

Rancho Adobe Fire Protection District

Board of Directors Meeting

Agenda and Board Packet

May 20, 2026





Rancho Adobe Fire Protection District

Board of Directors Meeting

May 20, 2026

TABLE OF CONTENTS

Item IV. – Approval of Minutes	Page 1
Item V. – Consent Calendar	Page 7
Item VI.E(a) Budget Reports	Page 25
Item VII. A. – Notice of overpayment by Crown Castle	Page 47
Item VII. B. – Resolution R-8 : Termination of Post retirement medical reimbursement.....	Page 53

Rancho Adobe Fire Protection District

11000 Main Street
P. O. Box 1029
Penngrove, California 94951

Telephone: (707) 795-6011
Fax: (707) 795-5177
www.rafd.org

**NOTICE & AGENDA OF THE REGULAR BOARD MEETING
MAY 20, 2026 — 7:00 P.M.
COTATI FIRE STATION - #1 EAST COTATI AVE.
COTATI, CALIFORNIA**

Assistance for the Disabled: If you are disabled in any way and need accommodation to participate in the meeting, please call 707-795-6011 for assistance so the necessary arrangements can be made.

The Board meeting agenda and all supporting documents are available for public review at 11000 Main Street, Penngrove, CA 94951, 72 hours in advance of a scheduled board meeting. Materials related to an item on this agenda submitted to the Board after distribution of the agenda packet, and not otherwise exempt from disclosure, will be made available for public inspection at the District Office at 11000 Main Street, Penngrove, during normal business hours, Tuesday through Friday, 9:00 a.m. – 5:00 p.m. Copies of supplemental materials distributed at the Board meeting will be available for public inspection at the meeting location.

The Closed Session will begin at 6:15 p.m. and the Regular Board Meeting will start at 7:00 p.m.

I. CLOSED SESSION

A. CONFERENCE WITH LEGAL COUNSEL—ANTICIPATED LITIGATION

Significant exposure to litigation pursuant to Government Code section 54956.9(d)(2): One (1) potential case
(Potential litigation related to employee retiree benefits)

II. CALL TO ORDER / ROLL CALL / PLEDGE OF ALLEGIANCE

To speak on any item under discussion by the Board on this agenda, you may do so upon receiving recognition from the Chair. Time limitations on public testimony may be imposed at the discretion of the Chair in conformity with Board Meeting Policy Provisions 5010.100-5010.103 and 5010.110.

III. ORAL AND WRITTEN COMMUNICATIONS

- A. Citizen Business/Public Comments on Items not appearing on Agenda — *Public is advised to limit discussion to one presentation per individual and observe the time limit of 4 minutes. Please state your name and address for the record before making your presentation.*
NOTE: *Any item raised by a member of the public which does not appear on the agenda but which may require Board action shall be referred to District staff for investigation and disposition unless the item requires action to be taken by the Board at the meeting during which it was raised and constitutes an emergency, or the need to take such action arose after the posting of the agenda within the meaning of Government Code Section 54954.2(b).*
- B. Correspondence and/or Presentations

IV. APPROVAL OF MINUTES

The Board of Directors will review, amend and approve prior months' Board meeting minutes.

- A. Regular Board Meeting of April 15, 2026

V. CONSENT CALENDAR

Matters listed under the Consent Calendar are considered to be routine and will be enacted by one motion and one vote. There will be no separate discussion of these items. If the Board or the public desires discussion, that item will be removed from the Consent Calendar and will be considered separately.

- A. Ratification of Checks Issued

NOTICE & AGENDA OF THE REGULAR BOARD MEETING
MAY 20, 2026 — 7:00 P.M.
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Page 2

VI. ADMINISTRATIVE COMMUNICATIONS

An opportunity to report on individual activities related to District Business.

- A. Firefighter's Union Report
- B. Firefighters' Association Report
- C. Chief's Report
- D. Director Reports
- E. Committee Reports
 - a. Finance/Budget
 - b. Ad Hoc Consolidation

VII. NEW BUSINESS

- A. Discussion and possible action of Notice of overpayment by Crown Castle in the amount of \$112,891.85 for cell tower lease.
The Board will review the letter Crown Castle and options for repayment.
- B. RESOLUTION 2025/2026 R-8
Consider adoption of a resolution terminating the Rancho Adobe Fire Protection District's post-retirement medical reimbursement benefit effective June 30, 2026, in connection with consolidation into the Sonoma County Fire District.

VIII. DIRECTION ON FUTURE AGENDA ITEMS

IX. ADJOURNMENT

Certificate of Posting of the Agenda: I declare under penalty of perjury under the laws of the State of California that I am employed by the Rancho Adobe Fire District and that I caused this agenda to be posted on the bulletin boards at Station 1 (Cotati), Station 2 (Penngrove), Station 3 (Liberty), Cotati City Hall and the Penngrove U.S. Post Office on April 10, 2026.



Jeff Veliquette, Fire Chief

APPROVAL OF MINUTES

Rancho Adobe Fire Protection District

11000 Main Street
P. O. Box 1029
Penngrove, California 94951

Telephone: (707) 795-6011
Fax: (707) 795-5177
www.rafd.org

DRAFT

**MINUTES OF THE REGULAR BOARD MEETING
APRIL 15, 2026 — 7:00 P.M.
COTATI FIRE STATION - #1 EAST COTATI AVE.
COTATI, CALIFORNIA**

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The Closed Session will begin at 6:00 p.m. and the Regular Board Meeting will start at 7:00 p.m.

I. CLOSED SESSION

A. Pursuant to Government Code §54957.6, the Board will hold a closed session for the following reason: CONFERENCE WITH LABOR NEGOTIATORS.

Agency designated representative: Bob Moretti, Ray Peterson

Employee organization: International Firefighters Association, Local 1401,

Professional Firefighters of Sonoma County, Rancho Adobe Division

Action Taken: None

The Closed Session was moved after the Open Session and opened at 7:45 p.m. and closed at 9:10 p.m. No action was taken in the Closed Session

II. CALL TO ORDER / ROLL CALL / PLEDGE OF ALLEGIANCE

President Bob Moretti, called the Regular Board Meeting to order at 7:00 p.m. The agenda for this meeting was posted on April 10, 2026.

Directors Present: Brian Proteau, Bob Moretti, Bret Herman, Ray Peterson, Pete Albini, Mark Hemmendinger, Michael Gadoua

Minutes Conducted by: Fire Chief Jeff Veliquette

III. ORAL AND WRITTEN COMMUNICATIONS

A. Citizen Business/Public Comments on Items not appearing on Agenda

There was no public comment.

B. Correspondence and/or Presentations

There was no correspondence.

IV. APPROVAL OF MINUTES

A. Regular Board Meeting of March 18, 2026

Motion moved by Mr. Hemmendinger to approve the minutes of March 18, 2026, and seconded by Mr. Albini.

Motion Carried: Aye 7 No 0 Abstain 0 Absent 0

V. CONSENT CALENDAR

A. Ratification of Checks Issued

B. RATIFICATION OF SEVERANCE AGREEMENT FOR JENNIFER BECHTOLD.

Motion moved by Mr. Peterson to approve the consent calendar and seconded by Mr. Herman.

Motion Carried: Aye 7 No 0 Abstain 0 Absent 0

VI. ADMINISTRATIVE COMMUNICATIONS

A. Firefighter's Union Report

Captain Gromala mentioned that the Union has been busy with Engineer testing, Captain joint testing and Battalion Chief joint testing with SCFD. He also mentioned that the crew supported the mechanic in pulling the radiator from the engine and was appreciative of the new apparatus lifts. He is thankful for the ongoing support from SCFD personnel who continue to fill open spots at Rancho Adobe.

B. Firefighters' Association Report

The Association reported they have installed the following new officers: President Max Gaddie, VP Matt Achen, Secretary Kyle Fairbanks, Treasurer Bruce Linscott, Community Relations Jake McClendon, Member-at-large Jack Phipps.

C. Chief's Report

Chief Veliquette reported the following information:

1.) District Activities: Acting captain training, engineer academy completion and 2 new acting engineers, development meetings with the City of Cotati, shared services program with fire prevention, individual consolidation projects and committees, shaded fuel break project on Sonoma Mountain Road, Facility maintenance and repairs.

2.) Operational Update: BC Wandel said they are using a new reporting system, moving the fleet into more of a preventative maintenance program, having had a few structure fires and an increase in extrication assignments. He stated some crews have attended water rescue training and that we are beginning wildland training soon.

D. Director Reports

No reports filed.

E. Committee Reports

a. Finance/Budget

Chief Veliquette reported that an updated look to our financial reports will be forthcoming in next month's Board packets. He also stated that a Finance Committee meeting would take place this quarter.

b. Ad Hoc Consolidation

Chief Veliquette said work continues on the IAP, employee benefits presentations upcoming, joint agency budgeting, facilities and fleet working on projects, cross training and shared personnel and labor management meetings. The protest period is currently ongoing through May 6 to be followed by the LAFCO public hearing.

