experience increased demand for advanced life support (ALS) services and must maintain adequate staffing of licensed paramedics across all stations and shifts. Developing an annual **in-house sponsored paramedic training program** offers a proactive approach to ensuring stable, long-term ALS staffing while promoting internal career development.

According to the attached proposal prepared by Captain Michael Crabtree, the program would allow the District to train and certify current employees to paramedic level, creating a reliable pipeline of qualified paramedics without relying solely on external recruitment. This model strengthens service delivery, reduces onboarding time, and provides members with structured professional advancement opportunities.

The Fire Chief's vision includes:

- Sponsoring **one student per year**,
- Utilizing external funding whenever possible, and
- Running the program as needed to maintain contractual staffing levels.

DISCUSSION

Program Goals

The proposed paramedic program establishes:

1. An **annual internal training pathway** to maintain required paramedic staffing levels across S.C.F.P.D. with anticipated agency growth.
2. Full sponsorship for **one off-probation employee** each year, with **no out-of-pocket costs** to the employee.

Rationale for Training In-House Personnel

As detailed in the proposal, sending current S.C.F.P.D. personnel to paramedic school ensures:

- Integration of advanced medical skills with existing operational knowledge,
- Higher employee retention and morale,
- Long-term cost savings compared to external recruitment, and
- Consistency in service delivery.

Funding Options

The following funding sources were reviewed (per page 4):

- **Joint Apprenticeship Committee (JAC)** – Approximately **\$106,601** available.
- **No funding availability** identified from MJC or LEMSA.
- **Future potential** OES/LEMSA paramedic class (timeline unknown).

Estimated Program Costs

A summary of student costs (based on Sac State program, page 4–5):

- **Tuition & materials:** \$16,120
- **Backfill costs:** Approx. **\$30,350** (maximum, Captain-Medic rate)
- **Fuel/vehicle:** \$1,400
- **Testing & certification:** \$676

- **Total Estimated District Cost: ~\$32,500** per sponsored student when using JAC funds for tuition.

Cost Savings Strategies include:

- Utilizing Sac State's **hybrid format** to reduce time away from duty,
 - Completing internship partly with AMR and partly with S.C.F.P.D. preceptors,
 - Negotiating **preceptor cost reductions** to match Modesto Fire's agreement.
-

Program Milestones

The proposal identifies the following implementation sequence:

PP Project proposal

1. Finalize program design and obtain Chief approval.
 2. Present program to the Board for sponsorship and funding authorization.
 3. Open an internal application period.
 4. Conduct interviews and **select the first S.C.F.P.D. paramedic student.**
 5. Support the student through course completion, testing, and LEMSA accreditation.
-

Next Steps & Selection Process

Pending Board direction, next steps include:

- Establishing a selection committee consisting of **two Local 3399 representatives** and **one Battalion Chief**, who will forward a recommended list to the Fire Chief for final selection.
 - Exploring legal mechanisms for a **service-commitment contract** or reimbursement requirement.
 - Authorizing the Fire Chief to begin program rollout in coordination with Training Division.
-

FISCAL IMPACT

Estimated annual cost: **up to \$32,500**, depending on schedule, backfill usage, and preceptor agreements. Tuition and materials would be fully covered through **JAC funds**, resulting in **no direct tuition cost to the District.**

ALTERNATIVES

1. Approve the program as proposed.
 2. Provide modifications or require additional analysis.
 3. Decline implementation of an internal paramedic program.
-

ATTACHMENTS

1. S.C.F.P.D. Paramedic Program Proposal – Captain Michael Crabtree (6 pages)



S.C.F.P.D. Paramedic Program

Michael Crabtree

Fire Captain 21A

Overview

The development of an annual in-house sponsored paramedic training program represents a proactive step toward advancing the department's operational capabilities and improving emergency medical services for the community. This program would be designed to educate and certify current firefighters to the paramedic level, allowing the department to maintain a consistent, highly skilled workforce that understands both the medical and operational demands of the job.

By creating an internal pathway to paramedic certification, the department can reduce dependency on external training institutions, lower recruitment costs, and retain experienced personnel who are already committed to the organization's mission and values.

In addition to strengthening emergency medical capabilities, the program would foster professional growth and career advancement opportunities for members. It would ensure a continuous pipeline of qualified paramedics ready to meet growing community needs, improve response efficiency, and enhance overall service quality of S.C.F.P.D.

Goals

1. Create an annual program to maintain the proper staffing levels of paramedics across all shifts and stations within S.C.F.P.D with expected growth of the agency.
2. Send a minimum of (1) off probation S.C.F.P.D employee in any rank through an approved paramedic program with no out of pocket expense.

