



NEWCASTLE FIRE PROTECTION DISTRICT

9350 OLD STATE HIGHWAY, NEWCASTLE, CA 95658

530-878-0405 FAX 530-878-0959 WWW.NEWCASTLEFIRE.ORG

*DIRECTORS: Lawrence Bettencourt, John Burns, Jonita Elder, James Heisterkamp, Roger Lee
Fire Chief Ian Gow*

NOTICE OF A REGULAR MEETING and AGENDA

Wednesday, January 21, 2026 @ 6:00 p.m.

Long Valley Community Hall, 2008 Rattlesnake Rd., Newcastle CA 95658

This meeting will be open to in-person attendance.

- 1. CALL MEETING TO ORDER:** Pledge of Allegiance
- 2. APPROVAL OF AGENDA:**
- 3. APPROVAL OF MINUTES:** December 17, 2025 Regular Meeting
- 4. BILL APPROVAL AND FINANCIAL REPORT:** December 2025/January 2026
- 5. CORRESPONDENCE:**
- 6. PUBLIC COMMENT:** (The Newcastle Fire Protection District Board of Directors has provided this period for members of the public to address the Board on items of interest to the public and which are applicable to the district. No action may be taken on any matter, which is not already on the agenda for consideration. Public comment will be limited to three (3) minutes per person, unless specifically authorized otherwise by the Chair).
- 7. CHIEFS REPORTS:**
 - (A) Fire Chief Gow
 - (B) Fire Marshal D'Ambrogi
 - (C) Battalion Chiefs Slusher and Williamson
- 8. NEVADA COUNTY PROFESSIONAL FIREFIGHTERS, LOCAL 3800 REPORT**
- 9. BOARD COMMITTEE REPORTS:**
 - (A) Building Committee: Fire station (Director Bettencourt and Director Lee).
 - (B) Inter-district Cooperation Ad-hoc Committee (Chair Heisterkamp and Director Elder).
- 10. INFORMATIONAL AND DISCUSSION ITEMS:**
 - (A) Board to discuss the progress on the reorganization and the LAFCo process for Newcastle and Placer Hills Fire Protection Districts
 - (B) Status on Placer County Local Hazard Mitigation update for 2026
 - (C) Review and discuss the Sub-Joint Operations Agreement by and between Placer Hills Fire Protection District and Auburn City Fire Department
- 11. ACTION ITEMS REQUIRE A VOTE BY ROLL CALL**
 - (A) Consider and approve the first reading of an addendum to the Wellness and Fitness Program Policy
 - (B) Election of Board officers and appointment of Board Committees
- 12. DIRECTORS REPORTS:**
- 13. MEETING ADJOURNED:**

Next Board meeting: February 18, 2026

Newcastle Fire Protection District is committed to accommodate individuals with disabilities to participate in the public meeting process. If you have a special need to attend or participate in our public meetings, please contact our office at (530) 878-0405, in advance of the regular meeting so that we may make every reasonable effort to accommodate you.

NEWCASTLE FIRE PROTECTION DISTRICT IS AN EQUAL OPPORTUNITY PROVIDER AND EMPLOYER.

Newcastle Fire Protection District
Minutes of Regular Board of Directors Meeting
December 17, 2025
Long Valley Community Hall
2005 Rattlesnake Rd., Newcastle, CA 95658

1. Call Meeting to Order

- a. Chairman Heisterkamp called the meeting to order at 6:00 p.m.
- b. Chairman Heisterkamp led the flag salute.
- c. Directors Heisterkamp, Burns and Elder were present. Directors Bettencourt and Lee were absent.
- d. Chief Gow, BC Williamson and Fire Marshal D'Ambrogi were present.

2. Approval of Agenda

- a. Director Elder made a motion to approve the agenda as presented. Secretary Burns seconds the motion. Motion carries unanimously (3/0).

3. Approval of Minutes

- a. Director Elder made a motion to approve the minutes of the November 19th regular meeting as presented. Secretary Burns seconds the motion. Motion carries unanimously (3/0).

4. Approval of Financial Report

- a. Secretary Burns made a motion to approve the financial report as presented by Chief Gow. Director Elder seconds the motion. Motion carries unanimously (3/0).

5. Correspondence

- a. Director Elder reported that she received communications from Mr. Tripp regarding the safety of the road at Shirland Tract, Andregg and Slade Ridge. Mr. and Mrs. Tripp were present and will address the board during public comment.

6. Public Comment

- a. Wally Tripp addressed the board regarding an ongoing conflict with a neighbor in the area of Shirland Tract, Andregg and Slade Ridge. The road is currently 12 feet wide with a 5 mph speed limit. A neighbor wants to increase the speed limit to 15 mph to accommodate a commercial winery. Mr. and Mrs. Tripp are involved in a 5-year lawsuit which is close to going to trial. Previously, Fire Marshal D'Ambrogi provided testimony during a deposition.
 - i. Chairman Heisterkamp thanked Mr. Tripp for his comments and suggested that he continue to work with Fire Marshal D'Ambrogi on this matter.
- b. Jon Anacker thanked the fire crews for all that they do.

7. Chief's Report

- a. Chief Gow reporting:
 - i. Foresthill is talking about pulling out of the director's group.
 - ii. The new South Placer Fire Chief will join the group.
 - iii. South Placer Fire is planning to go back to the public for additional funding in 2026.
 - iv. South Placer is very interested in expanding their ambulance response area.
- b. BC Williamson provided the Fire Marshal report:

i. SFD Plans in	0
ii. Hydro/Rough Inspection (SFD)	0
iii. SFD Final	1
iv. Defensible Space Inspection	0
v. LPG	2
- c. Fire Marshal D'Ambrogi provided a flow chart which breaks down Fire Prevention into four major categories, Pre-Development, New Construction, Vegetation Management/Risk Reduction and Inspections/Investigations. Each major category has multiple sub-tasks.
- d. BC Williamson reported that Captain Hickok completed the repairs of the first shower at station 41.

8. Newcastle Professional Firefighter's Association

- i. No report.

9. Board Committee Reports

- a. Building Committee report on the new fire station.
 - i. No report.
- b. Inter-district Cooperation Ad-hoc Committee.
 - i. No report.

10. Informational/Non-Action Items

- a. Board to discuss the progress of the reorganization and the LAFCO process for Newcastle and Placer Hills Fire Protection Districts.
 - i. Chief Gow re-capped the process up to now.
 - ii. LAFCO will hear the application on February 11, 2026, at 4:00 p.m. They will notify the public 30 days prior to the February meeting.
- b. Status on Placer County Local Hazardous Mitigation update for 2026.
 - i. Fire Marshal D'Ambrogi stated that there isn't much new to report. He anticipates having the document ready for review in the new year.
- c. Review and discuss the Sub-Joint Operations Agreement by and between Placer Hills Fire Protection District (PHF) and Auburn City Fire Department (ABR).
 - i. Chief Gow reported:
 1. ABR has signed the agreement.
 2. PHF has signed the agreement.
 3. The target start date is February 2026.

11. Action Items

- a. Consider and approve the first reading of an addendum to the Wellness and Fitness Program Policy.
 - i. Chief Gow reviewed the proposed addendum to Policy 1021 Wellness and Fitness.
 - ii. Chairman Heisterkamp stated that with regards to addendum item 4, *"Employees who decline the District physical may see their own physicians and may provide a signed letter from the examiner. The District will pay for any costs not covered by the employees' insurance."* A maximum dollar amount to be covered by the district needs to be indicated.
 - iii. The board did not take action on this item.
- b. Consider and approve meeting dates for 2026.
 - i. Director Elder made a motion to approve the 2026 meeting dates as presented. Chairman Heisterkamp seconds the motion. Motion carries unanimously via roll call vote (3/0).

12. Director's Reports

- a. Secretary Burns reported that there will be a Fire Safe Council meeting on Friday, December 19th.

13. Chairman Heisterkamp adjourned the meeting at 7:17 p.m.

Respectfully Submitted:


Patrice Metz, Recording Secretary

Approved

Newcastle Fire General Fund
Revenue and Expense Report
Fiscal Year 2025/2026

	<u>Jul 1, '25 - Jan 13, 26</u>	<u>Budget</u>	<u>% of Budget</u>
Income			
REVENUE			
Property Taxes			
40010 Current Secured Property	0.00	344,474.00	0.0%
40040 Railroad Unitary Property	0.00	339.00	0.0%
40050 Unitary Property	0.00	8,645.00	0.0%
40060 Current Unsecured	7,237.77	7,550.00	95.9%
40090 Delinquent Unsecured	93.85	0.00	100.0%
40100 Current Supplemental Prop	127.45	7,515.00	1.7%
40110 Delinquent Supplemental	6.70	0.00	100.0%
Total Property Taxes	<u>7,465.77</u>	<u>368,523.00</u>	<u>2.0%</u>
40180 Other Taxes			
40180 Other Taxes Measure B	0.00	402,978.00	0.0%
40180 Other Taxes Measure F	737.52	227,607.00	0.3%
Total 40180 Other Taxes	<u>737.52</u>	<u>630,585.00</u>	<u>0.1%</u>
42010 Investment Income	4,063.27	10,000.00	40.6%
44350 State Homeowners Relief	251.39	1,643.00	15.3%
46350 Fire Services			
Fire Recovery	0.00	2,500.00	0.0%
Strike Team deployments	11,470.33	50,000.00	22.9%
JOA staffing	5,133.94	0.00	100.0%
Total 46350 Fire Services	<u>16,604.27</u>	<u>52,500.00</u>	<u>31.6%</u>
46360 Other Fees and Charges			
Fire Code Compliance Inspection	1,750.00	7,500.00	23.3%
Total 46360 Other Fees and Charges	<u>1,750.00</u>	<u>7,500.00</u>	<u>23.3%</u>
47010 Donations	20.00	0.00	100.0%
48030 Miscellaneous	370.50	200.00	185.3%
49030 Proceeds asset sale	9,000.00	9,000.00	100.0%
Total REVENUE	<u>40,262.72</u>	<u>1,079,951.00</u>	<u>3.7%</u>
46360 Fuel Reimbursement	1,921.71	15,000.00	12.8%
Total Income	<u>42,184.43</u>	<u>1,094,951.00</u>	<u>3.9%</u>
Expense			
EXPENSES			
55510 Operating Transfer Out	11,921.05	59,413.00	20.1%
52030 Fire Protective clothing	2,448.03	5,000.00	49.0%
52040 Communication Services	0.00	500.00	0.0%
52060 Station/Household Expense	353.30	3,500.00	10.1%
52080 General Liability Ins	20,035.50	44,177.00	45.4%
52160 Equipment Maintenance	6,007.12	18,500.00	32.5%
52440 SC3460 Engine Rental	0.00	3,000.00	0.0%
52170 Fuels & Lubricants	9,852.90	25,000.00	39.4%
52380 Building maintenance	4,389.39	3,000.00	146.3%
52220 Gases, medical	1,441.54	3,500.00	41.2%

Newcastle Fire General Fund
Revenue and Expense Report
Fiscal Year 2025/2026

	<u>Jul 1, '25 - Jan 13, 26</u>	<u>Budget</u>	<u>% of Budget</u>
52260 Miscellaneous Expense	677.35	1,000.00	67.7%
52330 General Office	370.76	1,500.00	24.7%
52360 Special Services			
Parcel Tax preparation	2,000.00	2,000.00	100.0%
SC2820 Personnel/policies	4,534.22	4,500.00	100.8%
SC2840 Parcel collection charge	0.00	6,306.00	0.0%
SC2860 Prop Tax Admin costs	0.00	6,086.00	0.0%
SC2880 Admin Services	92,135.00	184,270.00	50.0%
SC2900 Audit Costs	0.00	6,750.00	0.0%
SC3070 LAFCO fees	0.00	1,530.00	0.0%
Total 52360 Special Services	98,669.22	211,442.00	46.7%
52370 Professional Services	12,341.28	11,500.00	107.3%
52390 County Services	0.00	6,220.00	0.0%
52460 Small Tools, Accessories	41.83	2,000.00	2.1%
52570 Publications Legal Notice	104.27	150.00	69.5%
52580 Special District Expense	375.00	3,900.00	9.6%
52800 Utilities	17,676.87	38,950.00	45.4%
53190 Taxes and Assessments	8.43	0.00	100.0%
Total EXPENSES	186,713.84	442,252.00	42.2%
54450 Fixed Assets Equipment	26,684.83	26,232.00	101.7%
Payroll Expenses			
51010 Salaries & Wages	221,627.93	485,255.00	45.7%
51030 Extra Help	3,856.26	5,250.00	73.5%
51040 Overtime Call Back	94,236.48	100,000.00	94.2%
51220 Payroll Tax	25,434.51	51,190.00	49.7%
51310 Employee Group Insurance	35,793.71	76,500.00	46.8%
51360 Workers Comp Insurance	23,669.00	49,954.00	47.4%
Total Payroll Expenses	404,617.89	768,149.00	52.7%
Total Expense	618,016.56	1,236,633.00	50.0%
Net Income	-575,832.13	-141,682.00	406.4%

Newcastle Fire General Fund
Check Detail
December 10, 2025 through January 13, 2026

Date	Name	Memo	Account	Paid Amount
12/12/2025	Harris Industrial Gases		Placer County	
12/12/2025			52220 Gases, medical	-56.12
TOTAL				-56.12
12/12/2025	Hunt and Sons		Placer County	
12/12/2025			52170 Fuels & Lubricants	-6.99
TOTAL				-6.99
12/12/2025	ISU Insurance Atwood Agency		Placer County	
12/12/2025			52080 General Liability Ins	-10,017.75
TOTAL				-10,017.75
12/12/2025	Life Assist Inc		Placer County	
12/12/2025			52220 Gases, medical	-353.88
TOTAL				-353.88
12/12/2025	Nevada Co Pro FFs Local 3800		Placer County	
12/12/2025			Payroll Liabilities	-500.00
TOTAL				-500.00
12/12/2025	PCWA		Placer County	
12/12/2025			Water	-650.04
TOTAL				-650.04
12/12/2025	PG&E		Placer County	
12/12/2025			Electricity/gas	-689.39
TOTAL				-689.39
12/12/2025	Placer Hills Fire District		Placer County	
12/12/2025		tablet command	Admin services	-46,067.50
			52370 Professional Services	-4,566.66
			SC2820 Personnel/policies	-4,371.72
TOTAL				-55,005.88
12/12/2025	William L Adams PC		Placer County	
12/12/2025			52370 Professional Services	-717.00
TOTAL				-717.00
12/19/2025	Armand Advertising		Placer County	
12/19/2025		promo materials - hat...	Miscellaneous expenses	-554.72

Newcastle Fire General Fund
Check Detail
December 10, 2025 through January 13, 2026

Date	Name	Memo	Account	Paid Amount
TOTAL				-554.72
12/19/2025	Hunt and Sons		Placer County	
12/19/2025			52170 Fuels & Lubricants	-1,492.23
TOTAL				-1,492.23
12/19/2025	Kaiser		Placer County	
12/19/2025			51310 Employee Group Insurance	-2,710.66
TOTAL				-2,710.66
12/19/2025	Metz, Patrice		Placer County	
12/19/2025			52360 SC2981 Recording Sec	-75.00
TOTAL				-75.00
12/19/2025	SPMUD		Placer County	
12/19/2025			Sewer	-654.88
TOTAL				-654.88
12/19/2025	United Healthcare		Placer County	
12/19/2025			51310 Employee Group Insurance	-124.40
TOTAL				-124.40
12/29/2025	Nationwide Retirement Solutions		Placer County	
12/29/2025			Payroll Liabilities	-2,000.00
			51310 Employee Group Insurance	-1,326.92
TOTAL				-3,326.92
12/31/2025	Hunt Propane Inc.		Placer County	
12/31/2025			9350 State Hwy propane	-1,241.24
TOTAL				-1,241.24
12/31/2025	PCWA		Placer County	
12/31/2025			Water	-309.03
TOTAL				-309.03
12/31/2025	PG&E		Placer County	
12/31/2025			Electricity/gas	-761.72
TOTAL				-761.72
12/31/2025	Principal Life		Placer County	
12/31/2025		Includes adjustment	51310 Employee Group Insurance	-873.07

Newcastle Fire General Fund
Check Detail
December 10, 2025 through January 13, 2026

Date	Name	Memo	Account	Paid Amount
TOTAL				-873.07
01/09/2026	Harris Industrial Gases		Placer County	
01/09/2026			52220 Gases, medical	-57.93
TOTAL				-57.93
01/09/2026	John Burns		Placer County	
01/09/2026			SC4050 Commission Reimburse	-50.00
TOTAL				-50.00
01/09/2026	Lawrence Bettencourt		Placer County	
01/09/2026			SC4050 Commission Reimburse	-75.00
TOTAL				-75.00
01/09/2026	Nevada Co Pro FFs Local 3800		Placer County	
01/09/2026			Payroll Liabilities	-500.00
TOTAL				-500.00
01/09/2026	Placer Hills Fire District		Placer County	
01/09/2026			JOA staffing	-1,658.08
TOTAL				-1,658.08
01/09/2026	Recology Auburn Placer		Placer County	
01/09/2026			Garbage collection	-242.04
TOTAL				-242.04
01/09/2026	US Bank		Placer County	
01/09/2026		Bathroom Repair	52380 Building maintenance	-643.81
			Pest control	-113.00
			Phone/Cable/Internet	-1,262.52
TOTAL				-2,019.33
01/09/2026	William L Adams PC		Placer County	
01/09/2026			52370 Professional Services	-745.50
TOTAL				-745.50
01/12/2026	Nationwide Retirement Solutions		Placer County	
01/12/2026			Payroll Liabilities	-2,000.00
			51310 Employee Group Insurance	-1,176.92
TOTAL				-3,176.92

Newcastle Fire Development Fees**Revenue & Expense**

July 1, 2025 through January 13, 2026

	<u>Jul 1, '25 - Jan 13, 26</u>	<u>Budget</u>	<u>% of Budget</u>
Income			
Income Mitigation Fees			
42010 Investment Income	204.07	1,000.00	20.4%
46440 Mitigation Fees	<u>73,614.00</u>	<u>50,000.00</u>	<u>147.2%</u>
Total Income Mitigation Fees	<u>73,818.07</u>	<u>51,000.00</u>	<u>144.7%</u>
Total Income	73,818.07	51,000.00	144.7%
Expense			
Operating Transfer Out	<u>60,184.20</u>	<u>84,600.00</u>	<u>71.1%</u>
Total Expense	<u>60,184.20</u>	<u>84,600.00</u>	<u>71.1%</u>
Net Income	<u><u>13,633.87</u></u>	<u><u>-33,600.00</u></u>	<u><u>-40.6%</u></u>