VII. NEW BUSINESS

A. Discussion and possible action of Fire Station 3 flooring replacement.

Chief Wandel commented that this was a needed project and that the price quote was from a competitive bidding process. The project would cover removal of asbestos and non-asbestos floor tile and replacement with a carpet and LVT flooring combination throughout the station.

Director Proteau asked how the total cost was being calculated based on the quote provided. He suggested that a letter of intent be provided to the vendor and offered to work with Chief Wandel to develop the contract with the vendors. He asked that a contingency be added to cover the potential needs for Alternate #1- moisture barrier in the amount of \$15,749

Motion with added contingency in the amount of \$15,749 moved by Mr. Gadoua and seconded by Mr. Herman.

Motion Carried: Aye 7 No 0 Abstain 0 Absent 0

B. Discussion and possible action on the Graton Casino MOU for FY2025-2026

Chief Veliquette stated that this is an agreement that provides funding to the District to offset the operational impact of the Graton Casino. He stated that the funding is provided to the County and then a portion is identified for Sonoma County Fire District, Rancho Adobe Fire District and City of Rohnert Park. He stated that this is the same amount we have received in the last 2 previous years.

Motion moved by Mr. Gadoua and seconded by Mr. Proteau.

Motion Carried: Aye 7 No 0 Abstain 0 Absent 0

VIII. DIRECTION ON FUTURE AGENDA ITEMS

- Mike Weihman stated that the retiree medical program is still in libmo.

IX. ADJOURNMENT

With no further business to discuss, the Regular Board meeting was adjourned at 9:10 p.m.

Motion moved by Mr. Herman and seconded by Mr. Gadoua.

Motion Carried: Aye 7 No 0 Abstain 0 Absent 0



Jeff Veliquette, Fire Chief

CONSENT CALENDAR



Rancho Adobe Fire Protection District

11000 Main Street
P.O. Box 1029
Penngrove, California 94951

Phone: (707) 795-6011
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RATIFICATION OF CHECKS AND PAYROLL FOR THE REGULAR MEETING OF May 20, 2026

In accordance with Government Code Section 37208, ratification of the following warrant amounts are presented to the Fire District Board:

Regular Payable Checks:	\$ 117,414.74
Payroll Checks:	\$ 108,614.45
Total All Disbursements:	\$ 226,029.19

All individual warrants and warrant registers are available for review by the board members or the public upon request. Payroll registers are confidential and not available for individual review in accordance with State Law.

The necessary internal controls are in place to safeguard the District's in conformance with Generally Accepted Accounting Principles, sound business practices and prudent budgetary principles. Payroll documents and invoices have been reviewed and approved by the appropriate Department Head, Fire Chief and Administrative Manager before payment.

Clerk of the Board

Date

Rancho Adobe Fire Protection District
Check Detail

April 30, 2026

Type	Num	Date	Name	Item	Account	Paid Amount
Check	04/30/2026	CALPERS SUPPLEMENTAL INCOME PLANS		1035 · Summit State Bank - Operating		
				5923 · CalPERS		-12,313.75
TOTAL						-12,313.75
Check	04/30/2026	CALPERS FISCAL SERVICES DIVISION		1035 · Summit State Bank - Operating		
				5923 · CalPERS		-1,536.08
TOTAL						-1,536.08
Check	04/30/2026	CALPERS FISCAL SERVICES DIVISION		1035 · Summit State Bank - Operating		
				5923 · CalPERS		-47,592.71
TOTAL						-47,592.71
Check	04/30/2026	CALPERS FISCAL SERVICES DIVISION		1035 · Summit State Bank - Operating		
				5923 · CalPERS		-47,171.91
TOTAL						-47,171.91

TOTAL CHECKS ISSUED: 108,614.45

Authorized By:

James Deurloo

Print Name:

Signature



Jeff Veliquette

Print Name:

Signature



BC

Title

Fire Chief

Title

Rancho Adobe Fire Protection District
Check Detail
April 1 - 23, 2026

Type	Num	Date	Name	Item	Account	Paid Amount
Check		04/01/2026	BANK OF MARIN		1035 · Summit State Bank - Operating	
TOTAL					7910 · Long Term Loan-Principal 7930 · Long Term Loan-Interest	\$15,458.86 \$470.34 \$15,929.20
Bill Pmt -Check	7135	04/20/2026	1582 Medical Corporation		1035 · Summit State Bank - Operating	
Bill	1216	04/20/2026			6654 · Wellness Program	\$43,275.00
TOTAL						
Bill Pmt -Check	7136	04/20/2026	BURTONS FIRE INC		1035 · Summit State Bank - Operating	
Bill	100-0360	04/20/2026			6155 · Apparatus Maintenance 6155 · Apparatus Maintenance	\$61.90 \$61.90 \$123.80
TOTAL						
Bill Pmt -Check	7137	04/20/2026	CATHY DOOYES		1035 · Summit State Bank - Operating	
Bill	March 2026	04/20/2026			6596 · CQI Expense	\$510.00
TOTAL						
Bill Pmt -Check	7138	04/20/2026	Columbia Bank		1035 · Summit State Bank - Operating	
Bill	March Visa	04/20/2026			Umpqua Bank Credit Card	\$17,960.95
TOTAL						
Bill Pmt -Check	7139	04/20/2026	CYPRESS DENTAL ADMINISTRATORS		1035 · Summit State Bank - Operating	
Bill	20260410000110	04/20/2026			5932 · Dental Insurance	\$2,953.36
TOTAL						
Bill Pmt -Check	7140	04/20/2026	dmi NETWORKING		1035 · Summit State Bank - Operating	
Bill	66281	04/20/2026			6889 · Computer Software and Equipment	\$1,412.50
TOTAL						

Rancho Adobe Fire Protection District
Check Detail
April 1 - 23, 2026

Type	Num	Date	Name	Item	Account	Paid Amount
Bill Pmt -Check	7141	04/20/2026	FIRE APPARATUS SOLUTIONS		1035 - Summit State Bank - Operating	
Bill	04P1142/04P1099	04/20/2026			6155 - Apparatus Maintenance	\$441.99
					6155 - Apparatus Maintenance	\$818.28
TOTAL						\$1,260.27
Bill Pmt -Check	7142	04/20/2026	FIRE SAFETY SUPPLY		1035 - Summit State Bank - Operating	
Bill		04/20/2026			6140 - Equipment Maintenance	\$126.00
					6140 - Equipment Maintenance	\$499.01
					6140 - Equipment Maintenance	\$666.27
TOTAL						\$1,291.28
Bill Pmt -Check	7143	04/20/2026	IMAGE TREND		1035 - Summit State Bank - Operating	
Bill	PS-INV123630	04/20/2026			6889 - Computer Software and Equipment	\$1,194.05
TOTAL						
Bill Pmt -Check	7144	04/20/2026	KUSSMAUL ELECTRONICS		1035 - Summit State Bank - Operating	
Bill	0000293037	04/20/2026			6155 - Apparatus Maintenance	\$520.25
TOTAL						
Bill Pmt -Check	7145	04/20/2026	LIFE ASSIST		1035 - Summit State Bank - Operating	
Bill		04/20/2026			6260 - Medical Supplies	\$205.35
					6260 - Medical Supplies	\$339.22
					6260 - Medical Supplies	\$285.72
					6260 - Medical Supplies	\$25.91
TOTAL						\$856.20
Bill Pmt -Check	7146	04/20/2026	Med-Packs, LLC		1035 - Summit State Bank - Operating	
Bill	37533	04/20/2026			6261 - ALS Medical Expense	\$14,691.25
TOTAL						

Rancho Adobe Fire Protection District
Check Detail
April 1 - 23, 2026

Type	Num	Date	Name	Item	Account	Paid Amount
Bill Pmt -Check	7147	04/20/2026	NORTHGATE GARAGE DOORS		1035 - Summit State Bank - Operating	
Bill	31181	04/20/2026			6180 - Building Maintenance	\$1,280.00
TOTAL						
Bill Pmt -Check	7148	04/20/2026	OPPERMAN & SON		1035 - Summit State Bank - Operating	
Bill	01P89708	04/20/2026			6155 - Apparatus Maintenance	\$181.01
TOTAL						
Bill Pmt -Check	7149	04/20/2026	PENNGROVE WATER CO		1035 - Summit State Bank - Operating	
Bill	P-554/P-549	04/20/2026			7320 - Utilities	\$66.48
					7320 - Utilities	\$430.48
TOTAL						\$496.96
Bill Pmt -Check	7150	04/20/2026	PG&E		1035 - Summit State Bank - Operating	
Bill		04/20/2026			7320 - Utilities	\$1,488.08
					7320 - Utilities	\$37.97
					7320 - Utilities	\$1,702.03
TOTAL						\$3,228.08
Bill Pmt -Check	7151	04/20/2026	SELMAN CO		1035 - Summit State Bank - Operating	
Bill	LB00004091_20260401	04/20/2026			5933 - Life Insurance	\$347.10
TOTAL						
Bill Pmt -Check	7152	04/20/2026	SILVERADO AVIONICS		1035 - Summit State Bank - Operating	
Bill	2993	04/20/2026			6045 - Pagers & Radios	\$5,810.13
TOTAL						
Bill Pmt -Check	7153	04/20/2026	ATKINSON, ANDELSON, LOYA, RUUD & ROMO		1035 - Summit State Bank - Operating	
Bill	786735	04/20/2026			6610 - Legal Services	\$1,916.25
TOTAL						

