



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, February 18, 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:** January 21, 2026 Regular Meeting
4. **BILL APPROVAL AND FINANCIAL REPORT:** January 2026/February 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
 - (B) Operations
 - (C) Prevention
8. **SIERRA NEVADA 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
11. **ACTION ITEMS REQUIRE A VOTE BY ROLL CALL**
 - (A) Consider and adopt Resolution No. 2026-01 Review and Accept the State Mandated Annual Fire Inspection Report for 2025
 - (B) Consider and approve the second reading of an addendum to the Wellness and Fitness Program Policy
 - (C) Consider and approve submitting a nomination for the Special District Representative on the Placer County Local Agency Formation Commission
12. **DIRECTORS REPORTS:**
13. **MEETING ADJOURNED:**

Next Board meeting: March 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
January 21, 2026
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. VC Bettencourt led the flag salute.
- c. All directors were present.
- 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. Director Lee seconds the motion. Motion carries unanimously (5/0).

3. Approval of Minutes

- a. Director Lee made a motion to approve the minutes of the December 17th regular meeting as presented. Director Elder seconds the motion. Motion carries (4/0) with VC Bettencourt abstaining.

4. Approval of Financial Report

- a. Chairman Heisterkamp made a motion to approve the financial report as presented by Chief Gow. VC Bettencourt seconds the motion. Motion carries unanimously (5/0).

5. Correspondence

- a. None

6. Public Comment

- a. Jon Anacker appreciates the quick response when he emailed a question to Chief Gow.

7. Chief's Report

- a. Chief Gow reporting:
 - i. Finalizing the Lexipol updates. Will be ready for the first reading in February.
 - ii. The County Fire Chiefs are actively discussing ambulance service in Placer County.
 - iii. Eric Reams has been promoted to Battalion Chief at Placer Hills.
 - iv. Joint testing (all 4 agencies) for Engineer is being coordinated.
- 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 0
- c. BC Williamson provided the Operations report:
 - i. 70 calls for service in December.
 - ii. Aid given to other agencies: 14
 - iii. Aid received: 6
 - iv. Total incidents in 2025: 820
 - v. Total incidents in 2024: 781

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. Chief Gow is working on setting up the next meeting.
 - ii. Chairman Heisterkamp would like the meeting scheduled after 2/11 (LAFCO meeting).

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. Has posted the Notice of Public Hearing to property owners within the Newcastle Fire Protection District.

- iii. Chief Gow is confident with the process.
 - iv. LAFCO will hear the application on February 11, 2026.
 - v. Chairman Heisterkamp will not be able to attend the LAFCO meeting but has written a letter to the commission.
 - 1. Chairman Heisterkamp would like any attendees at the LAFCO meeting to follow Chief Gow's lead when it comes to discussions.
 - vi. Fire Marshal D'Ambrogi reported that post cards with the dates of the upcoming Town Hall Meetings have gone out. They will be held on 1/31/2026 at 2:00 p.m. and 2/3/2026 at 6:00 p.m. Both meetings will be held at the Long Valley Community Hall.
- b. Status on Placer County Local Hazardous Mitigation update for 2026.
- i. Fire Marshal D'Ambrogi reporting:
 - 1. Draft copies of each agency's annexes have been sent out and reviewed by staff. Corrections were made and returned to consultants.
 - 2. Planning committee meeting to be held in February to review the final draft.
 - 3. Public meeting to be held in March to review.
 - 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. Fire Marshal D'Ambrogi and District Manager Armstrong are working on the contracts.
 - 2. Plan to go "Live" on 1/31/2026.