Newcastle Fire - USDA
Profit & Loss
July 1, 2025 through January 13, 2026

	Jul 1, '25 - Jan 13, 26
Income	
42010 Investment Income	1,249.62
49080 Operating Transfer In	72,105.25
Total Income	73,354.87
Expense	
53060 Bond Interest	41,105.25
Total Expense	41,105.25
Net Income	32,249.62



NOTICE OF PUBLIC HEARING
Local Agency Formation Commission (LAFCO)

COMMISSIONERS

Joshua Alpine
Chair
(Special District)

Anthony DeMattei
Vice Chair
(County)

Whitney Eklund
Vice Chair
(City)

Judy Friedman
(Special District)

Cindy Gustafson
Chair
(County)

Sean Lomen
(City)

Susan Rohan
(Public)

**ALTERNATE
COMMISSIONERS**

Shanti Landon
(County)

Cherri Spriggs
(Public)

Scott Wilson
(Special District)

Stephanie
Youngblood
(City)

COUNSEL

Michael Walker
General Counsel

STAFF

Colette Santsche
Interim Executive
Officer

Amanda Ross
Acting Assistant
Executive Officer

Amy Engle
Commission
Clerk/Analyst

WHERE: Board of Supervisors' Chambers, 175 Fulweiler
Avenue, Auburn, CA 95603

WHEN: February 11, 2026, at 4:00 p.m. or as soon thereafter as
may be heard

SUBJECT: LAFCO Project No. 2022-05 Reorganization of the
Placer Hills and Newcastle Fire Protection Districts

PROJECT DESCRIPTION

The Local Agency Formation Commission (LAFCO or Commission) will conduct a public hearing to consider a proposed sphere of influence amendment and concurrent reorganization of the Placer Hills and Newcastle Fire Protection Districts (FPDs). The proposed reorganization consists of the dissolution of the Newcastle FPD and the annexation of the dissolved district's territory to the Placer Hills FPD (Reorganized District). The affected territory consists of the service area of the Newcastle FPD, which includes unincorporated community of Newcastle.

PURPOSE OF REORGANIZATION

As stated in the application, the proposed reorganization is intended to achieve greater economy and efficiency in providing fire protection and emergency services. As proposed, all assets, liabilities, and property tax allocations would be transferred to the Reorganized District, which would serve as the successor agency to the Newcastle FPD. Placer Hills FPD currently provides comprehensive administrative services to Newcastle FPD under contract. The proposal indicates that fire protection and emergency response service levels in the Newcastle area would be improved following the reorganization, particularly with respect to paramedic staffing levels.

FISCAL IMPACT & SPECIAL TAXES

As part of the proposed reorganization, the Reorganized District would be subject to the following:

- The existing Placer Hills FPD special taxes would continue to be levied within the original Placer Hills FPD boundaries of the Reorganized District.
- The existing Newcastle FPD special taxes would continue to be levied within the original Newcastle FPD boundaries of the Reorganized District.
- Additionally, pursuant to Government Code Section 56886(t), the Placer Hills FPD Measure A special tax is proposed to be extended to the former territory of Newcastle FPD. Measure A was approved by voters in 2019 to maintain rapid local emergency paramedic and fire response services, with a base rate of \$185.00 per parcel, per year, subject to annual inflationary adjustments capped at 3% per year. For the 2025 tax year, the total Measure A charge was \$220.00 per parcel.

ENVIRONMENTAL REVIEW (CEQA)

The proposed reorganization has been determined to be exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines sections 15061(b)(3) and 15320 (Class 20), as the proposal involves a reorganization of a local governmental agency that does not result in changes to the geographical area in which existing governmental powers are exercised.

PROTEST PROCEEDING AND VOTING

If the Commission approves the proposal, it will conduct additional notice and hold a protest proceeding whereby registered voters and landowners within the affected territory of Newcastle FPD may submit written protests or otherwise indicate opposition to the proposed reorganization. Depending on the level of protest received, the Commission may terminate its approval or order an election whereby registered voters would be called upon to vote on the proposed reorganization.

HEARING DETAILS

All interested persons are invited to attend the public hearing and be heard regarding the listed actions. The meeting will be conducted in a hybrid format, allowing for in-person and/or virtual participation.

- **WHEN:** FEBRUARY 11, 2026, AT 4:00 PM
- **WHERE:** 175 Fulweiler Ave, Auburn, CA 95603
- **REMOTE ACCESS:** <https://placer-ca-gov.zoom.us/j/95142854847>

Notice of Public Hearing

December 31, 2025

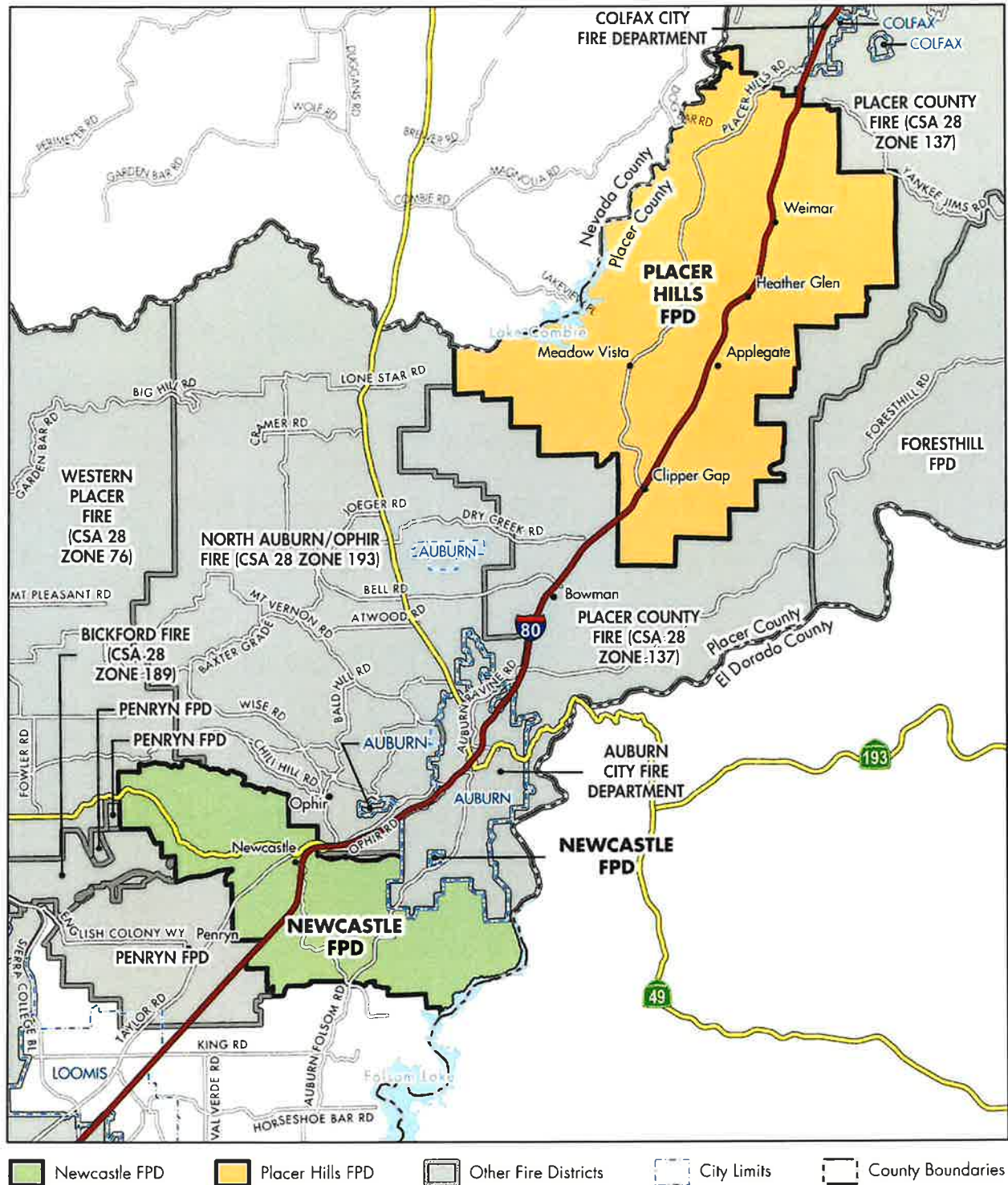
PUBLIC PARTICIPATION

- **Agenda:** The agenda and related meeting materials will be available on the Commission's website at www.placerlafcocagov/lafco-meetings at least 72 hours prior to the meeting, and are typically posted the Friday before the meeting.
- **Written Comments:** To be included in the hearing packet materials, written comments must be received by January 14, 2026. Written comments received after that date will be provided to the Commission at the public hearing. Please direct comments to:
 - Email: lafco@placer.ca.gov
 - Mail: 110 Maple Street Auburn, CA 95603
 - Phone: 530-889-4097
- **Legal Notice:** If you challenge the proposed actions in court, you may be limited to raising only those issues raised at the public hearing described in this notice or in written correspondence delivered to the Commission at or prior to the hearing.