15

Rancho Adobe Fire Protection District

Check Detail

April 1 - 23, 2026

Type	Num	Date	Name	Item	Account	Paid Amount
Bill Pmt -Check	7154	04/20/2026	IT HUB		1035 · Summit State Bank - Operating	
Bill	6709	04/20/2026			6889 · Computer Software and Equipment	\$815.00
TOTAL						
Bill Pmt -Check	7155	04/20/2026	LN CURTIS & SONS		1035 · Summit State Bank - Operating	
Bill	INV1054389/1058948	04/20/2026			6881 · Safety Equipment	\$718.68
					6155 · Apparatus Maintenance	\$246.99
						\$965.67
TOTAL						
Bill Pmt -Check	7156	04/20/2026	VISION SERVICE PLAN		1035 · Summit State Bank - Operating	
Bill	May 2026	04/20/2026			5934 · Vision Insurance	\$396.43
TOTAL						

TOTAL CHECKS ISSUED: \$117,414.74

Authorized By:

Jeff Veliquette

Print Name:



Signature

Fire Chief

Title

James Deurloo

Print Name:



Signature

BC

Title



Account Summary

Billing Cycle		04/30/2026
Days In Billing Cycle		30
Previous Balance		\$17,960.95
Purchases	+	\$38,182.79
Cash	+	\$0.00
Balance Transfers	+	\$0.00
Special	+	\$0.00
Credits	-	\$439.35-
Payments	-	\$17,960.95-
Other Charges	+	\$0.00
Finance Charges	+	\$0.00

NEW BALANCE \$37,743.44

Credit Summary

Total Credit Line	\$150,000.00
Available Credit Line	\$112,256.56
Available Cash	\$0.00
Amount Over Credit Line	\$0.00
Amount Past Due	\$0.00
Disputed Amount	\$0.00

Account Inquiries

- Call us at: (866) 777-9013
Lost or Stolen Card: (866) 839-3485
- Go to ColumbiaBank.com
- Write us at PO BOX 35142 - LB1181, SEATTLE, WA 98124-5142

Payment Summary

NEW BALANCE	\$37,743.44
MINIMUM PAYMENT	\$37,743.44
PAYMENT DUE DATE	05/26/2026

NOTE: Grace period to avoid a finance charge on purchases, pay entire new balance by payment due date. Finance charge accrues on cash advances until paid and will be billed on your next statement.

Corporate Activity

TOTAL CORPORATE ACTIVITY				\$17,960.95-
Trans Date	Post Date	Reference Number	Transaction Description	Amount
04/24	04/24	0000000LBX2604249088019	PAYMENT - THANK YOU	\$17,960.95-

Cardholder Account Summary

VIRTUAL ACCT BECHTOLD ##### 0170	Payments & Other Credits \$0.00	Purchases & Other Charges \$4,398.47	Cash Advances \$0.00	Total Activity \$4,398.47
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Cardholder Account Detail

Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
04/01	04/02	PPLN01	24204296091001124493087	STARLINK INTERNET 310-6829683 CA	\$20.00
04/01	04/03	PPLN01	24943058092000291570068	PPY*Penn Grove Station Min 949-8944500 CA	\$334.00
04/01	04/03	PPLN01	24071056092939148460433	CITY OF COTATI ONLINE 707-6653631 CA	\$669.61

PLEASE DETACH COUPON AND RETURN PAYMENT USING THE ENCLOSED ENVELOPE - ALLOW UP TO 7 DAYS FOR RECEIPT

COLUMBIA BANK
 PO BOX 35142 - LB1181
 SEATTLE WA 98124-5142



Account Number
 #####-####-#### 6068

Check box to indicate name/address change on back of this coupon

AMOUNT OF PAYMENT ENCLOSED

Closing Date	New Balance	Total Minimum Payment Due	Payment Due Date
04/30/26	\$37,743.44	\$37,743.44	05/25/26

\$

BL ACCT 00002716-10000000
 RANCHO ADOBE FIRE DIST
 PO BOX 1029
 PENNGROVE CA 94951



MAKE CHECK PAYABLE TO:

COLUMBIA BANK
 PO BOX 35142 - LB1181
 SEATTLE WA 98124-5142

Cardholder Account Detail Continued					
Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
04/02	04/03	PPLN01	24941666092292798026870	RECOLOGY SONOMA MARIN 415-875-1000 CA	\$245.78
04/02	04/03	PPLN01	24941666092292802006496	RECOLOGY SONOMA MARIN 415-875-1000 CA	\$560.20
04/02	04/03	PPLN01	24941666092292802019218	RECOLOGY SONOMA MARIN 415-875-1000 CA	\$470.06
04/08	04/09	PPLN01	24692166098107763827621	PRIMO BRANDS/WATERSERV 800-274-5282 CA	\$162.03
04/10	04/12	PPLN01	24692166100405925985469	COMCAST / XFINITY 800-266-2278 CA	\$290.82
04/15	04/16	PPLN01	24692166105400473276242	VZWRLLS*APOCC VISB 800-922-0204 FL	\$474.60
04/20	04/20	PPLN01	24204296110001026457096	Google YouTube TV 650-2530000 CA	\$82.99
04/20	04/20	PPLN01	24204296110001026624091	Google YouTube TV 650-2530000 CA	\$29.99
04/21	04/22	PPLN01	24492166111100064903311	OPENAI *CHATGPT SUBSCR OPENAI.COM CA	\$20.00
04/23	04/24	PPLN01	24055236113725786066092	AT&T MOBILITY EPAY KH4589@ATT.CO TX	\$376.28
04/27	04/28	PPLN01	24692166117402086780335	COMCAST / XFINITY 800-266-2278 CA	\$328.77
04/29	04/30	PPLN01	24692166119403781297300	COMCAST / XFINITY 800-266-2278 CA	\$333.34

Cardholder Account Summary					
JAMES DEURLOO ##### 6118		Payments & Other Credits \$0.00	Purchases & Other Charges \$516.49	Cash Advances \$0.00	Total Activity \$516.49

Cardholder Account Detail					
Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
04/01	04/02	PPLN01	24034546091000047696572	76 - HUSARY 76 SEBASTOPOL CA	\$92.10
04/06	04/07	PPLN01	24034546096001152615717	76 - HUSARY 76 SEBASTOPOL CA	\$38.88
04/09	04/10	PPLN01	24801976100710020095910	FMA INC ROHNERT PARK CA	\$75.00
04/12	04/13	PPLN01	24034546102002537078722	76 - HUSARY 76 SEBASTOPOL CA	\$133.97
04/19	04/20	PPLN01	24034546109004056870722	76 - HUSARY 76 SEBASTOPOL CA	\$83.35
04/23	04/24	PPLN01	24034546113004910813656	76 - HUSARY 76 SEBASTOPOL CA	\$93.19

Cardholder Account Summary					
TIM CALDWELL ##### 2629		Payments & Other Credits \$0.00	Purchases & Other Charges \$627.56	Cash Advances \$0.00	Total Activity \$627.56

Cardholder Account Detail					
Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
04/07	04/08	PPLN01	24793386097001701896074	Adobe Inc 800-8336687 CA	\$19.99
04/17	04/19	PPLN01	24034546107003654739646	76 - CF UNITED APRO LLC 2 COTATI CA	\$93.22
04/19	04/20	PPLN01	24000776109100034329675	NT* IFIT 877-803-5332 NORDICTRACK.C UT	\$396.00
04/29	04/30	PPLN01	24034546119006295186826	76 - PETALUMA 88 INC PETALUMA CA	\$118.35

Cardholder Account Summary					
STRIKE TEAM 4 ##### 6800		Payments & Other Credits \$0.00	Purchases & Other Charges \$310.05	Cash Advances \$0.00	Total Activity \$310.05

Cardholder Account Detail					
Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
04/01	04/02	PPLN01	24692166091101461912691	CHEVRON 0212047 COTATI CA	\$87.26
04/11	04/13	PPLN01	24316056102712953571831	SHELL OIL 57444219802 SANTA ROSA CA	\$115.86
04/23	04/24	PPLN01	24692166113408299598152	CHEVRON 0212047 COTATI CA	\$106.93

Cardholder Account Summary					
MORGAN DEJONG #### ## 0982		Payments & Other Credits \$0.00	Purchases & Other Charges \$185.00	Cash Advances \$0.00	Total Activity \$185.00
Cardholder Account Detail					
Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
04/18	04/19	PPLN01	24941686108299305312107	SIERRACOLLEGE COMM ED 916-781-0590 CA	\$185.00