11. Action Items

- a. Consider and approve the first reading of an addendum to the Wellness and Fitness Program Policy.
 - i. Chief Gow reported that the requested changes have been incorporated.
 - ii. Chairman Heisterkamp made a motion to approve the first reading of the addendum to the Wellness and Fitness Program Policy as presented. VC Bettencourt seconds the motion. Motion carries unanimously via roll call vote (5/0).
- b. Election of Board officers and appointment of Board Committees.
 - i. Chairman Heisterkamp made a motion to keep the slate of board officers the same since there will be upcoming changes when the reorganization with PHF is complete. Director Elder seconds the motion. Motion carries unanimously via roll call vote (5/0).
 - 1. Chairman: Heisterkamp
 - 2. Vice-Chair: Bettencourt
 - 3. Secretary: Burns
 - ii. VC Bettencourt made a motion to keep the board committee assignments the same. Director Elder seconds the motion. Motion carries unanimously via roll call vote (5/0).
 - 1. Building Committee: Bettencourt/Lee
 - 2. Personnel Committee: Burns/Heisterkamp
 - 3. Finance Committee: Elder/Heisterkamp
 - 4. Contract Administration: Bettencourt/Lee
 - 5. Inter-district Ad Hoc: Heisterkamp/Elder

12. Director's Reports

- a. Secretary Burns reported that the North Auburn and Ophir Fire Safe Councils are merging with the Greater Auburn Fire Safe Council.

13. Chairman Heisterkamp adjourned the meeting at 7:05 p.m.

Respectfully Submitted:


Patrice Metz, Recording Secretary

Approved

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

	Jul 1, '25 - Feb 11, 26	Budget	% of Budget
Income			
REVENUE			
Property Taxes			
40010 Current Secured Property	189,409.78	344,474.00	55.0%
40040 Railroad Unitary Property	186.28	339.00	54.9%
40050 Unitary Property	4,754.63	8,645.00	55.0%
40060 Current Unsecured	7,237.77	7,550.00	95.9%
40090 Delinquent Unsecured	93.85	0.00	100.0%
40100 Current Supplemental Prop	3,549.21	7,515.00	47.2%
40110 Delinquent Supplemental	6.70	0.00	100.0%
Total Property Taxes	205,238.22	368,523.00	55.7%
40180 Other Taxes			
40180 Other Taxes Measure B	221,637.80	402,978.00	55.0%
40180 Other Taxes Measure F	125,458.04	227,607.00	55.1%
Total 40180 Other Taxes	347,095.84	630,585.00	55.0%
42010 Investment Income	5,156.44	10,000.00	51.6%
44350 State Homeowners Relief	837.96	1,643.00	51.0%
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	16,604.27	52,500.00	31.6%
46360 Other Fees and Charges			
Fire Code Compliance Inspection	1,750.00	7,500.00	23.3%
Total 46360 Other Fees and Charges	1,750.00	7,500.00	23.3%
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	586,073.23	1,079,951.00	54.3%
46360 Fuel Reimbursement	1,921.71	15,000.00	12.8%
Total Income	587,994.94	1,094,951.00	53.7%
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	4,455.52	3,000.00	148.5%
52220 Gases, medical	1,668.41	3,500.00	47.7%

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

	Jul 1, '25 - Feb 11, 26	Budget	% of Budget
52260 Miscellaneous Expense	677.35	1,000.00	67.7%
52330 General Office	445.76	1,500.00	29.7%
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	6,297.43	6,306.00	99.9%
SC2860 Prop Tax Admin costs	6,086.17	6,086.00	100.0%
SC2880 Admin Services	92,135.00	184,270.00	50.0%
SC2900 Audit Costs	0.00	6,750.00	0.0%
SC3070 LAFCO fees	1,405.23	1,530.00	91.8%
Total 52360 Special Services	112,458.05	211,442.00	53.2%
52370 Professional Services	12,341.28	11,500.00	107.3%
52390 County Services	6,219.59	6,220.00	100.0%
52460 Small Tools, Accessories	53.62	2,000.00	2.7%
52570 Publications Legal Notice	104.27	150.00	69.5%
52580 Special District Expense	935.00	3,900.00	24.0%
52800 Utilities	20,454.69	38,950.00	52.5%
53190 Taxes and Assessments	8.43	0.00	100.0%
Total EXPENSES	210,439.87	442,252.00	47.6%
54450 Fixed Assets Equipment	26,684.83	26,232.00	101.7%
Payroll Expenses			
51010 Salaries & Wages	254,548.21	485,255.00	52.5%
51030 Extra Help	3,856.26	5,250.00	73.5%
51040 Overtime Call Back	110,142.18	100,000.00	110.1%
51220 Payroll Tax	29,318.24	51,190.00	57.3%
51310 Employee Group Insurance	41,658.82	76,500.00	54.5%
51360 Workers Comp Insurance	35,503.50	49,954.00	71.1%
Total Payroll Expenses	475,027.21	768,149.00	61.8%
Total Expense	712,151.91	1,236,633.00	57.6%
Net Income	-124,156.97	-141,682.00	87.6%