Copies of documents related to the proposed action may be reviewed at the LAFCO office, 110 Maple Street, Auburn, CA 95603, or on the Commission's website at www.placerlafcocagov.

Exhibit: Reorganization Boundary Figure

Newcastle & Placer Hills Fire Protection Districts



DATA DISCLAIMER
The features on this map were prepared for geographic purposes only and are not intended to illustrate legal boundaries or supersede local ordinances. Official information concerning the features depicted on this map should be obtained from recorded documents and local governing agencies.





PLACER HILLS-NEWCASTLE-PENRYN FIRE PROTECTION DISTRICTS

STAFF REPORT

To:	Board of Directors, Placer Hills, Newcastle, and Penryn Fire Districts
From:	Ian Gow, Fire Chief
By:	Rhiannon Fairchild, Administrative Assistant
Date:	September 24th, 2025
Subject:	Position Paper: Physical Exams for Employees

1. Discussion:
 - a. The industry standard is a pre-employment physical followed by an annual exam. See NFPA, CICCIS Qualification Guide (California Incident Command Certification System) and the IAFF/IAFC Wellness and Fitness Initiative.
 - b. District Policy #1021 states all employees should have an annual physical.
2. Purpose:
 - a. Primarily as a cancer/cardiac screening for our employees.
 - b. All employees must have a red card in order to respond to wildland incidents. A red card is issued on the sole authority of the Fire Chief. CICCIS states that in order to receive a red card, an exam plus an evaluation tool to show that physical demands can be met (pack test) must be completed. Note: The District has historically used the physical exam to be sufficient to determine fitness.
 - c. Regulations also require an annual respiratory clearance form.
3. Potential Issues:
 - a. Cost (See cost comparison spreadsheet).
 - b. Employee concerns that medical data will become known to the Fire District.
 - c. Employees who do not wish to complete physicals/medical care.
 - d. Staff has received multiple complaints regarding Occu-Med.
 - i. Difficulty getting appointments.
 - ii. Difficulty getting to remote sites.
 - iii. Displeasure with Occu-Med staff/procedures/policies.
4. Options:
 - a. See cost comparison spreadsheet for the four local vendors (Occu-Med, Kaiser, 1582, and On-Duty).
 - b. See services provided and optional costs.
5. Discussion:
 - a. Kaiser is costly considering the product offered, and not covered by any of our Worker's Comp carriers. Location is the Roseville facility.
 - b. Occu-Med is the cheapest option with known issues.
 - c. 1582 cost to Placer Hills is moderate. Cost for Newcastle and Penryn is much less due to the insurance-provided subsidy. Their service is mobile, and they will come to us. The level of care is provided by physicians. The tests done are comprehensive with good added

- options. They do handle our respiratory requests, plus the "meets medical standards" form. We have received favorable comments from neighboring agencies. They provide a 3-year contract that we can opt out of.
- d. On-Duty cost is higher for Placer Hills. Cost for Newcastle and Penryn is much less due to the insurance-provided subsidy. Their service is mobile and they will come to us. The level of care is provided by Nurse Practitioners/Physician's Assistants. The tests done are adequate with good added options. They can handle our respiratory requests plus the "meets medical standards" form (they provide more information to the employer than 1582). They were moderately difficult to get ahold of and much less responsive than 1582. They will provide a 1-3 year contract. 3 years locks the price in.
 - e. Current users of 1582: Rocklin and Lincoln Fire. Current user of On-Duty: South Placer.
 - i. Note: Auburn will choose a vendor soon. We are collaborating with them.
 - ii. Rocklin has asked to "team up" with us as well.
 - f. Total staff numbers: Placer Hills FPD (20), Newcastle (6), Penryn (6), Auburn (15)
6. Mitigation of Potential Issues:
- a. Cost: 1582 seems to be the best option for the level of service received.
 - b. Our contract with 1582 will be written such as to only allow the district to receive the two attached forms. All medical information will be between the employee and the provider.
 - c. Employees who decline a physical will be allowed to present a note from their physician stating that they are fit-for-duty. (The Districts will pick up any cost not covered by the employees' insurance.)
 - i. Employees who decline any physician visit will have to pass a pack test given by the District. They will be required to sign a note declining the physical, plus a waiver for the pack test.
 - d. Our issues with Occu-Med will not adversely affect our pre-employment exams.
7. Chief's Recommendations
- a. Keep Occu-Med for pre-employment exams.
 - b. Contract with 1582 for all three agencies.
 - i. Districts will cover the cost for DMV paperwork if needed.
 - ii. Any costs above the basic exam will be paid for by the employee.
8. Procedure
- a. Review with Command Staff and Local 3800 President
 - b. Send to all 3 Board Presidents for pre-review
 - c. Send to All Staff
 - d. Meet with all 3 committees and shop stewards
 - e. Add to Board Agendas
 - f. Create addendum to Policy #1021
 - g. Add as side letter for MOU with Local 3800

Respectfully Submitted,



Ian Gow, Fire Chief

District Physical Cost Comparison				
	Kaiser	Occumed	1582 (Mobile Company)	On-Duty
Placer Hills	602 or 642	418.72	675*	859**
Newcastle	602 or 642	0	212.06*	396.06**
Penryn	602 or 642	0	212.06*	396.06**

**Does not account for the on-site visit fee of \$2500. 40 employee minimum requirement per site visit.*

***30 Employee Minimum with no added site fee.*

Occu-Med

MECP Name	MECP Line Item Component
Firefighter Series (Pre-Employment)	General Physical Examination, Per Occu-Med Guidelines Authorization for Release of Information from Medical Record Form Dipstick Urinalysis Audiogram with OSHA Approved Sound Booth (500 - 6000Hz) Examinee Consent & Acknowledgment Occu-Med NEW Medical History Questionnaire (5-Page) Pulmonary Function Test with Interpretation (Clinical Reference Laboratory) Complete Blood Count WITH DIFF (WQ17) [CRL][CBC] (Clinical Reference Laboratory) Chem 23 (WQ18) [CRL]
Annual Firefighter Series (Annual Physical)	General Physical Examination, Per Occu-Med Guidelines Authorization for Release of Information from Medical Record Form Dipstick Urinalysis Audiogram with OSHA Approved Sound Booth (500 - 6000Hz) Examinee Consent & Acknowledgment Occu-Med NEW Medical History Questionnaire (5-Page) Pulmonary Function Test with Interpretation (Clinical Reference Laboratory) Chem 23 (WQ18) [CRL] (Clinical Reference Laboratory) Complete Blood Count WITH DIFF (WQ17) [CRL][CBC]
DOT Exam & Certificate	Authorization for Release of Information from Medical Record Form Examinee Consent & Acknowledgment DOT Exam & Certificate

Kaiser Physical Exams

FIREFIGHTER PREPLACEMENT EXAM (FFPP)		
300398	Firefighter Physical Exam	\$127.00
92552	Audiogram, screening	\$54.00
94010	Spirometry	\$60.00
85025	CBC with automated differential	\$20.00
80053	Chem Comprehensive Panel	\$41.00
36415	Venipuncture	\$15.00
71046	Chest X-Rays (2 views, PA & Lateral)	\$75.00
300422	PPD, 2 step, 2 placements and readings -OR-	\$30.00
86480	QuantiFERON	\$145.00
93000	EKG, resting	\$50.00
93015	Cardiac Stress Test with Treadmill	\$230.00
86706	Titer: Hepatitis B Surface Antibody (HBsAb)	\$35.00
86704	Titer: Hepatitis B Core Antibody (HBcAb)	\$31.00
86803	Titer: Hepatitis C Antibody Screen	\$56.00
86708	Titer: Hepatitis A IgG Antibody (HAAb)	\$40.00
As Employer Requested:		
300420	Collection for Drug Screen-Preferred Alliance "Quick Test" -OR-	Billed by Preferred Alliance
300411	Collection for Drug Screen-Preferred Alliance -OR-	Billed by Preferred Alliance
99000	Collection for Drug Screen – Other TPA	\$20.00
As Clinically Indicated:		
90746	Vaccine: Hepatitis B, may need series of 3 injections	\$130.00/injection
90632	Vaccine: Hepatitis A, may need series of 2 injections	\$114.00/injection
90636	Vaccine: Twinrix (Hep B and Hep A combo), series of 3 injections	\$191.00/injection
90707	Vaccine: Measles Mumps Rubella (MMR), may need series of 2 injections	\$103.00/injection
90716	Vaccine: Varivax (Varicella or Chickenpox), may need series of 2 injections	\$152.00/injection
90715	Vaccine: Tdap	\$63.00
90658	Vaccine: Influenza (when seasonally available)	\$20.00
86735	Titer: Mumps Antibody Screen	\$35.00
86762	Titer: Rubella Antibody Screen (German Measles)	\$35.00
86765	Titer: Rubeola Antibody Screen (Measles)	\$35.00
86787	Titer: Varicella (Varicella or Chickenpox) Antibody Screen	\$35.00
81001	Urinalysis with microscopy	\$16.00