Cardholder Account Summary					
JEFF VELIQUETTE #### ## 8935		Payments & Other Credits \$0.00	Purchases & Other Charges \$2,405.54	Cash Advances \$0.00	Total Activity \$2,405.54
Cardholder Account Detail					
Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
03/31	04/02	PPLN01	24316056091700258156294	SHELL OIL 57444218606 ROHNERT PARK CA	\$93.41
04/02	04/03	PPLN01	24692166092102128965782	SQ *RED BIRD BAKERY, LLC Cotati CA	\$21.00
04/13	04/15	PPLN01	24316056104715125855063	SHELL OIL 57444218606 ROHNERT PARK CA	\$83.26
04/22	04/23	PPLN01	24692166112407295693588	SQ *RED BIRD BAKERY, LLC Cotati CA	\$18.00
04/21	04/23	PPLN01	24013396112004713506719	EAGLE ENGRAVING INC 630-3771056 IL	\$2,149.00
04/28	04/30	PPLN01	24183106119900015000055	MI RANCHITO MEXICAN COTATI CA	\$40.87

Cardholder Account Summary					
JACOB MCCLENDON #### ## 0068		Payments & Other Credits \$0.00	Purchases & Other Charges \$4,234.77	Cash Advances \$0.00	Total Activity \$4,234.77
Cardholder Account Detail					
Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
03/31	04/01	PPLN01	24692166090102829553640	AMAZON MKTPL*BC7661DR2 Amzn.com/bill WA	\$33.00
03/31	04/01	PPLN01	24692166090100315969338	AMAZON MKTPL*BG7SN2LG0 Amzn.com/bill WA	\$109.97
03/30	04/01	PPLN01	24121576090000089300044	CODE 3 RESCUE 530-7278550 CA	\$1,200.00
04/01	04/02	PPLN01	24692166091101238060709	AMAZON MKTPL*BG0MG3BH1 Amzn.com/bill WA	\$21.84
04/03	04/05	PPLN01	24164076093105441278303	Staples Inc staples.com MA	\$85.60
04/03	04/05	PPLN01	24692166093102917051207	COSTCO *BUS DELIV 823 510-259-6600 CA	\$843.86
04/06	04/07	PPLN01	24435656096171683089443	POLLARDWATER.COM #3325 844-872-3857 WA	\$1,236.40
04/05	04/07	PPLN01	24943016096010211727920	THE HOME DEPOT #0641 ROHNERT PARK CA	\$201.08
04/25	04/26	PPLN01	24692166115400524429053	LOWES #01901* COTATI CA	\$503.02

Cardholder Account Summary					
ROBERT NAPPI #### ## 7354		Payments & Other Credits \$0.00	Purchases & Other Charges \$90.60	Cash Advances \$0.00	Total Activity \$90.60
Cardholder Account Detail					
Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
04/28	04/29	PPLN01	24692166118403302798217	CHEVRON 0212047 COTATI CA	\$90.60

Cardholder Account Summary					
DANIEL IKALANI #### ## 1531		Payments & Other Credits \$0.00	Purchases & Other Charges \$241.24	Cash Advances \$0.00	Total Activity \$241.24
Cardholder Account Detail					
Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
04/06	04/07	PPLN01	24055236097706851890178	WILCO FARM STORE PETALUMA CA	\$52.89
04/08	04/09	PPLN01	24492166098100046380387	ICON CUSTOMER SERVICE ICONSERVICE.C UT	\$188.35

Cardholder Account Summary					
HERB WANDEL ##### 5917		Payments & Other Credits \$0.00	Purchases & Other Charges \$13,366.83	Cash Advances \$0.00	Total Activity \$13,366.83

Cardholder Account Detail					
Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
04/02	04/05	PPLN01	24445006093500730913941	FSP*TEE VAX HOME APPLIANC 707-545-1195 CA	\$4,520.04
04/04	04/05	PPLN01	24692166094104454867325	LOWES #01901* COTATI CA	\$225.23
04/03	04/05	PPLN01	24692166093103489250854	CHEVRON 0212047 COTATI CA	\$149.65
04/03	04/05	PPLN01	24231686094703592670916	HARBOR FREIGHT TOOLS3405 PETALUMA CA	\$99.21
04/05	04/07	PPLN01	24943016096010211730031	THE HOME DEPOT #0641 ROHNERT PARK CA	\$41.02
04/10	04/12	PPLN01	24801976100711044081589	AZTEC TECHNOLOGY CORPORA 800-399-2126 CA	\$7,580.99
04/10	04/12	PPLN01	24801976100710972332428	LARSENGINES-PETALUMA PETALUMA CA	\$6.60
04/10	04/12	PPLN01	24692166100406283225431	CHEVRON 0212047 COTATI CA	\$133.52
04/15	04/16	PPLN01	24943006106413657012907	NSM MATHESON 050042 SANTA ROSA CA	\$172.79
04/20	04/21	PPLN01	24692166110405666962279	CHEVRON 0212047 COTATI CA	\$148.02
04/26	04/28	PPLN01	24692166117401776428601	LOWES #01901* COTATI CA	\$23.44
04/26	04/28	PPLN01	24761476117030012243489	FRIEDMAN'S HOME IMPROVEME SANTA ROSA CA	\$56.79
04/27	04/28	PPLN01	24692166117402207257122	CHEVRON 0098548 PETALUMA CA	\$137.69
04/28	04/30	PPLN01	24445006119500609719395	PY *PENNGROVE MARKET PENNGROVE CA	\$71.84

Cardholder Account Summary					
ERIC GROMALA ##### 8604		Payments & Other Credits \$0.00	Purchases & Other Charges \$140.87	Cash Advances \$0.00	Total Activity \$140.87

Cardholder Account Detail					
Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
04/04	04/05	PPLN01	24055236095704710722411	WILCO FARM STORE PETALUMA CA	\$36.36
04/05	04/06	PPLN01	24692166095104758586422	Amazon.com*BG1394720 Amzn.com/bill WA	\$68.28
04/11	04/12	PPLN01	24692166101406488416933	TEEX ECOMMERCE 979-458-6898 TX	\$10.00
04/11	04/12	PPLN01	24692166101406488416958	TEEX ECOMMERCE 979-458-6898 TX	\$10.00
04/29	04/30	PPLN01	24692166119404244868299	AMAZON MKTPL*BJ9DG3ND1 Amzn.com/bill WA	\$16.23

Cardholder Account Summary					
CODY MONTANA ##### 5786		Payments & Other Credits \$439.35-	Purchases & Other Charges \$11,665.37	Cash Advances \$0.00	Total Activity \$11,226.02

Cardholder Account Detail					
Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
04/01	04/02	PPLN01	24492166092100001248526	SP MONTANAJACKS OP 140-69524888 MT	\$185.42
04/01	04/02	PPLN01	24055236092701181326162	WILCO FARM STORE PETALUMA CA	\$10.76
04/02	04/03	PPLN01	24801976092701951339617	COAST COUNTIES PETERBILT 7078372727 CA	\$2,596.01
04/03	04/05	PPLN01	24489936094001292817707	PETERSON TRUCKS 510-618-5550 CA	\$9.14
04/04	04/05	PPLN01	24692166094104226058831	AMAZON PRIME*0M26J5IP3 Amzn.com/bill WA	\$16.38
04/03	04/05	PPLN01	24801976093703151228268	COAST COUNTIES PETERBILT 7078372727 CA	\$326.29
04/03	04/05	PPLN01	24801976093703151228342	COAST COUNTIES PETERBILT 7078372727 CA	\$262.87
04/06	04/07	PPLN01	24801976096706443892376	COAST COUNTIES PETERBILT 7078372727 CA	\$6.14
04/07	04/08		74801976097707587772238	CREDIT VOUCHER COAST COUNTIES PETERBILT 7078372727 CA	\$312.46-
04/07	04/08		74801976097707587772246	CREDIT VOUCHER COAST COUNTIES PETERBILT 7078372727 CA	\$69.51-

21

Cardholder Account Detail Continued

Trans Date	Post Date	Plan Name	Reference Number	Description	Amount
04/07	04/08		74801976097707587772261	CREDIT VOUCHER COAST COUNTIES PETERBILT 7078372727 CA	\$57.38-
04/09	04/12	PPLN01	24943016100010189269222	HOMEDEPOT.COM 800-430-3376 GA	\$527.64
04/09	04/12	PPLN01	24943016100010189226172	HOMEDEPOT.COM 800-430-3376 GA	\$240.34
04/13	04/14	PPLN01	24801976103714469945749	COAST COUNTIES PETERBILT 7078372727 CA	\$168.07
04/13	04/14	PPLN01	24801976103714469945756	COAST COUNTIES PETERBILT 7078372727 CA	\$168.07
04/17	04/19	PPLN01	24034546107003667357162	76 - PETALUMA 88 INC PETALUMA CA	\$119.40
04/17	04/19	PPLN01	24492166108100007388633	GOLDEN STATE EVS GOLDENSTATEFI CA	\$1,224.80
04/21	04/22	PPLN01	24011346111100126385838	MOTION INDUSTRIES INC. 120-59561122 AL	\$16.37
04/21	04/22	PPLN01	24034546111004563148766	76 - PETALUMA 88 INC PETALUMA CA	\$140.00
04/22	04/23	PPLN01	24755426112261120165219	GRAINGER 800-4724643 IL	\$51.13
04/22	04/23	PPLN01	24801976113724997088688	FMA INC ROHNERT PARK CA	\$425.00
04/23	04/24	PPLN01	24183106113900012100037	HANSELAUTOGROUPCA 707-7692300 CA	\$267.80
04/27	04/28	PPLN01	24493986118213668193800	PANKEYS RADIATOR SERVICE 510-581-6804 CA	\$4,903.74