Newcastle Fire General Fund
Check Detail
January 14 through February 11, 2026

<u>Date</u>	<u>Name</u>	<u>Memo</u>	<u>Account</u>	<u>Paid Amount</u>
01/21/2026	Fire Risk Management Services		Placer County	
01/21/2026			51360 Workers Comp Insurance	-11,834.50
TOTAL				-11,834.50
01/21/2026	Kaiser		Placer County	
01/21/2026			51310 Employee Group Insurance	-2,710.66
TOTAL				-2,710.66
01/21/2026	Life Assist Inc		Placer County	
01/21/2026			52220 Gases, medical	-168.95
TOTAL				-168.95
01/21/2026	US Bank		Placer County	
01/21/2026			Phone/Cable/Internet	-867.52
			Pest control	-113.00
			52460 Small Tools, Accessories	-11.79
			52380 Building maintenance	-66.13
TOTAL				-1,058.44
01/26/2026	Nationwide Retirement Solutions		Placer County	
01/26/2026			Payroll Liabilities	-2,000.00
			51310 Employee Group Insurance	-1,176.92
TOTAL				-3,176.92
01/28/2026	Hunt Propane Inc.		Placer County	
01/28/2026			9350 State Hwy propane	-762.81
TOTAL				-762.81
01/28/2026	Metz, Patrice		Placer County	
01/28/2026			52360 SC2981 Recording Sec	-75.00
TOTAL				-75.00
01/28/2026	PG&E		Placer County	
01/28/2026			Electricity/gas	-787.93
TOTAL				-787.93
01/28/2026	Principal Life		Placer County	
01/28/2026			51310 Employee Group Insurance	-243.75
TOTAL				-243.75
01/28/2026	United Healthcare		Placer County	

Newcastle Fire General Fund
Check Detail
January 14 through February 11, 2026

<u>Date</u>	<u>Name</u>	<u>Memo</u>	<u>Account</u>	<u>Paid Amount</u>
01/28/2026			51310 Employee Group Insurance	-124.40
TOTAL				-124.40
02/04/2026	Harris Industrial Gases		Placer County	
02/04/2026			52220 Gases, medical	-57.92
TOTAL				-57.92
02/04/2026	Nevada Co Pro FFs Local 3800		Placer County	
02/04/2026			Payroll Liabilities	-500.00
TOTAL				-500.00
02/04/2026	PCWA		Placer County	
02/04/2026			Water	-246.56
TOTAL				-246.56
02/04/2026	TargetSolutions Learning LLC		Placer County	
02/04/2026			SC4000 Education & Training	-560.00
TOTAL				-560.00
02/05/2026	Nationwide Retirement Solutions		Placer County	
02/05/2026			Payroll Liabilities	-2,000.00
			51310 Employee Group Insurance	-2,151.92
TOTAL				-4,151.92

Newcastle Fire Development Fees
Revenue & Expense
July 1, 2025 through February 11, 2026

	<u>Jul 1, '25 - Feb 11, 26</u>	<u>Budget</u>	<u>% of Budget</u>
Income			
Income Mitigation Fees			
42010 Investment Income	294.47	1,000.00	29.4%
46440 Mitigation Fees	77,523.60	50,000.00	155.0%
Total Income Mitigation Fe...	<u>77,818.07</u>	<u>51,000.00</u>	<u>152.6%</u>
Total Income	<u>77,818.07</u>	<u>51,000.00</u>	<u>152.6%</u>
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>17,633.87</u></u>	<u><u>-33,600.00</u></u>	<u><u>-52.5%</u></u>