86580	PPD, 1 step, placement and reading	\$20.00
71045	Chest X-Ray, 1 view	\$55.00
75571	Cardiac calcium scoring CT scan	\$265.00
300408	Physician Consultation, each 15 minutes	\$64.00/15 mins
FIREFIGHTER ANNUAL/PERIODIC EXAM (FFANN)		
300398	Firefighter Physical Exam	\$127.00
92552	Audiogram, screening	\$54.00
94010	Spirometry	\$60.00
80053	Chem Comprehensive Panel	\$41.00
85025	CBC with automated differential	\$20.00
36415	Venipuncture	\$15.00
86580	PPD, 1 step, placement and reading	\$20.00
	-OR-	
86480	QuantiFERON	\$145.00
93000	EKG, resting	\$50.00
93015	Cardiac Stress Test with Treadmill	\$230.00
As Employer Requested:		
300420	Collection for Drug Screen-Preferred Alliance "Quick Test"	Billed by Preferred Alliance
	-OR-	
300411	Collection for Drug Screen-Preferred Alliance	Billed by Preferred Alliance
	-OR-	
99000	Collection for Drug Screen – Other TPA	\$20.00
As Clinically Indicated:		
71045	Chest X-Ray, 1 view	\$55.00
71046	Chest X-Ray, 2 views	\$75.00
81001	Urinalysis with microscopy	\$16.00
86706	Titer: Hepatitis B Surface Antibody (HBsAb)	\$35.00
86708	Titer: Hepatitis A IgG Antibody (HAAb)	\$40.00
86735	Titer: Mumps Antibody Screen	\$35.00
86762	Titer: Rubella Antibody Screen (German Measles)	\$35.00
86765	Titer: Rubeola Antibody Screen (Measles)	\$35.00
86787	Titer: Varicella (Varicella or Chickenpox) Antibody Screen	\$35.00
90746	Vaccine: Hepatitis B, may need series of 3 injections	\$130.00/injection
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90636	Vaccine: Twinrix (Hep B and Hep A combo), series of 3 injections	\$191.00/injection
90707	Vaccine: Measles Mumps Rubella (MMR), may need series of 2 injections	\$103.00/injection
90716	Vaccine: Varivax (Varicella or Chickenpox), may need series of 2 injections	\$152.00/injection
90715	Vaccine: Tdap	\$63.00

90658	Vaccine: Influenza (when seasonally available)	\$20.00
75571	Cardiac calcium scoring CT scan	\$265.00
300408	Physician Consultation, each 15 minutes	\$64.00/15 mins

RESPIRATOR BASELINE/PERIODIC (RESP)		
300415	Review of OSHA Respirator Questionnaire by MD/NP/RN	\$35.00
As Employer Requested:		
94010	Spirometry	\$60.00
300391	Respirator Clearance Physical Exam	\$64.00
300410	Respirator Fit Test, qualitative	\$41.00
As Clinically Indicated:		
300391	Respirator Clearance Physical Exam	\$64.00
94010	Spirometry	\$60.00
71046	Chest X-Ray (2 views)	\$75.00
93000	EKG, resting	\$50.00
93015	Cardiac Stress Test with Treadmill	\$230.00
300408	Physician Consultation, each 15 minutes	\$64.00/15 mins

DMV/DOT EXAM (DMV/DOT)		
300390	DMV/DOT Physical Exam	\$115.00
As Clinically Indicated:		
92552	Audiogram, screening	\$54.00

VACCINATION ONLY (VAX)		
300406	History/Review of Tests/Brief Screen - No Physical Exam	\$42.00
As Clinically Indicated:		
90746	Vaccine: Hepatitis B, may need series of 3 injections	\$130.00/injection
90632	Vaccine: Hepatitis A, may need series of 2 injections	\$114.00/injection
90636	Vaccine: Twinrix (Hep B and Hep A combo), series of 3 injections	\$191.00/injection
90707	Vaccine: Measles Mumps Rubella (MMR), may need series of 2 injections	\$103.00/injection
90716	Vaccine: Varivax (Varicella or Chickenpox), may need series of 2 injections	\$152.00/injection
90715	Vaccine: Tdap	\$63.00
90658	Vaccine: Influenza (when seasonally available)	\$20.00

LABORATORY ONLY (LAB)		
300406	History/Review of Tests/Brief Screen - No Physical Exam	\$42.00
36415	Venipuncture	\$15.00
As Clinically Indicated:		
86706	Titer: Hepatitis B Surface Antibody (HBsAb)	\$35.00
86708	Titer: Hepatitis A IgG Antibody (HAAb)	\$40.00
86735	Titer: Mumps Antibody Screen	\$35.00
86762	Titer: Rubella Antibody Screen (German Measles)	\$35.00
86765	Titer: Rubeola Antibody Screen (Measles)	\$35.00
86787	Titer: Varicella (Varicella or Chickenpox) Antibody Screen	\$35.00

TB CLEARANCE PPD – INTRADERMAL SKIN TEST (PPD/TB CLEARANCE)		
86580	PPD, 1 step, 1 placement and reading	\$20.00
As Clinically Indicated:		
300422	PPD, 2 step, 2 placements and readings	\$30.00
71045	Chest X-Ray, 1 view	\$55.00
71046	Chest X-Ray, 2 views	\$75.00
99211	Brief encounter with non-MD Provider (PPD-Review of Symptoms Form)	\$25.00
TB CLEARANCE QUANTIFERON (PPD/TB CLEARANCE)		
86480	QuantiFERON	\$145.00
36415	Venipuncture	\$15.00
As Clinically Indicated:		
71045	Chest X-Ray, 1 view	\$55.00
71046	Chest X-Ray, 2 views	\$75.00
99211	Brief encounter with non-MD Provider (PPD-Review of Symptoms Form)	\$25.00

FRMS Subsidized
1582 Compliant Exam – 2025

This “all-inclusive” NFPA 1582 Compliant Exam has been approved and supported by FRMS. We are contracted to provide these services to members of FRMS. Our exams are conducted onsite on your Fire District.

As required in NFPA 1582, we use only licensed physicians for your evaluations. Many our competitor(s) use mid-level providers, such as nurse practitioners or physician assistants to conduct your member evaluations which does not achieve the NFPA standard.

1582 FASIS Panel

Laboratory Blood / Urine Testing:	1582 FASIS Panel
Complete Blood Count w/ Differential	Included
Comprehensive Metabolic Panel	Included
Fasting Lipid Panel (LDL, HDL, Trig, Cholesterol)	Included
Urinalysis (with Micro if indicated)	Included
Diabetes Screening - Fasting Blood Glucose / Hemoglobin A1C	Included
Thyroid Panel with TSH	Included
Hemoccult Test (at age 40+)	Included
CA-125 (female fighters only)	Included
Prostate Specific Antigen Screening (male firefighters only)	Included
Vitamin D	Included
High-Sensitivity C-Reactive Protein (hs-CRP)	Included
Occupational Health Testing	
Audiogram (OSHA Rated Hearing Booth)	Included
Biometric Screening (BMI or Calipers Skinfold)	Included
Spirometry (Pulmonary Function Test)	Included
Vital Signs	Included
Vision Screening	Included
Blood Pressure Monitoring	Included
Resting EKG	Included
Cardiopulmonary / Fitness Evaluation (Chapter 8)	
Stress EKG, WFI Protocol <i>(Chapter 8.2.2.1 - An evaluation of aerobic capacity shall be performed after appropriate medical evaluation)</i>	Included
Physician Exam - (NFPA 1582 Compliant)	
Physical Examination (as outlined in Chapter 7.6)	Included
Medical History Review	Included
Skin Cancer Assessment	Included
Health Promotion Counseling	Included
Sleep Disturbance Apnea Questionnaire	Included
Cardiac Risk Stratification	Included
OSHA Resp. Questionnaire / Clearance Letter	Included
Firefighter Medical Clearance – 1582 Tiers	Included

Total Cost per Fire Member	\$675.00
FRMS Subsidized Amount to 1582	- <u>\$462.94</u>

Final Cost to the Fire District per Member	<u>\$212.06</u>
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Minimum of 40 appointments at this rate, volumes less than 40 requires possible negotiation

ONSITE FEE of \$2,500.00 is required due to Increased Cost in California for Travel Expenses

Optional Additional Services

Price

Ultrasound Screening Panel*	\$ 200.00
Thyroid, Carotid and Aortic Aneurysm Ultrasounds*	
Pancreas, Liver, Gallbladder, Spleen and Kidney Ultrasounds*	
Optional: External Pelvic Ultrasound (Females)*, Prostate Ultrasound (Males)*, Testicular Ultrasound (Males)*	
<i>Must have Sonographer Scheduled and Minimum Volumes are required</i>	
<i>* denotes this is a non-diagnostic screening only</i>	