Finance Charge Summary / Plan Level Information

Plan Name	Plan Description	FCM ¹	Average Daily Balance	Periodic Rate *	Corresponding APR	Finance Charges	Effective APR Fees **	Effective APR	Ending Balance
Purchases									
PPLN01 001	PURCHASE	E	\$0.00	0.06024%(D)	21.9900%	\$0.00	\$0.00	0.0000%	\$37,743.44
Cash									
CPLN01 001	CASH	A	\$0.00	0.06572%(D)	23.9900%	\$0.00	\$0.00	0.0000%	\$0.00
* Periodic Rate (M)=Monthly (D)=Daily							Days In Billing Cycle: 30		
** includes cash advance and foreign currency fees							APR = Annual Percentage Rate		
¹ FCM = Finance Charge Method									
(V) = Variable Rate. If you have a variable rate account the periodic rate and Annual Percentage Rate (APR) may vary.									

ADMINISTRATIVE COMMUNICATIONS

FINANCE/BUDGET COMMITTEE

Rancho Adobe Fire Protection District
Budget vs. Actual
as of May 13, 2026

12:20 PM

Cash Basis

	Jul '25 - Jun 26	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
10 · Taxes				
1000 · Property Taxes	4,753,929.69	4,965,256.83	-211,327.14	95.7%
1001 · CY Direct Charges	2,308,211.11	2,407,230.00	-99,018.89	95.9%
1008 · RDA Increment	-884,880.27	180,250.00	-1,065,130.27	-490.9%
1011 · Property Tax Admin Fee	-45,155.00	-46,000.00	845.00	98.2%
1014 · Property Taxes - RDA Increment	4,644.39			
1015 · RDA Pass-Through	593,605.28			
1016 · RDA Allocation	75,899.00			
1017 · Residual Property Tax - RDA	266,543.26			
1020 · CY Supplemental Tax	75,504.61	100,000.00	-24,495.39	75.5%
1040 · Unsecured Property Taxes	138,254.95	140,000.00	-1,745.05	98.8%
1060 · PY Secured Taxes	-2.92			
1061 · PY Direct Charges	16,822.33	28,000.00	-11,177.67	60.1%
Total 10 · Taxes	7,303,376.43	7,774,736.83	-471,360.40	93.9%
17 · Use of Money/Property				
1700 · Interest on Cash	104,020.02	120,000.00	-15,979.98	86.7%
Total 17 · Use of Money/Property	104,020.02	120,000.00	-15,979.98	86.7%
20 · Intergovernmental Revenues				
2404 · State Reimbursements	80.97			
2440 · HOPTR	9,835.93	20,600.00	-10,764.07	47.7%
2550 · Measure H Sales Tax Funding	1,723,060.70	2,121,000.00	-397,939.30	81.2%
2589 · State Refunds-Strike Team	627,710.44			
2600 · Co. of Sonoma Fire Impact Fee	14,860.72			
2601 · City of Cotati Fire Impact Fees	6,504.00			
Total 20 · Intergovernmental Revenues	2,382,052.76	2,141,600.00	240,452.76	111.2%
30 · Charges/Fees for Services				
3600 · Fire Marshal Services	57,771.45	60,000.00	-2,228.55	96.3%
3601 · Finance Charge/Late Fee	2,459.10	1,259.10	1,259.10	204.9%
3641 · Fire Services - Casino Contract	25,000.00	100,000.00	-75,000.00	25.0%
3661 · Cost Recovery	11,566.29	23,000.00	-11,433.71	50.3%
3670 · Weed Abatement	41,057.50	30,000.00	11,057.50	136.9%
3700 · Copy Fee	87.00	0.00	87.00	100.0%
3710 · First Responder BLS Agreement	0.00	0.00	0.00	0.0%
3720 · Fleet Maintenance Revenue	0.00	30,000.00	-30,000.00	0.0%
Total 30 · Charges/Fees for Services	137,941.34	244,200.00	-106,258.66	56.5%
40 · Miscellaneous Revenues				
4040 · Misc. Revenue	25,656.82	30,000.00	-4,343.18	85.5%
4100 · Workers Comp. Reimbursement	92,469.04	20,000.00	72,469.04	462.3%
4102 · Donations or Reimbursements	1,000.00			

Rancho Adobe Fire Protection District Budget vs. Actual as of May 13, 2026

Cash Basis

	Jul '25 - Jun 26	Budget	\$ Over Budget	% of Budget
4600 · Sale of Fixed Assets (Surplus)	0.00	0.00	0.00	0.0%
Total 40 · Miscellaneous Revenues	119,125.86	50,000.00	69,125.86	238.3%
Total Income	10,046,516.41	10,330,536.83	-284,020.42	97.3%
Gross Profit	10,046,516.41	10,330,536.83	-284,020.42	97.3%
Expense				
50 · Salaries and Benefits	3,539,619.99	4,340,636.94	-801,016.95	81.5%
5910 · Full-Time Personnel	144,730.36	261,000.00	-116,269.64	55.5%
5911 · Part-Time Staffing	993,288.14	740,000.00	253,288.14	134.2%
5912 · Overtime	152,486.52	200,000.00	-47,513.48	76.2%
5913 · BC Extra Shift Compensation	98,300.73	118,000.00	-19,699.27	83.3%
5914 · FLSA	6,079.44	8,100.00	-2,020.56	75.1%
5922 · Social Security Payroll Taxes	596,150.69	830,000.00	-233,849.31	71.8%
5923 · CalPERS	67,536.43	76,000.00	-8,463.57	88.9%
5924 · Medicare	529,257.17	665,000.00	-135,742.83	79.6%
5930 · Health Insurance	9,541.00	11,850.00	-2,309.00	80.5%
5931 · Disability Insurance	31,422.28	39,000.00	-7,577.72	80.6%
5932 · Dental Insurance	3,123.90	4,900.00	-1,776.10	63.8%
5933 · Life Insurance	4,742.95	5,600.00	-857.05	84.7%
5934 · Vision Insurance	3,507.84	7,700.00	-4,192.16	45.6%
5935 · Unemployment Insurance	11,400.00	13,500.00	-2,100.00	84.4%
5936 · Retiree Insurance	495,995.55	460,000.00	35,995.55	107.8%
5940 · Workers Compensation				
Total 50 · Salaries and Benefits	6,687,182.99	7,781,286.94	-1,094,103.95	85.9%
60 · Supplies & Services				
6020 · Uniforms	7,136.32	29,324.00	-22,187.68	24.3%
6022 · Safety Clothing	36,539.11	64,530.00	-27,990.89	56.6%
6040 · Communications	21,269.53	27,000.00	-5,730.47	78.8%
6045 · Pagers & Radios	32,936.01	35,000.00	-2,063.99	94.1%
6060 · Food	3,280.14	5,000.00	-1,719.86	65.6%
6080 · Household Expense	7,157.64	12,000.00	-4,842.36	59.6%
6100 · Property & Liability Insurance	309,925.03	315,000.00	-5,074.97	98.4%
6140 · Equipment Maintenance	5,484.93	14,000.00	-8,515.07	39.2%
6155 · Apparatus Maintenance	86,887.81	60,000.00	26,887.81	144.8%
6165 · SCBA Maintenance	4,692.82	7,600.00	-2,907.18	61.7%
6180 · Building Maintenance	41,053.77	30,000.00	11,053.77	136.8%
6261 · ALS Medical Expense	12,315.60	20,000.00	-7,684.40	61.6%
6280 · Memberships	15,597.19	15,000.00	597.19	104.0%
6400 · Office Supplies	11,662.27	18,000.00	-6,337.73	64.8%
6401 · Office Expense - Inventory	2,081.85	3,300.00	-1,218.15	63.1%
6410 · Postage and Shipping	4,210.32	10,000.00	-5,789.68	42.1%
6430 · Printing Services	376.05	1,500.00	-1,123.95	25.1%
6461 · Operational Expense	41.34	1,000.00	-958.66	4.1%
	6,372.72	10,000.00	-3,627.28	63.7%