Newcastle Fire - USDA
Profit & Loss
July 1, 2025 through February 11, 2026

	<u>Jul 1, '25 - Feb 11, 26</u>
Income	
42010 Investment Income	1,595.34
49080 Operating Transfer In	72,105.25
Total Income	<u>73,700.59</u>
Expense	
53060 Bond Interest	82,210.50
Bond Principal	62,000.00
Total Expense	<u>144,210.50</u>
Net Income	<u><u>-70,509.91</u></u>



PLACER HILLS – NEWCASTLE – PENRYN FIRE PROTECTION DISTRICTS



Date: February 13, 2026
 To: Newcastle Fire Protection District Board of Directors
 From: Matthew Slusher, Acting Fire Chief
 Subject: Newcastle Fire Response Statistics – Calendar Year 2025



Response Statistics

- **Calls for Service –**
 - **Fires – 59**
 - **Over Pressure, Rupture, Explosion - 0**
 - **Rescue & EMS - 477**
 - **Hazardous Condition - 25**
 - **Service Call - 88**
 - **Good Intent Call - 143**
 - **False Alarm & False Call - 27**
 - **Severe Weather - 1**
- **Total Incidents 2025 - 820**
- **Total Unit Responses - 860**
- **Aid Given to other fire agencies - 208**
- **Aid Received from other fire agencies - 46**
- **Total Incidents Calendar Year 2024 763**



PLACER HILLS-NEWCASTLE-PENRYN FIRE PROTECTION DISTRICTS

STAFF REPORT

To:	Board of Directors, Newcastle Fire Protection District
From:	Ian Gow, Fire Chief
By:	Mark D'Ambrogi, Fire Marshal/John Williamson, DC
Date:	February 18, 2026
Subject:	Review and Accept the State Mandated Annual Fire Inspection Report for 2025

The Issue

Shall the Board review the State Mandated Annual Fire Inspection Report and by resolution accept the 2025 Inspection Report?

Conclusion and Recommendation

Staff recommends the Board review the State Mandated Annual Fire Inspection Report and by resolution accept the 2025 Inspection Report.

Background

On September 27, 2018, California Senate Bill 1205 (SB1205) became effective, and added a new section to the California Health and Safety Code which affects every fire department or fire district in the State. Existing state law requires every fire department or district providing fire protection services to inspect every building used as a public or private school annually. This same annual inspection requirement is applicable to hotels, motels, lodging houses, and apartment houses. With the signing of SB 1205, the California Health Safety and Code was amended to require that all fire departments perform such annual inspections and report annually to its administrating authority such compliance.

The purpose of annual fire inspections is to mitigate known hazards, reduce risk to the community and ensure reasonable compliance with applicable codes and regulations. During the period of January 2025 through December 2025, the required facilities were inspected as per SB 1205.

The following is a report of those inspections:

Newcastle Fire District

Occupancy Type	Description	Number of	Inspected	Percentage
E (educational)	Schools, public and private, includes large Day Care facilities	6	6	100%
R1/R2	Hotels, Motels, lodging houses, and apartments	1	1	100%
Totals		7	7	100%

The Fire District completed 100% of all required annual inspections of all known mandated facilities for the year 2025.

The acceptance of this compliance report by resolution will meet the statutory requirements contained in California Health and Safety Code Section 13146.2, 13146.3 and 13146.4, as amended by SB1205.

Alternatives Available to the Board

1. Review and approve by resolution, the State Mandated Annual Fire Inspection Report;
2. Take no action, the District will not be in compliance with SB 1205.

Fiscal Impact

No fiscal impact or costs incurred to the budget is associated by this action. Inspections performed by personnel are part of the services provided to our communities.