Chapter 8 - Muscular Strength, Endurance & Flexibility	\$ 50.00
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Lab Testing	
Grail (One Test) Cancer Screening	\$ 699.00
Hepatitis A Titer	\$ 30.00
Hepatitis B Titer	\$ 30.00
Measles, Mumps, Rubella (MMR) Titer	\$ 80.00
Meningococcal Titer	\$ 30.00
Polio Titer	\$ 50.00
Tetanus Diphtheria Titer	\$ 45.00
Varicella Titer	\$ 45.00
Testosterone Blood Test	\$ 35.00
C Reactive Protein (Cardiac)	\$ 45.00
NMR Lipoprotein	\$ 75.00
Heavy Metal (24 Hour Urine Occupational Exposure – Hazmat Testing)	\$ 125.00
Cholinesterase (Hazmat)	\$ 76.00
Infectious Disease Screening	
Hepatitis A Virus Screening Test	\$ 35.00
Hepatitis B Virus Screening Test	\$ 35.00
Hepatitis C Virus Screening Test	\$ 35.00
Hepatitis Profile Screening (Immunization and Infection Hep A,B,C)	\$ 80.00
HIV Screening	\$ 40.00
PPD TB Skin Test	\$ 40.00
QuantiFERON Gold TB Blood Test	\$ 75.00
Additional Services	
MET Test Cardiopulmonary Stress Test (with Cardiology Overread)	\$ 200.00
CDL Paperwork (if bundled with 1582 Physical)	\$ 50.00
DOT CDL Examination and Paperwork (Standalone)	\$ 100.00

NFPA 1582 Medical Standard Evaluation

15  82

FIRE DEPARTMENT:

FIRE CONTACT:

FIREFIGHTER: _____

The following Firefighter completed the Annual 1582 Medical Evaluation and has been deemed as:

<input type="checkbox"/>	Tier 1	Meets NFPA 1582 Medical Standards. Firefighter is <u>at</u> or <u>above</u> the recommended NFPA 1582 fitness level and is encouraged maintain their current fitness level.
<input type="checkbox"/>	Tier 2	Meets NFPA 1582 Medical Standards. Firefighter is encouraged to <u>improve</u> current fitness level to comply with NFPA 1582 fitness standards.
<input type="checkbox"/>	Tier 3	Meets NFPA 1582 Medical Standards. Participation in a prescribed fitness program is <u>required</u> to comply with NFPA 1582 fitness standards.
<input type="checkbox"/>	Tier 4	<u>May require removal</u> from firefighting duty due to fitness level
<input type="checkbox"/>	Tier 5	<u>May require removal</u> from firefighting duty due to medical condition

Doctor Signature

Date:

Doctor Name (Printed)

Disclaimer:

Per NFPA 1582, it is up to each department to decide who is or is not qualified. That is not a decision that we are making, as the Medical Provider. Our objective is to identify if members are or are not meeting the NFPA 1582 standard. In closure, the Fire department is required to decide whether any particular standard in NFPA 1582 applies to their department, as well as that particular individual's essential job duties and position.

Respirator Use Clearance

Last Name

First Name

M.I.

Date of Birth

Department

Employee is eligible to use the following respirator types:

☐ Disposable Filter Mask, non-cartridge type

☐ Not Powered Air-Purifying Half-Face, cartridge type

☐ Not Powered Air-Purifying Full-Face, cartridge type

☐ Powered Air-Purifying Full-Face

☐ Continuous Flow Air-Line

☐ Pressure Demand Air-Line

☐ Open circuit SCBA

☐ Closed circuit SCBA

The above employee has been advised of the findings of this exam and recommendation for further care if necessary.

Provider's Signature

Date

Provider's Printed Name

Firefighter & Physician Owned



Keeping First Responders
Healthy & Fit For Service





**Keeping First Responders
Healthy & Fit For Service**

► Proposal for
**Placer Hills/Newcastle/Penryn
Fire Districts**

**Health and Fitness Assessments with enhanced
Cancer, Cardiac and Mental Health Screening**

**On-site Occupational Health
Providers Specialized in
First Responder Health**

Prepared For
Rhiannon Fairchild

Proposed On
9-12-2025

Proposal is CONFIDENTIAL

Dear Placer Hills/Newcastle/Penryn Fire Districts:

Thank you for your proposal request from On Duty Health regarding your upcoming annual first responder health & fitness assessments. We take very seriously the high calling that it is to serve this critical population. And we're confident that we'll provide you with expert health assessments as well as excellent customer service.

Included in this proposal, you'll find the outline of services we offer, including a full NFPA 1580 and WFI compliant annual assessment at your department. This includes a full body ultrasound screening, comprehensive labs, maximal stress testing utilizing WFI protocol, TRUE VO2 Max testing, vision and audiometry testing, muscular strength and endurance testing, in-depth behavioral health assessment, and more.

Our medical record system is fully electronic, meaning that each of your patients will always have a secure online portal through which they can track their health results year to year. And, we provide administration with a department-wide analytics dashboard to help inform your decisions on where to implement health improvement plans, with our guidance.

We also hope to partner with you to offer continuing services such as return-to-duty assessments, new hire assessments, health education seminars, behavioral health support, nutrition counseling and fitness training. Consider us your one-stop-shop for all your fire health needs.

Our Co-owner and Chief Operating Officer is a recently retired Fire Chief with 29 years in the industry, bringing a first responder-tailored experience and perspective to everything we do. We practice evidence-based medicine, following current peer-reviewed research, offering novel cancer screening tools such as the Galleri Multi-Cancer Detection Blood Test and Low Dose CT. Our physicians are board certified in cardiology, radiology, dermatology, general and preventative medicine. And our team of Physician Assistants, Nurse Practitioners, Ultrasound Technicians, Exercise Physiologists, Counselors, Nutritionists, Personal Trainers and Phlebotomists are all specifically trained in first responder occupational health.

Again, thank you for your request. I'm hopeful that we'll be working together soon to help keep your first responders healthy and fit for service. And please don't hesitate to call or email us if you have any questions.



Warm regards,



Kristin Batla, DMSc, PA-C
Chief Medical Officer, Co-owner
On Duty Health

Highlights

- Full NFPA 1580 and WFI compliant annual assessment at your department.
- Full body ultrasound screening, including Radiology followup for abnormal findings
- CPET - Cardiopulmonary Exercise Testing (stress testing with TRUE VO2 Max testing), including Cardiology followup for abnormal findings
- Comprehensive labs and urinalysis
- Vision and audiometry testing
- Muscular strength and endurance testing
- In-depth behavioral health assessments
- Department-wide de-identified Health Dashboards
- Human Performance Data Analysis
- Return-to-duty assessments
- New hire assessments
- Health education seminars
- Behavioral health support
- Nutrition counseling
- Fitness training
- Conducting, participating in, and incorporating the latest research in first responder health



Company Profile

On Duty Health is a physician, firefighter and female-owned, customer-service-centered healthcare company specifically specialized in mobile first responder health. We currently serve over 9,000 first responders in 138 agencies across California, Texas, Missouri, Iowa & Colorado with our comprehensive annual health and fitness assessments.

This company was founded specifically to improve health outcomes for first responders; a highly at-risk population. These risks include:

Elevated Risk for Cancers
(Firefighters)

Cardiac Deaths
(Law Enforcement & Firefighters)

Behavioral Health Issues
(Law Enforcement & Firefighters)



With the above issues in mind, our system has been designed to identify life threatening issues early so a first responder may have the best chance at not only surviving, but thriving well into retirement. We go well beyond any standard occupational medicine physical by incorporating the latest research and knowledge in first responder-specific health concerns. And, we bring the best value for your taxpayer dollars by focusing on providing the most comprehensive option, for the best pricing; This includes providing our full physical assessment for every patient, every year, as well as providing for Radiology and Cardiology followups when indicated.

Packages & Options

BRONZE PACKAGE

Offers Basic NFPA 1580 compliance

Description	Crew	Unit Price
BRONZE HEALTH & FITNESS ASSESSMENT PACKAGE	30	\$859
Labs & Urinalysis		
<ul style="list-style-type: none">• Urinalysis• Complete Blood Count• Complete Metabolic Panel• Lipid Panel with LDL/HDL Ratio (Total Cholesterol)• A1C (Glucose/Hemoglobin)• Thyroid Stimulating Hormone• Prostate Specific Antigen (males patients over 40)		
Comprehensive Physical Examination		
<ul style="list-style-type: none">• Vitals• Health History & Review of Symptoms• Vision Testing• Audiometry Testing• Skin Cancer Assessment• Behavioral Health Assessment• Review of Results w/ Personalized Health Plan		
Cardiopulmonary Screening & Fitness Assessment		
<ul style="list-style-type: none">• EKG Treadmill Stress Testing; Consisting of 12-lead EKG treadmill/bicycle stress test to maximal volition utilizing WFI protocol, VO2 Max Calculation• Pulmonary Function Testing (Spirometry)• Metabolic Analysis w/ Body Composition• Muscular Endurance, Strength and Flexibility Evaluation		
Total		\$25,770

SILVER PACKAGE *(most popular)*

Description	Crew	Unit Price
SILVER HEALTH & FITNESS ASSESSMENT PACKAGE	30	\$959
Labs & Urinalysis		
<ul style="list-style-type: none"> • Urinalysis • Complete Blood Count: • Complete Metabolic Panel • Lipid Panel with LDL/HDL Ratio • A1C • Thyroid Stimulating Hormone • Prostate Specific Antigen (male patients 40 and over) • FIT Fecal Occult Screening Kit (patients 40 and over) 		
Full Physical		
<ul style="list-style-type: none"> • Comprehensive Physical with Health History & Vitals • Titmus V2 Advanced Vision Testing • Audiometry Testing • Skin Cancer Assessment • Behavioral Health Assessment (Questionnaires & Oral exam) • Sleep Disruption Questionnaire • Review of Results w/ Personalized Health Plan 		
Cardiopulmonary Screening & Fitness Assessment		
<ul style="list-style-type: none"> • Cardiopulmonary Exercise Testing (CPET) consisting of 12-lead EKG treadmill or bicycle stress test to maximal volition utilizing WFI protocol, Blood Pressure readings, and TRUE VO2 Max Testing • Pulmonary Function Testing (Spirometry) • Metabolic Analysis w/ Body Composition • Muscular Endurance, Strength and Flexibility Evaluation • Cardiology followup as indicated 		
Ultrasound Enhanced Cancer Screening		
<ul style="list-style-type: none"> • Ultrasound imaging of the carotid arteries, aorta & aortic valves, thyroid, liver, pancreas, gall bladder, spleen, kidneys, bladder, pelvic (women), testicular and prostate (men) • Radiology followup for abnormal findings, as indicated 		
Total		\$28,770