Rancho Adobe Fire Protection District Budget vs. Actual as of May 13, 2026

Cash Basis

	Jul '25 - Jun 26	Budget	\$ Over Budget	% of Budget
6463 · FPO Expense	3,160.80	6,500.00	-3,339.20	48.6%
6500 · Payroll Fees	4,616.30	6,000.00	-1,383.70	76.9%
6501 · Professional Services	15,457.27	192,500.00	-177,042.73	8.0%
6526 · Dispatch Service-Redcom	0.00	24,000.00	-24,000.00	0.0%
6587 · LAFCO	13,648.00	15,000.00	-1,352.00	91.0%
6590 · Contracted FM Services	13,987.50	7,500.00	6,487.50	186.5%
6596 · CQJ Expense	5,738.00	14,500.00	-8,762.00	39.6%
6605 · Hiring Expense	3,019.00	14,308.00	-11,289.00	21.1%
6610 · Legal Services	61,026.67	30,000.00	31,026.67	203.4%
6630 · Annual Audit Charges	8,970.00	8,500.00	470.00	105.5%
6635 · Bank Fees	18.80	300.00	-281.20	6.3%
6650 · Health Services	805.00	5,000.00	-4,195.00	16.1%
6654 · Wellness Program	49,546.24	70,000.00	-20,453.76	70.8%
6800 · Public Legal Notices	400.00	2,000.00	-1,600.00	20.0%
6820 · Rent/Lease Equipment	5,304.11	6,500.00	-1,195.89	81.6%
6823 · Rental Hydrants/Water	320.00	750.00	-430.00	42.7%
6880 · Small Tools Expense	9,467.57	40,000.00	-30,532.43	23.7%
6881 · Safety Equipment	6,103.01	38,800.00	-32,696.99	15.7%
6889 · Computer Software and Equipment	58,902.84	90,000.00	-31,097.16	65.4%
7000 · Board Expense	150.00	750.00	-600.00	20.0%
7120 · Training Expense	30,957.06	54,000.00	-23,042.94	57.3%
7201 · Fuel	49,409.99	65,000.00	-15,590.01	76.0%
7300 · Transportation & Travel	7,854.71	7,500.00	354.71	104.7%
7320 · Utilities	65,489.15	80,000.00	-14,510.85	81.9%
Total 60 · Supplies & Services	1,023,372.47	1,457,662.00	-434,289.53	70.2%
66900 · Reconciliation Discrepancies	-0.02			
75 · Other Charges				
7910 · Long Term Loan-Principal	61,115.22	61,116.92	-1.70	100.0%
7911 · Long Term Loan-Prin. (St. 2)	48,141.01	48,186.70	-45.69	99.9%
7930 · Long Term Loan-Interest	2,601.58	2,599.88	1.70	100.1%
7931 · Long Term Loan- Int. (St. 2)	21,434.99	22,503.51	-1,068.52	95.3%
7940 · Pension Obligation Bond - Prin.	260,000.00	260,000.00	0.00	100.0%
7945 · Pension Obligation Bond - Int.	124,988.73	125,423.50	-434.77	99.7%
Total 75 · Other Charges	518,281.53	519,830.51	-1,548.98	99.7%
85 · Other Expenses				
8510 · Future Infrastructure (Meas. H)	10,237.54	420,000.00	-409,762.46	2.4%
Total 85 · Other Expenses	10,237.54	420,000.00	-409,762.46	2.4%
95 · Capital Improvements - Assets				
9510 · Building Improvements	82,646.61	331,500.00	-248,853.39	24.9%
9560 · New Equipment - Apparatus	37,118.21	195,000.00	-157,881.79	19.0%
9570 · CalPERS UAL	184,808.00	184,800.00	8.00	100.0%
Total 95 · Capital Improvements - Assets	304,572.82	711,300.00	-406,727.18	42.8%

**Rancho Adobe Fire Protection District
Budget vs. Actual
as of May 13, 2026**

Cash Basis

	Jul '25 - Jun 26	Budget	\$ Over Budget	% of Budget
Total Expense	8,543,647.33	10,890,079.45	-2,346,432.12	78.5%
Net Ordinary Income	1,502,869.08	-559,542.62	2,062,411.70	-268.6%
Net Income	1,502,869.08	-559,542.62	2,062,411.70	-268.6%

Rancho Adobe Fire Protection District

Trial Balance

As of April 30, 2026

	Apr 30, 26	
	Debit	Credit
1010 · County of Sonoma	0.00	
1030 · Wells Fargo Checking Account	0.00	
1035 · Summit State Bank - Operating	48,266.51	
1036 · Summit State Bank - ICS	4,103,436.46	
1037 · Summit State Bank - Payroll	19,818.43	
1038 · CDARS	0.00	
1041 · Capital Reserves Checking	3,000,269.56	
1045 · Measure H ICS	1,177,754.92	
1047 · Fire Impact Fees Checking	8,183.72	
1090 · Petty Cash	200.00	
107 · Accounts Receivable		16,385.26
12000 · Undeposited Funds	0.00	
170 · Land	74,634.00	
171 · Buildings and Improvements	2,348,727.59	
172 · Equipment	5,102,106.04	
178 · Accum. Depreciation - Building		739,167.29
179 · Accum. Depreciation - Equipment		2,480,003.56
195 · Due From Operating Fund	1,916,890.00	
325 · Deferred Outflows	4,543,331.00	
99999 · Prior Period Adjustment	0.00	
200 · Accounts Payable	0.00	
Chase Visa	0.00	
Umpqua Bank Credit Card	0.00	
2710 · Deferred Revenue	0.00	
327 · Deferred Outflows-Liability Acc	0.00	
336 · Capital One Loan	0.00	
337 · Accrued Interest Payable		64,961.35
338 · Capital Lease - Current		4.62
339 · Accrued Vacation - Current	0.00	
350 · Accrued Payroll	0.00	
145 · Deferred Inflow		2,196,060.00
300 · Compensated Absences		410,629.24
310 · Westamerica Bank Loan		516,827.43
340 · Bonds Payable - Current		0.10
342 · Notes Payable - Long Term		108,193.86
345 · Bonds Payable - Noncurrent		4,847,109.00
355 · Due To Capital Improvement Fund		1,916,890.00
744 · Net Pension Liability		3,283,143.00
30000 · Opening Balance Equity	1,546,685.51	
320 · Unreserved-Undesignated FD Bal		2,666,958.43
321 · Future Liabilities - PERS UAL		223,831.00
322 · Fire & EMS Equipment Repl.		423,445.39
330 · Operational Reserves	0.00	
331 · Apparatus Reserves		410,000.00
332 · Emergency Reserves		303,807.87
333 · PPE Reserves	0.00	
334 · Cap Buildings/Facility Reserves		797,196.98
335 · Measure H Desig. Fund		816,575.45
10 · Taxes:1000 · Property Taxes		4,753,929.69
10 · Taxes:1001 · CY Direct Charges		2,308,211.11
10 · Taxes:1008 · RDA Increment	884,880.27	
10 · Taxes:1011 · Property Tax Admin Fee	45,155.00	
10 · Taxes:1014 · Property Taxes - RDA Increment		4,644.39
10 · Taxes:1015 · RDA Pass-Through		593,605.28
10 · Taxes:1016 · RDA Allocation		75,899.00
10 · Taxes:1017 · Residual Property Tax - RDA		266,543.26
10 · Taxes:1020 · CY Supplemental Tax		75,504.61
10 · Taxes:1040 · Unsecured Property Taxes		138,254.95
10 · Taxes:1060 · PY Secured Taxes	2.92	
10 · Taxes:1061 · PY Direct Charges		16,822.33
17 · Use of Money/Property:1700 · Interest on Cash		103,998.01
20 · Intergovernmental Revenues:2404 · State Reimbursements		80.97
20 · Intergovernmental Revenues:2440 · HOPTR		9,835.93
20 · Intergovernmental Revenues:2550 · Measure H Sales Tax Funding		1,723,060.70
20 · Intergovernmental Revenues:2589 · State Refunds-Strike Team		627,710.44
20 · Intergovernmental Revenues:2600 · Co. of Sonoma Fire Impact Fee		1,679.72