PHF

Occupancy Type	Description	Number of	Inspected	Percentage
E (educational)	Schools, public and private, includes large Day Care facilities	12	12	100%
R1/R2	Hotels, Motels, lodging houses, and apartments	4	3	75%
Totals		16	15	94%

NEW

Occupancy Type	Description	Number of	Inspected	Percentage
E (educational)	Schools, public and private, includes large Day Care facilities	6	6	100%
R1/R2	Hotels, Motels, lodging houses, and apartments	1	1	100%
Totals		7	7	100%

RYN

Occupancy Type	Description	Number of	Inspected	Percentage
E (educational)	Schools, public and private, includes large Day Care facilities	4	4	100%
R1/R2	Hotels, Motels, lodging houses, and apartments	1	1	100%
Totals		5	5	100%



NEWCASTLE FIRE PROTECTION DISTRICT BOARD OF DIRECTORS

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

RESOLUTION No. 2026-01

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE NEWCASTLE FIRE PROTECTION DISTRICT ACCEPTING THE STATE MANDATED ANNUAL FIRE INSPECTION REPORT IN COMPLIANCE WITH SB 1205 FOR JANUARY 2025 THROUGH DECEMBER 2025

WHEREAS, California Health & Safety Code Section 13146.4 was added in 2018, and became effective on September 27, 2018; and

WHEREAS, California Health & Safety Code Sections 13146.2 and 13146.3 requires all fire departments, that provide fire protection services to perform annual inspections in every building used as a public or private school, hotel, motel, lodging house, apartment house, and certain residential care facilities for compliance with building standards, as provided; and

WHEREAS, California Health & Safety Code Section 13146.4 requires all fire departments that provide fire protection services to report annually to its administering authority on its compliance with Sections 13146.2 and 13146.3; and

WHEREAS, the Newcastle Fire District inspected 6 out of the 6 Educational Group E school facilities, which is a 100% compliance rate for this reporting period; and

WHEREAS, the Newcastle Fire District inspected 1 out of the 1 Residential Group R facilities, which is a 100% compliance rate for this reporting period.

NOW, THEREFORE, the Board of Directors of the Newcastle Fire District does resolve as follows:

1. That the above recitations are true and correct.
2. That the Board of Directors accepts the report on the status of all state mandated annual fire inspections in the Newcastle Fire District in compliance with SB 1205 and California Health and Safety Code Section 13146.4 .

PASSED AND ADOPTED at a regular meeting of the Governing Board of the Newcastle Fire Protection District on February 18, 2026 by the following vote:

AYES:

NOES:

ABSENT:

APPROVED:

James Heisterkamp, Chair

ATTEST: _____
John Burns, Secretary

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.



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 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 (Mobile Company)
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 -OR-	\$20.00
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" -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:		
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
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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 **- \$462.94**

Final Cost to the Fire District per Member **\$212.06**

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

FIRE DEPARTMENT:

FIRE CONTACT:

FIREFIGHTER: _____

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

- | | |
|---------------|---|
| 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. |
|---------------|---|

- | | |
|---------------|--|
| Tier 2 | Meets NFPA 1582 Medical Standards. Firefighter is encouraged to <u>improve</u> current fitness level to comply with NFPA 1582 fitness standards. |
|---------------|--|

- | | |
|---------------|---|
| Tier 3 | Meets NFPA 1582 Medical Standards. Participation in a prescribed fitness program is <u>required</u> to comply with NFPA 1582 fitness standards. |
|---------------|---|

- | | |
|---------------|--|
| Tier 4 | <u>May require removal</u> from firefighting duty due to fitness level |
|---------------|--|

- | | |
|---------------|--|
| 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.

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,

A handwritten signature in black ink that reads "Kristin Batla".