GOLD PACKAGE

Description	Crew	Unit Price
GOLD HEALTH & FITNESS ASSESSMENT PACKAGE	30	\$1,359
Labs & Urinalysis <ul style="list-style-type: none"> • Silver package Labs 		
Full Physical <ul style="list-style-type: none"> • Silver package Physical 		
Cardiopulmonary Screening & Fitness Assessment <ul style="list-style-type: none"> • Silver package Cardiopulmonary Assessment 		
Ultrasound Enhanced Cancer Screening <ul style="list-style-type: none"> • Silver package Ultrasound Screening 		
Low Dose CT Lung Screening <ul style="list-style-type: none"> • Lung Cancer CT Screening • Conducted through regional partner • Conducted every 5 years (1/5 department annually) 		
Brain MRI Screening <ul style="list-style-type: none"> • Brain Cancer MRI Screening • Conducted through regional partner • Conducted every 5 years (1/5 department annually) 		
Galleri Multicancer Test <ul style="list-style-type: none"> • Able to detect over 50 types of active cancers with very high specificity (99.5%) and very low false positivity (~0.5%) • Twelve of the most deadly cancers detected • Conducted every 5 years (1/5 department annually) 		
Total		\$40,770

PLATINUM PACKAGE (5 Year Program)

Description	Crew	Unit Price
PLATINUM Five Year Screening Program	30	\$1,709
Every Year: Labs & Urinalysis Comprehensive Physical Cardiopulmonary Screening & Fitness Assessment Ultrasound Enhanced Cancer Screening plus Spouse/Partner* Ultrasounds Included at no additional cost ¹³⁵ LP-PLA ₂ - Lipoprotein-associated Phospholipase A ₂ - Stroke and Cardiovascular Disease Risk Blood Test ¹ (conducted one time) PFAS (Perfluoroalkyl and polyfluoroalkyl) Substance Testing ¹ Low Dose CT Lung Screening with Coronary Calcium Scoring ² Galleri 50+ Multicancer Detection Blood Test ³ (or equivalent) Brain Cancer Screening MRI ⁴ Enhanced Psychological Screening ⁵ (may be excluded if department has program in place)		
Total		\$51,270

¹Conducted on Year One, ²Conducted on Year Two, ³Conducted on Year Three, ⁴Conducted on Year Four,

⁵Conducted on Year Five, *Patients must provide a marriage license for this service to be provided

Element	Year 1	Year 2	Year 3	Year 4	Year 5
Standard Labs	√	√	√	√	√
Full Physical	√	√	√	√	√
Cardiopulmonary Assessment	√	√	√	√	√
Ultrasound	√		√		√
Spouse/Partner Ultrasound	√		√		√
PFAS	√				
LP-PLA ₂	√				
Low Dose CT Lung and Coronary Calcium Scoring		√			
Galleri Test			√		
Brain MRI				√	
Enhanced Psychological Screening					√

New Hire & Return to Duty Screening Options

Item	Description	Pricing
New Hire Physical	<ul style="list-style-type: none"> Includes all elements of Bronze Package (full labs, physical, and EKG Stress Testing). Physicals are to be performed at a nearby department. Rapid Strike new hire option is available on-site with a minimum of 3 patients.	\$859
Extended New Hire Lab Panel (Optional)	<ul style="list-style-type: none"> Recommended to establish baseline, then repeated post-exposure Hepatitis Panel (A, B, C) HIV Screening TB Screening (QuantIFERON Gold Blood Test) Urine Drug Screen Heavy Metals I Profile 	\$435
Preemployment Psychological Screening	<ul style="list-style-type: none"> Hosted in-person POST Standard. Includes questionnaires and an evaluation with a licensed mental health specialist, specialized in first responder health Employer receives a "suitable" or "unsuitable" recommendation 	\$499
Annual Enhanced Psychological Screening	<ul style="list-style-type: none"> Enhanced Behavioral Health Questionnaires Telemedicine evaluation includes 30 minute check-in with a licensed mental health professional, specialized in first responder health 	\$199
Return-to-Duty Physical	<ul style="list-style-type: none"> Patient is reevaluated and cleared/not cleared based on the issue in question 	\$299

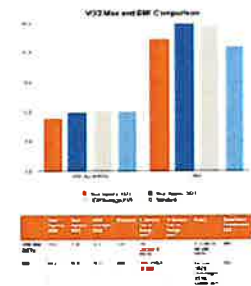
Additional Services Available (per person)

Item	Description	Pricing
Cancer Labs	Galleri Multi-Cancer Early Detection Blood Test (50+ cancers)	\$749
	CancerGuard Ex Multicancer Blood Test	\$649
	EsoGuard Esophageal Cancer Test	\$1,399
	Cancer Marker Screening Panel (CEA, CA 19-9, AFP, Amylase, Lipase)	\$99
	CA-125 (ovarian cancer screening - women)	\$49
	Cancer antigen 15-3 (CA 15-3) [breast cancer]	\$99
	Additional Fecal Occult Colorectal Cancer Screening Kits	\$69
Other Labs	Hepatitis A, B and C Test (Acute Hepatitis Panel)	\$69
	QuantiFERON Gold TB (Blood test)	\$89
	Medical Professionals Urine Drug Screen (12 drug panel)	\$99
	Nicotine Screening (Urine)	\$49
	HIV testing	\$49
	Heavy Metals Profile I, Blood (arsenic, lead, mercury)	\$129
	Heavy Metals Profile II, Blood (arsenic, cadmium, lead, mercury)	\$159
	Cholinesterase (HazMat) testing	\$69
	Testosterone levels	\$49
	Lp-PLA2 Activity - Aid in predicting risk of coronary heart disease	\$99
	PFAS Toxin Testing (Polyfluoroalkyl - man made chemicals)	\$399
CT Scanning	Low Dose CT Lung Screening (available through regional partners)	\$499
	CT Coronary Artery Calcium Scoring (available through regional partners)	\$299
MRI	Brain MRI (available through regional partners)	\$699
DMV/DOT	DOT Certified Medical Examination (Class B)	\$99
	DMV Form Sign-off (Firefighter Endorsement Form 546)	\$19
Continuous Health Monitoring	In a partnership with Transcend Health, patients wear a smartwatch to monitor their health metrics 24/7, with on-call providers to guide their health.	\$99/mo
Personal Training	Our certified personal trainer can build individual or group packages to improve health outcomes through customized workout routines and demonstrations	\$169/mo
Nutrition Counseling	Each health assessment comes standard with nutrition recommendations. However, our licensed nutritionist can build individual or group packages to work with your patients for guidance in meal planning, shopping, cooking, and more for enhanced health outcomes.	\$169/mo

On Duty Health Key Advantages:

Decision Science through Data Analytics

Awareness of your department's overall health is extremely important. We assist you by providing a de-identified Health Dashboard which shares various key health metrics, guiding you for improving the health and longevity of your crew. This data-driven model allows department administration to see exactly where attention and investment might be needed.



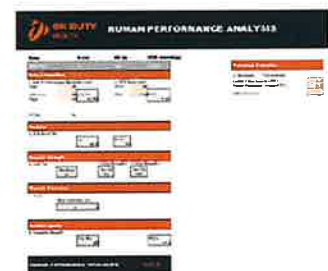
Electronic Medical Records & Patient Portal

Gone are the days of scribbling all of your patient history down on multiple sheets of paper, and then receiving printouts of your health information, only to misplace them and potentially compromising your Private Health Information. We are fully electronic. Every aspect of our assessment goes directly into our EMR system, and each patient gets secure access to their own Patient Portal, where they can access results, track their health from year to year, message their provider, and more.



Human Performance & Health Analysis

Each of our exams comes with a personal Human Performance health data profile that helps each patient see their health and fitness levels, by the numbers. This helps, in a tangible and visual way, for the patient to see areas for improvement. As well, it helps the patient track their health statistics from year to year to see an overall picture of their health trends.



No Patient Left Behind

We offer the most competitive pricing, while also offering the most advanced, comprehensive exam available. Our COO, as a retired Fire Chief, has made it a priority for us to offer this high-level of service, while keeping costs down to ensure taxpayers that their dollars are being spent wisely. From our lower pricing, you can see one simple, but important reality: On Duty Health is focused on First Responder Health, *not maximizing profits*. An important principle in our pricing structure is: **NO PATIENT LEFT BEHIND**. That means, for most of our packages, **every patient is receiving the Ultrasound Screening and Stress Testing every year**. While there is some research to support age stratification, where patients under 40 receive these tests over longer intervals, we regularly find cancer and life threatening heart conditions in this younger population. **Our system does not cut corners to save ourselves money**. We provide the most comprehensive option by including these important testing elements for each patient every year.