12:28 PM
 05/12/26
 Cash Basis

Rancho Adobe Fire Protection District
Trial Balance
 As of April 30, 2026

	Apr 30, 26	
	Debit	Credit
20 · Intergovernmental Revenues:2601 · City of Cotati Fire Impact Fees		6,504.00
30 · Charges/Fees for Services:3600 · Fire Marshal Services		56,488.45
30 · Charges/Fees for Services:3601 · Finance Charge/Late Fee		2,459.10
30 · Charges/Fees for Services:3641 · Fire Services - Casino Contract		25,000.00
30 · Charges/Fees for Services:3661 · Cost Recovery		11,566.29
30 · Charges/Fees for Services:3670 · Weed Abatement		41,057.50
30 · Charges/Fees for Services:3700 · Copy Fee		87.00
40 · Miscellaneous Revenues:4040 · Misc. Revenue		25,656.82
40 · Miscellaneous Revenues:4100 · Workers Comp. Reimbursement		82,821.00
40 · Miscellaneous Revenues:4102 · Donations or Reimbursements		1,000.00
50 · Salaries and Benefits:5910 · Full-Time Personnel	3,391,230.45	
50 · Salaries and Benefits:5911 · Part-Time Staffing	138,065.77	
50 · Salaries and Benefits:5912 · Overtime	940,303.27	
50 · Salaries and Benefits:5913 · BC Extra Shift Compensation	152,486.52	
50 · Salaries and Benefits:5914 · FLSA	95,589.52	
50 · Salaries and Benefits:5922 · Social Security Payroll Taxes	5,786.20	
50 · Salaries and Benefits:5923 · CalPERS	620,089.59	
50 · Salaries and Benefits:5924 · Medicare	64,618.97	
50 · Salaries and Benefits:5930 · Health Insurance	529,257.17	
50 · Salaries and Benefits:5931 · Disability Insurance	9,541.00	
50 · Salaries and Benefits:5932 · Dental Insurance	31,422.28	
50 · Salaries and Benefits:5933 · Life Insurance	3,123.90	
50 · Salaries and Benefits:5934 · Vision Insurance	4,742.95	
50 · Salaries and Benefits:5935 · Unemployment Insurance	3,505.99	
50 · Salaries and Benefits:5936 · Retiree Insurance	11,400.00	
50 · Salaries and Benefits:5940 · Workers Compensation	495,995.55	
60 · Supplies & Services:6020 · Uniforms	7,136.32	
60 · Supplies & Services:6022 · Safety Clothing	36,539.11	
60 · Supplies & Services:6040 · Communications	21,269.53	
60 · Supplies & Services:6045 · Pagers & Radios	32,936.01	
60 · Supplies & Services:6060 · Food	3,280.14	
60 · Supplies & Services:6080 · Household Expense	7,157.64	
60 · Supplies & Services:6100 · Property & Liability Insurance	309,925.03	
60 · Supplies & Services:6140 · Equipment Maintenance	5,484.93	
60 · Supplies & Services:6155 · Apparatus Maintenance	86,887.81	
60 · Supplies & Services:6165 · SCBA Maintenance	4,692.82	
60 · Supplies & Services:6180 · Building Maintenance	41,053.77	
60 · Supplies & Services:6260 · Medical Supplies	12,315.60	
60 · Supplies & Services:6261 · ALS Medical Expense	15,597.19	
60 · Supplies & Services:6280 · Memberships	11,662.27	
60 · Supplies & Services:6400 · Office Supplies	2,081.85	
60 · Supplies & Services:6401 · Office Expense - Inventory	4,210.32	
60 · Supplies & Services:6410 · Postage and Shipping	376.05	
60 · Supplies & Services:6430 · Printing Services	41.34	
60 · Supplies & Services:6461 · Operational Expense	6,372.72	
60 · Supplies & Services:6463 · FPO Expense	3,160.80	
60 · Supplies & Services:6500 · Payroll Fees	4,261.30	
60 · Supplies & Services:6501 · Professional Services	15,457.27	
60 · Supplies & Services:6587 · LAFCO	13,648.00	
60 · Supplies & Services:6590 · Contracted FM Services	13,987.50	
60 · Supplies & Services:6596 · CQI Expense	5,738.00	
60 · Supplies & Services:6605 · Hiring Expense	3,019.00	
60 · Supplies & Services:6610 · Legal Services	61,026.67	
60 · Supplies & Services:6630 · Annual Audit Charges	8,970.00	
60 · Supplies & Services:6635 · Bank Fees	18.80	
60 · Supplies & Services:6650 · Health Services	805.00	
60 · Supplies & Services:6654 · Wellness Program	49,546.24	
60 · Supplies & Services:6800 · Public Legal Notices	400.00	
60 · Supplies & Services:6820 · Rent/Lease Equipment	5,304.11	
60 · Supplies & Services:6823 · Rental Hydrants/Water	320.00	
60 · Supplies & Services:6880 · Small Tools Expense	9,467.57	
60 · Supplies & Services:6881 · Safety Equipment	6,103.01	
60 · Supplies & Services:6889 · Computer Software and Equipment	58,902.84	
60 · Supplies & Services:7000 · Board Expense	150.00	
60 · Supplies & Services:7120 · Training Expense	30,957.06	
60 · Supplies & Services:7201 · Fuel	49,409.99	

12:28 PM
05/12/26
Cash Basis

Rancho Adobe Fire Protection District
Trial Balance
As of April 30, 2026

	Apr 30, 26	
	Debit	Credit
60 · Supplies & Services:7300 · Transportation & Travel	7,854.71	
60 · Supplies & Services:7320 · Utilities	65,489.15	
66900 · Reconciliation Discrepancies		0.02
75 · Other Charges:7910 · Long Term Loan-Principal	61,115.22	
75 · Other Charges:7911 · Long Term Loan-Prin. (St. 2)	48,141.01	
75 · Other Charges:7930 · Long Term Loan-Interest	2,601.58	
75 · Other Charges:7931 · Long Term Loan- Int. (St. 2)	21,434.99	
75 · Other Charges:7940 · Pension Obligation Bond - Prin.	260,000.00	
75 · Other Charges:7945 · Pension Obligation Bond - Int.	124,988.73	
85 · Other Expenses:8510 · Future Infrastructure (Meas. H)	10,237.54	
95 · Capital Improvements - Assets:9510 · Building Improvements	82,646.61	
95 · Capital Improvements - Assets:9560 · New Equipment - Apparatus	37,118.21	
95 · Capital Improvements - Assets:9570 · CalPERS UAL	184,808.00	
TOTAL	<u>33,173,610.42</u>	<u>33,173,610.42</u>

Rancho Adobe Fire Protection District
Balance Sheet Prev Year Comparison
As of April 30, 2026

	Apr 30, 26	Apr 30, 25	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
1035 · Summit State Bank - Operating	48,266.51	347,313.44	-299,046.93	-86.1%
1036 · Summit State Bank - ICS	4,103,436.46	5,233,126.30	-1,129,689.84	-21.6%
1037 · Summit State Bank - Payroll	19,818.43	3,714.72	16,103.71	433.5%
1041 · Capital Reserves Checking	3,000,269.56	865,763.14	2,134,506.42	246.6%
1045 · Measure H ICS	1,177,754.92	551,687.09	626,067.83	113.5%
1047 · Fire Impact Fees Checking	8,183.72	0.00	8,183.72	100.0%
1090 · Petty Cash	200.00	200.00	0.00	0.0%
Total Checking/Savings	8,357,929.60	7,001,804.69	1,356,124.91	19.4%
Accounts Receivable				
107 · Accounts Receivable	-16,385.26	10,277.99	-26,663.25	-259.4%
Total Accounts Receivable	-16,385.26	10,277.99	-26,663.25	-259.4%
Total Current Assets	8,341,544.34	7,012,082.68	1,329,461.66	19.0%
Fixed Assets				
170 · Land	74,634.00	74,634.00	0.00	0.0%
171 · Buildings and Improvements	2,348,727.59	2,177,872.59	170,855.00	7.9%
172 · Equipment	5,102,106.04	4,565,635.75	536,470.29	11.8%
178 · Accum. Depreciation - Building	-739,167.29	-671,302.69	-67,864.60	-10.1%
179 · Accum. Depreciation - Equipment	-2,480,003.56	-2,358,317.53	-121,686.03	-5.2%
Total Fixed Assets	4,306,296.78	3,788,522.12	517,774.66	13.7%
Other Assets				
195 · Due From Operating Fund	1,916,890.00	1,916,890.00	0.00	0.0%
325 · Deferred Outflows	4,543,331.00	6,072,909.00	-1,529,578.00	-25.2%
Total Other Assets	6,460,221.00	7,989,799.00	-1,529,578.00	-19.1%
TOTAL ASSETS	<u>19,108,062.12</u>	<u>18,790,403.80</u>	<u>317,658.32</u>	<u>1.7%</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
337 · Accrued Interest Payable	64,961.35	9,403.35	55,558.00	590.8%
338 · Capital Lease - Current	4.62	4.62	0.00	0.0%
Total Other Current Liabilities	64,965.97	9,407.97	55,558.00	590.5%
Total Current Liabilities	64,965.97	9,407.97	55,558.00	590.5%
Long Term Liabilities				
145 · Deferred Inflow	2,196,060.00	4,621,520.00	-2,425,460.00	-52.5%
300 · Compensated Absences	410,629.24	482,840.63	-72,211.39	-15.0%
310 · Westamerica Bank Loan	516,827.43	563,500.00	-46,672.57	-8.3%
340 · Bonds Payable - Current	0.10	0.10	0.00	0.0%
342 · Notes Payable - Long Term	108,193.86	167,485.00	-59,291.14	-35.4%
345 · Bonds Payable - Noncurrent	4,847,109.00	5,102,109.00	-255,000.00	-5.0%
355 · Due To Capital Improvement Fund	1,916,890.00	1,916,890.00	0.00	0.0%
744 · Net Pension Liability	3,283,143.00	2,547,720.00	735,423.00	28.9%
Total Long Term Liabilities	13,278,852.63	15,402,064.73	-2,123,212.10	-13.8%
Total Liabilities	13,343,818.60	15,411,472.70	-2,067,654.10	-13.4%
Equity				
30000 · Opening Balance Equity	-1,546,685.51	-1,552,324.26	5,638.75	0.4%
320 · Unreserved-Undesignated FD Bal	2,666,958.43	3,363,111.90	-696,153.47	-20.7%
321 · Future Liabilities - PERS UAL	223,831.00	208,639.00	15,192.00	7.3%
322 · Fire & EMS Equipment Repl.	423,445.39	72,000.00	351,445.39	488.1%
331 · Apparatus Reserves	410,000.00	0.00	410,000.00	100.0%
332 · Emergency Reserves	303,807.87	59,475.41	244,332.46	410.8%
334 · Cap Buildings/Facility Reserves	797,196.98	507,196.98	290,000.00	57.2%
335 · Measure H Desig. Fund	816,575.45	0.00	816,575.45	100.0%