Chiefs vision

- One student a year
- Use all possible outside sources for funding for cost savings to the district
- Run the program as needed to maintain the side letter max of 21

Why send in house personnel

Sending in-house personnel to paramedic school is a strategic investment in both our department and our community. By training our own firefighters to the paramedic level, we ensure the highest standards of care, strengthen team cohesion, and build a more capable and versatile workforce. In-house personnel already understand our department's culture, operational procedures, and community needs—allowing them to integrate advanced medical skills seamlessly into the field. This approach not only improves patient outcomes and response capabilities but also enhances employee retention, morale, and long-term cost efficiency compared to external recruitment.

Other Local agencies process's

- **Modesto** - Paid back on completion of units/quarters/ Semester no payback if fail or dropped.. Cal-Jac funds paid back school tuition. Internship paid by AMR no 1500 cost to MFD. Mandate protected, extra vacation.
- **Ripon**- Paid out of Ripon Fire Volunteer Fund- 100% payment by funds that covered tuition and OT for shift coverage
- **Turlock** - Open to anyone 2FF paid in full by the Department, 2 Captains paid out of pocket then reimbursed.
- **Patterson**- No current process, 2025 AFG grant for medic school

Students experiences from non S.C.F.P.D. AFG

- **Eric Boyd**- TFD- All out of pocket expenses over two years at the Merced College program with a full JAC payback upon completion.
- **Tiana Naake** - Sacramento FD- 3000 reimbursement from \$\$\$\$. Internship on duty covered and worked on shifts with Dept. preceptors. 4-6 hours of out of station time per shift to attend school.
- **Dominic Maranda**-SCFPD pre employment- in person classroom on Thursday & Friday from 8-5 for 20 weeks.

Funding

After reviewing possible funding options with Training Captain Johnson

- JAC-\$106,601 currently with 5 years of funds gained, prior to planned and approved expenses.
- MJC - No potential funds at this time, not enough members enrolled to make it feasible.
- LEMSA - No funds available for scholarships
- Fire Warden - Potential for OES/LEMSA lead Paramedic class in the future with no time frame or cost.

School cost

- **Sac State** - The cost of the program is \$15,000 (\$500 per unit) and includes books, materials, and uniform shirts. Students will also be required to pay for their field internship, which is approximately \$1,000. Students are also responsible for paying a \$120 non-refundable drug screening and background check fee at time of acceptance into the program. Total costs are approximately \$16,120.
 - a. In person class Monday- Wednesday-Friday 8-5 16 weeks
 - b. Hybrid class Tuesday or Thursday for 16 weeks with 5 weeks requiring both Tuesday and Thursday
- **NCTI (Livermore)** -The total charges for the current period of attendance \$13,975.00 with the estimated total charges for the entire educational program \$15,365.00 7months of classroom two days a week, Clinical, Internship
- **Merced JR College** - 3 semesters, clinical's, Internship cost approx \$8,700
 - a. Classes follow school semesters with students needing to be online Tuesday and Thursday and mandatory in person Fridays.
- **First Lady Permanente(Turlock)** - \$16,000, expecting to start first class January 2026 with 1600 hours classroom then Clinical and Internship. No scheduled dates for student attendance at this time
- Possible MST driven training program with MJC when established

SCFPD AFG cost per student

- Cost for School (Sac State)- 16,120 to be covered by SCFPD JAC funds which equals no out of pocket cost to the district.
- Cost for back fill- 63.26 hr or \$30,350 (max - if all days are done on shift, and done at the rate of a Fire Captain- Medic
- Fuel and Vehicle Cost-Approx. \$1,400 (all fuel cost figured and \$4.50 a gallon and 2 oil changes for the vehicle)
- Testing and certification cost- NREMT-P test \$175, State CA LIC-\$300,Stan EMSA-\$112, Life Scan-89 (\$676)
- An estimated cost to the district is \$32,500 which would be the max for full coverage of all time done on shifts, vehicle cost and certification process.

Cost Savings Plan

- Sac State Hybrid to minimize student attendance requirements and save time off.
- Internship ½ AMR & ½ SCFPD preceptor
- Renegotiate preceptor cost to 0 to match MFD agreement with AMR (See DC Nicassio)

Milestones

1. Final Program design and Chief approval
 - a. Initial concepts and cost
 - b. Design completed program
2. Presentation to the Board of Directors.
 - a. Present Program to the board of Directors for approval of funds for sponsorship.
3. Open application to create an interest list of candidates
 - a. Open application period for all personnel
4. Select first S.C.F.P.D. student
 - a. Interview process following program guidelines
5. First successful completion of NREMT-P and addition of Paramdic to line staff.