Research Driven

We are not only interested in utilizing the newest available research for first responder health, we are driving it. Currently, we are involved in multiple research studies to further first responder health and wellness, particularly in regards to first responder Behavioral Health, Cancer, and Cardiac Health. We are currently partnered with organizations such as the National Fire Academy, Fire Service Psychology Association, University of Arizona's Center for Firefighter Health Collaborative Research, the National Disease Research Interchange's Center for Fire, Rescue, and EMS Health Research, and Loma Linda University. With these current research projects, we are hoping to further the fire industry as a whole, by continuing to develop the best standards possible for patient health.



Nutrition and Fitness Coaching

We are your year-round partner for First Responder Health. That's why we offer more than just a "point in time," annual health assessment; we also offer many continuing services to improve your crews' health throughout the year. Each of our patient's gets free access to our On Duty Health app (*coming soon*), which includes Fitness Training Plans, Nutrition Plans, a quick access copy of our Health Standards to help you train, invitations to participate in Fitness Challenges, and more. We also offer personal Fitness and Nutrition programs through tele-health for your patients who need extra assistance to reach their goals, for an additional fee. And, through our partnership with Transcend Health, we offer a revolutionary system that utilizes a patient's smartwatch and AI algorithms to monitor their health on a 24/7/365 basis, giving valuable insights and recommendations for health improvements, along with constant access to tele-health medical providers for consults, followups, and coaching.



Galleri 50+ Multicancer Test

We have partnered with Grail to offer the Galleri test, which is a revolutionary new blood test that can detect over 50 different types of active cancers. Incredibly, this test has a false positivity rate of 0.5% and a specificity of 99.5%. Our rate is drastically reduced from the standard price of \$949/pp (plus provider fees) due to an agreement with the IAFF. Click the picture to the right to learn more.



Qualifications & Certifications

Our medical team is fully certified and licensed per state and national healthcare law requirements. Our Advanced Practice Providers (NPs & PAs) are currently licensed to practice in the State of California and are specifically trained in Occupational Health. They are supervised by our Medical Director, Wayne Dysinger, MD, MPH, who is a physician in Loma Linda with 38 years of experience. Dr. Dysinger is specially trained in Lifestyle Medicine.

We are also fully compliant with Corporate Practice of Medicine Laws (CPOM) in the State of California.



California Based

We are based in Southern California, and currently serve 55 California cities, from the San Diego area all the way up to Eureka.

CA References:

Wayne Seacrist, Palm Springs Fire & Police - 120 patients
wayne.Seacrist@palmspringsca.gov, 760.880.1037

Alex Kargbo, Santa Barbara Fire - 100 patients
akargbo@SantaBarbaraCA.gov, 408.964.0013

Jay Enns, Paso Robles Fire & Police - 90 patients
JEnns@prcity.com, 805.227.7560

Sid Jamotte, Marin County Firefighters (Ross Valley, CA) - 200 patients
sjamotte@gmail.com, 415.250.8236

Reviews:

***** On Duty Health has set a very high bar for Health and Wellness screenings, and consulting. The team at On Duty Health took great care of our Firefighters, spent ample time explaining the findings of our assessments, and set us up for success to better serve our community. We look forward to working with them annually. -Sid Jamotte, Health & Wellness Coordinator, Ross Valley, CA FD.

***** On Duty Health has been great for all our members at Santa Barbara City Fire and would recommend ODHs services to any and everybody. Amazing staff and end product. -Alex Kargbo, Health & Wellness Coordinator, Santa Barbara, CA FD.

***** This is our second year using this service. We are very pleased. Thank you for keeping our people healthy. Amazing staff and end product. -Brian Hayward, Division Chief, Heartland Fire & Rescue, CA.

***** To say we are thrilled with the quality of service provided by your crew is an understatement. I can't say enough how much we enjoyed having them here for four weeks and the fact that they want to come back is better yet! We would love to have any and all of them back next year - they were all very friendly, professional and clearly experienced in handling the unique challenges of providing physical assessments to members of the fire service. -Jim Wold, Health & Wellness, Stockton, CA FD

CURRENT CA CLIENTS:

Arcata
Atascadero
Barona
Big Bear
Carpenteria-Summerland
Central Marin
Chino Valley
Coronado
Culver City
El Cajon PD
Escondido
Eureka PD
Five Cities
Heartland (El Cajon, La Mesa, Lemon Grove)
Humboldt Bay
Kentfield
Loma Linda
Manteca
Montecito
Morrow Bay
Mountain View
National City
North County Fire Authority (Daly City)

North County Fire Protection Dist (Fallbrook)
Oceanside
Ontario
Oxnard
Palm Springs
Paso Robles FD & PD
Rancho Cucamonga
Rancho Santa Fe
Redwood City
Rialto
Ross Valley
San Bernardino County
San Manuel
San Miguel
San Rafael
Santa Barbara City
Santa Barbara County
Santa Maria
Santee
South Placer
Stockton
Tiburon
Ukiah
Vista

Contact

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Redlands, CA 92374

Texas:

2028 E Ben White Blvd, STE 240-4949
Austin, TX 78741

www.onduty.health



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Wellness and Fitness Program

1021.1 PURPOSE AND SCOPE

The purpose of this policy is to establish the guidelines for the Wellness and Fitness Program that will assist members in developing greater stamina and strength, decreasing the risk of injury, disability or death from disease or injury, improving performance, increasing energy and recovering more quickly from strenuous and exhaustive work.

1021.1.1 POLICY

It is the policy of the Placer Hills-Newcastle Fire District that the wellness and fitness of its members is an organizational priority.

1021.2 PROGRAM COMPONENTS

1021.2.1 MEDICAL EXAMINATIONS

All firefighting members should have an annual medical examination. Medical examinations specifics should be established by a qualified health care professional but may include:

- Medical history
- Blood draw/analysis
- Vital signs
- Cardiovascular
- Pulmonary
- Gastrointestinal
- Genitourinary, hernia exam
- Lymph nodes exam
- Neurological exam
- Musculoskeletal
- Urinalysis
- Vision test
- Hearing
- Chest X-ray (initial baseline with repeat every five years or as required)
- Cancer screening

1021.2.2 FITNESS EVALUATIONS

All firefighting members should have an annual fitness evaluation consisting of an assessment questionnaire (developed by a qualified health care professional) and testing to evaluate immunization and disease screening, and physical fitness and conditioning.

Placer Hills-Newcastle Fire District

Joint Fire District Policy Manual

Wellness and Fitness Program

1021.2.3 IMMUNIZATION AND DISEASE SCREENING

All firefighting members should have an annual immunization and disease screening to ensure all recommended vaccinations against work-related exposures are current and that members are free from work-related disease. Specific vaccinations and diseases should be identified by a qualified medical professional but may include:

- Tuberculosis
- Hepatitis C
- Hepatitis B
- Tetanus/diphtheria vaccine (booster every 10 years)
- Measles, mumps, rubella (MMR)
- Polio
- Influenza
- H1N1
- HIV (optional)

1021.2.4 PHYSICAL FITNESS AND CONDITIONING

A physical fitness and conditioning program should correspond to the physical movement patterns and aerobic capacity required in the performance of firefighter duties. The program should also provide, for example, fitness equipment in fire stations with the available space or a fitness club membership to a facility that is within the fire station's response area. The fitness and conditioning program should be developed in coordination with a trained and certified fitness and conditioning trainer and should comply with the Physical Fitness Policy.

1021.2.5 PEER FITNESS TRAINERS

Volunteers should be solicited to serve as peer fitness trainers (PFTs). Selected PFTs shall receive specialized fitness and conditioning training and education sufficient to pass certification requirements. PFTs will assist in the promotion of the Wellness and Fitness Program and be capable of assisting firefighters on a one-to-one basis to increase levels of fitness.



NEWCASTLE FIRE PROTECTION DISTRICT



Policy 1021 Wellness and Fitness - Addendum

1021.2.6

- 1. The District agrees to provide cancer screening and cancer preventative screenings. Parties (District and Local 3800 Representative) agree to meet every six months to make any necessary adjustments to District practice/policy to ensure employees are properly covered.**
- 2. Employees who decline the District physical may see their own provider. All private exams will need to include spirometry as per OSHA regulations. The examiner shall provide a work note.**
- 3. The District will schedule the exams for those using the Districts' provider. The District will pay for the annual exams for either the District's provider, or up to \$500 for the personal provider.**
- 4. The District will pay for the DMV paperwork if needed by the employee.**

NEWCASTLE FIRE PROTECTION DISTRICT

Over 150 Years of Tradition



BOARD OF DIRECTORS 2025

Chair: Jim Heisterkamp

Vice-Chair: Lawrence Bettencourt

Secretary: John Burns

<i>Committee</i>	<i>Member</i>	<i>Member</i>
<i>Building</i>	<i>Bettencourt</i>	<i>Lee</i>
<i>Personnel</i>	<i>Burns</i>	<i>Heisterkamp</i>
<i>Finance</i>	<i>Elder</i>	<i>Heisterkamp</i>
<i>Contract Administration</i>	<i>Bettencourt</i>	<i>Lee</i>
<i>Inter-district Ad Hoc</i>	<i>Heisterkamp</i>	<i>Elder</i>