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

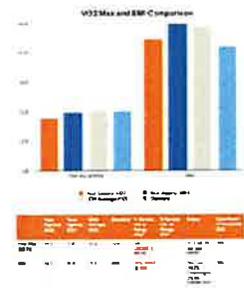
Additional Services Available (per person)

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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f. 512.528.3589
e. info@onduty.health

California:
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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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Electronic Transmittal

February 10, 2026

COMMISSIONERS

Joshua Alpine
Chair
(Special District)

Anthony DeMattei
(County)

Whitney Eklund
Vice Chair
(City)

Judy Friedman
(Special District)

Cindy Gustafson
(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

TO: Independent Special Districts of Placer County, Presiding Officer
c/o District Clerk

FROM: Colette Santsche, Interim Executive Officer

**SUBJECT: Call for Nominations: Special District Appointment to
Placer LAFCO**

Dear Presiding Officer,

The term of office for one of the regular Special District Representatives on the Placer County Local Agency Formation Commission (LAFCO), currently held by Commissioner Judy Friedman, is scheduled to expire in May 2026. Pursuant to Government Code §56332, the Independent Special District Selection Committee serves as the appointing authority to select a representative for the upcoming four-year term, which will run from May 2026 to May 2030.

You are hereby invited to submit a nomination for this seat. The presiding officer (Board Chair/President) of each independent special district may nominate any director currently serving on an independent special district board within Placer County. Formal board action to nominate a candidate is not required under the statute, but districts may choose to confirm nominations through board minutes if desired.

About Placer LAFCO

Regular Commission meetings are typically held on the second Wednesday of each month at 4:00 PM in the Placer County Board of Supervisors' Chambers, located at 175 Fulweiler Avenue, Auburn, CA. Commissioners are reimbursed for mileage and receive a stipend of \$150 for attending LAFCO meetings. Additional information about Placer LAFCO is available at: <https://www.placerlafcocca.gov>.

Nomination Guidelines and Requirements:

1. **Authorized Signature:** The nomination form must be signed by the district's presiding officer, or the presiding officer's alternate as designated by the governing body. While a formal board action to nominate a candidate is not required under the statute, the signature of the presiding officer or alternate is mandatory.
2. **Designation of Alternate:** If an alternate has been designated by the governing body, please include a copy of the official meeting minutes or minute order documenting this designation.
3. **Statement of Qualifications (Optional):** Providing a "Statement of Qualifications" is at the discretion of the district and is not a requirement for nomination. If submitted, the statement must be limited to one-page and will be distributed to all districts with the ballot package.
4. **Submission Deadline:** The nomination period begins on **Tuesday, February 10, 2026**, and will close on **Tuesday, March 17, 2026, at 4:00 PM**.

Next Steps: Once the nomination period concludes, LAFCO staff will review all nominations for completeness and eligibility. If only one valid nomination is received, that nominee will be deemed appointed. If more than one nomination is received, a mail-ballot election will be conducted. A ballot package—including the statements of qualifications and voting instructions—will be emailed to all 37 independent special districts.

Please submit the completed nomination form and if you choose to provide one, one-page statement of qualifications via email to lafco@placer.ca.gov **no later than 4:00 PM on Tuesday, March 17, 2026**.

Thank you for your commitment to ensuring that independent special districts remain effectively represented on the Commission. Should you have any questions, please contact our office at (530) 889-4097.

Sincerely,



Colette Santsche

Interim Executive Officer Placer LAFCO

lafco@placer.ca.gov



Placer County Independent Special District Selection Committee Nomination Form

POSITION: Regular Voting Member Term May 2026-May 2030

Please use this form to nominate a director from a Placer County Independent Special District board to run for the regular voting member seat on the LAFCO Commission.

NOMINEE INFORMATION

Name of Nominee: _____

Position of Nominee: _____

Nominee's District: _____

NOMINATING DISTRICT AUTHORIZATION

Name of Nominating District: _____

Printed Name of Presiding Officer: _____

Signature of Presiding Officer: _____

(Signature Required).¹

ATTACHMENTS (Optional)

- Meeting Minutes
- One-page Statement of Qualifications

SUBMISSION: Please email the completed form and any attachments to lafco@placer.ca.gov no later than **Tuesday March 17, 2026, at 4:00 PM.**

¹ The nominating district's presiding officer must sign this form unless the district's board has designated an alternate to nominate a director on behalf of the district. If this form is signed by a designated alternate, please include the district's meeting minutes or minute order evidencing the delegation of authority.