- 
- a. Have first students pass the NREMT-P test and become Stanislaus County LEMSA accredited.
 - b. Begin serving the citizens of SCFPD and Stanislaus County

Next steps

- Selection process- 2-local 3399 members appointed by the UP & 1-BC to establish a list. The list would then go to the Fire Chief for selection.
- The district to explore the legality of a contract with years of service or payback to the district requirement.
- Board approval to the Fire Chief to start the Next SCFPD paramedic program

Side Letter of Agreement Between the Stanislaus Consolidated Fire Protection District and IAFF Local 3399 Stanislaus Consolidated Firefighters

Representatives of the Stanislaus Consolidated Fire Protection District (“SCFPD”) and Local 3399 of the International Association of Firefighters, Stanislaus Consolidated Firefighters (“Local 3399”) have met and conferred and reached agreement on this Side Letter of Agreement, amending the July 1, 2024 – June 30, 2026 memorandum of understanding between the SCFPD and Local 3399.

The SCFPD and Local 3399 have complied with the provisions of the Meyers-Milias-Brown Act (Gov. Code §§ 3500 et seq.) with respect to the Local 3399 members affected by this Agreement

ARTICLE XVII – SPECIALTY PAY

Section 17-5

Fire Investigator

This full-time assignment will be filled and assigned to shift work under the direction of the Fire Chief based on Fire Investigation Unit (FIU) supervisors’ determined qualifications and selection.

The Fire Chief will also appoint employees as needed, selected by the FIU, to a “Fire Investigator- Relief” assignment. The assigned employee will be scheduled periodically to train under the Fire Investigator and, following training, to work temporarily in the Fire Investigator role in the absence of the regularly-assigned Fire Investigator

Personnel assigned to this assignment will receive a **7.5% specialty incentive pay** while actively working in the Fire Investigation Unit (FIU). The employee assigned as Fire Investigator – Relief will receive the incentive pay only for hours worked in the FIU or for hours worked in any training related to the FIU.

Vacation leave and holiday leave will be handled by the Fire Investigation Supervisor, and this time off will not count against the agreed-upon vacation card limits established in this MOU

Personnel working in the FIU will not be included on the district’s regular overtime or mandatory staffing lists used to staff operational stations, but rather will be assigned overtime pursuant to the FIU Overtime Procedure. District personnel assigned to the Fire Investigator and the Fire Investigator-Relief assignments are expected to participate in FIU overtime in accordance with the FIU overtime rotation list. However, management also retains the right to utilize 56-hour personnel for operational needs within the district..

The District will provide a department vehicle for use by personnel working in the FIU. The District will be responsible for all maintenance and fuel costs associated with the vehicle. The vehicle will be available to the Fire Investigator-Relief only when that employee is working in the relief assignment in the absence of the Fire Investigator.



SSL Monthly Board Report (Incident)

FIRE STATION / SHIFT	FIRE	HAZARDOUS SITUATION	MEDICAL	PUBLIC SERVICE	NO EMERGENCY	(NULL)	TOTAL
Station 21	14	3	98	18	34		167
A	5	1	36	9	12		63
B	4	1	28	5	16		54
C	5	1	34	4	6		50
Station 22	4	2	41	9	20		76
A	2		14	3	7		26
B	1	1	10	3	9		24
C	1	1	17	3	4		26
Station 23	2	1	18	2	8	1	32
A			9		4	1	14
B	1		6	2	3		12
C	1	1	3		1		6
Station 26	6	4	88	14	17	19	148
A		2	30	4	1	6	43
B	5	1	33	3	6	2	50
C	1	1	25	7	10	11	55
Station 24	3	4	51	17	14	4	93
A		1	12	9	8	3	33
B	3	2	20	4	5		34
C		1	19	4	1	1	26
Total	29	14	296	60	93	24	516

Description: Incident Summary for the previous month

Criteria: Fire Station in (Station 21, Station 22, Station 23, Station 24, Station 26) AND Dispatch Notified Date/Time from 2025-11-01 00:00:00 to 2025-12-01 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 Bernardi and Members of the Board of Directors

FROM: Captain Tim Johnson, Training Officer

SUBJECT: November Training Report

DATE: December 1, 2025

Completed Training for November

- Total Hours of Training – 1,205 hours.

November Training

- Academy Class 2025-01 completed their 10-month probationary test.
- Personnel continued to work on their annual mandated training which is expected to be completed by December 1st.
- MST personnel have been working hard to complete their annual company training evolutions.
- C-Shift crews completed an after-action review of a fire at Yosemite Blvd and Roscoe.

Topic	Hours	Topic	Hours
Driver/Operator Training	70	Emergency Operations	192
EMS Training	87	Tech Rescue	27
Fire Fighter Survival/2-out	22	Hose Ops	68
Policy Review	51	Mandated Training (annually)	215
Blue/Orange Sheet Reviews	109	Ladders	35
Administrative	116		

Scheduled Training for December

- Crews will continue to wrap up their annual company training
- Academy 2025-01 has their final written test scheduled for December 18th.
- The MST training division is preparing for the upcoming fire academy Class 2026-01.