12:23 PM
05/12/26
Cash Basis

Rancho Adobe Fire Protection District
Balance Sheet Prev Year Comparison
As of April 30, 2026

	<u>Apr 30, 26</u>	<u>Apr 30, 25</u>	<u>\$ Change</u>	<u>% Change</u>
Net Income	1,669,113.91	720,832.07	948,281.84	131.6%
Total Equity	5,764,243.52	3,378,931.10	2,385,312.42	70.6%
TOTAL LIABILITIES & EQUITY	<u>19,108,062.12</u>	<u>18,790,403.80</u>	<u>317,658.32</u>	<u>1.7%</u>

Rancho Adobe Fire Protection District
Profit & Loss Prev Year Comparison
February through April 2026

	Feb - Apr 26	Feb - Apr 25	\$ Change	% Change
Ordinary Income/Expense				
Income				
10 · Taxes				
1000 · Property Taxes	2,145,743.73	2,051,915.06	93,828.67	4.6%
1001 · CY Direct Charges	986,836.50	959,233.00	27,603.50	2.9%
1008 · RDA Increment	-442,440.13	-421,001.89	-21,438.24	-5.1%
1011 · Property Tax Admin Fee	-45,155.00	-45,028.00	-127.00	-0.3%
1014 · Property Taxes - RDA Increment	0.00	2,852.23	-2,852.23	-100.0%
1015 · RDA Pass-Through	299,326.05	277,527.85	21,798.20	7.9%
1016 · RDA Allocation	37,949.50	36,455.00	1,494.50	4.1%
1020 · CY Supplemental Tax	35,883.60	38,084.25	-2,200.65	-5.8%
1061 · PY Direct Charges	6,773.31	11,168.43	-4,395.12	-39.4%
Total 10 · Taxes	3,024,917.56	2,911,205.93	113,711.63	3.9%
17 · Use of Money/Property				
1700 · Interest on Cash	33,060.64	35,540.70	-2,480.06	-7.0%
Total 17 · Use of Money/Property	33,060.64	35,540.70	-2,480.06	-7.0%
20 · Intergovernmental Revenues				
2440 · HOPTR	6,885.15	6,882.53	2.62	0.0%
2550 · Measure H Sales Tax Funding	591,792.02	549,211.20	42,580.82	7.8%
2589 · State Refunds-Strike Team	0.00	206,620.07	-206,620.07	-100.0%
2601 · City of Cotati Fire Impact Fees	2,112.00	0.00	2,112.00	100.0%
Total 20 · Intergovernmental Revenues	600,789.17	762,713.80	-161,924.63	-21.2%
30 · Charges/Fees for Services				
3600 · Fire Marshal Services	14,420.07	16,916.50	-2,496.43	-14.8%
3601 · Finance Charge/Late Fee	174.54	125.74	48.80	38.8%
3641 · Fire Services - Casino Contract	0.00	25,000.00	-25,000.00	-100.0%
3661 · Cost Recovery	2,016.40	2,565.01	-548.61	-21.4%
3700 · Copy Fee	0.00	52.00	-52.00	-100.0%
Total 30 · Charges/Fees for Services	16,611.01	44,659.25	-28,048.24	-62.8%
40 · Miscellaneous Revenues				
4040 · Misc. Revenue	7,828.52	10,187.60	-2,359.08	-23.2%
4100 · Workers Comp. Reimbursement	35,665.22	16,313.78	19,351.44	118.6%
4600 · Sale of Fixed Assets (Surplus)	0.00	25,000.00	-25,000.00	-100.0%
Total 40 · Miscellaneous Revenues	43,493.74	51,501.38	-8,007.64	-15.6%
Total Income	3,718,872.12	3,805,621.06	-86,748.94	-2.3%
Gross Profit	3,718,872.12	3,805,621.06	-86,748.94	-2.3%
Expense				
50 · Salaries and Benefits				
5910 · Full-Time Personnel	1,157,119.28	888,081.95	269,037.33	30.3%
5911 · Part-Time Staffing	29,983.37	87,850.32	-57,866.95	-65.9%
5912 · Overtime	191,490.11	159,417.63	32,072.48	20.1%
5913 · BC Extra Shift Compensation	21,537.35	0.00	21,537.35	100.0%
5914 · FLSA	26,407.03	27,952.78	-1,545.75	-5.5%
5922 · Social Security Payroll Taxes	1,729.50	5,177.26	-3,447.76	-66.6%
5923 · CalPERS	183,830.92	170,932.45	12,898.47	7.6%
5924 · Medicare	17,952.82	16,197.75	1,755.07	10.8%
5930 · Health Insurance	102,357.00	91,469.67	10,887.33	11.9%
5931 · Disability Insurance	2,610.00	2,610.00	0.00	0.0%
5932 · Dental Insurance	8,860.08	8,370.14	489.94	5.9%
5933 · Life Insurance	694.20	1,052.87	-358.67	-34.1%
5934 · Vision Insurance	1,585.72	1,202.15	383.57	31.9%
5935 · Unemployment Insurance	278.79	450.60	-171.81	-38.1%
5936 · Retiree Insurance	2,700.00	4,500.00	-1,800.00	-40.0%
Total 50 · Salaries and Benefits	1,749,136.17	1,465,265.57	283,870.60	19.4%
60 · Supplies & Services				
6020 · Uniforms	0.00	1,797.67	-1,797.67	-100.0%

Rancho Adobe Fire Protection District
Profit & Loss Prev Year Comparison
 February through April 2026

	Feb - Apr 26	Feb - Apr 25	\$ Change	% Change
6022 · Safety Clothing	1,192.94	10,882.72	-9,689.78	-89.0%
6040 · Communications	5,973.57	7,232.01	-1,258.44	-17.4%
6045 · Pagers & Radios	20,199.98	9,002.67	11,197.31	124.4%
6060 · Food	376.56	798.80	-422.24	-52.9%
6080 · Household Expense	2,636.88	3,768.92	-1,132.04	-30.0%
6100 · Property & Liability Insurance	0.00	-640.10	640.10	100.0%
6140 · Equipment Maintenance	1,515.26	1,144.08	371.18	32.4%
6155 · Apparatus Maintenance	23,566.67	23,615.41	-48.74	-0.2%
6165 · SCBA Maintenance	0.00	5,847.50	-5,847.50	-100.0%
6180 · Building Maintenance	12,384.78	11,998.90	385.88	3.2%
6260 · Medical Supplies	3,190.90	3,103.90	87.00	2.8%
6261 · ALS Medical Expense	14,691.25	0.00	14,691.25	100.0%
6280 · Memberships	0.00	415.29	-415.29	-100.0%
6400 · Office Supplies	648.86	884.08	-235.22	-26.6%
6401 · Office Expense - Inventory	2,092.67	1,614.85	477.82	29.6%
6410 · Postage and Shipping	188.33	148.04	40.29	27.2%
6461 · Operational Expense	2,606.43	184.64	2,421.79	1,311.6%
6463 · FPO Expense	-708.00	548.51	-1,256.51	-229.1%
6500 · Payroll Fees	1,346.90	1,382.65	-35.75	-2.6%
6501 · Professional Services	13,707.27	3,650.00	10,057.27	275.5%
6590 · Contracted FM Services	6,288.75	4,208.75	2,080.00	49.4%
6596 · CQI Expense	2,295.00	1,785.00	510.00	28.6%
6605 · Hiring Expense	3,019.00	4,102.00	-1,083.00	-26.4%
6610 · Legal Services	45,850.86	1,376.88	44,473.98	3,230.1%
6630 · Annual Audit Charges	495.00	495.00	0.00	0.0%
6635 · Bank Fees	8.00	24.10	-16.10	-66.8%
6650 · Health Services	0.00	115.00	-115.00	-100.0%
6654 · Wellness Program	43,275.00	2,008.81	41,266.19	2,054.3%
6820 · Rent/Lease Equipment	1,611.18	1,510.63	100.55	6.7%
6880 · Small Tools Expense	3,830.78	14,041.80	-10,211.02	-72.7%
6881 · Safety Equipment	1,774.92	16,422.27	-14,647.35	-89.2%
6889 · Computer Software and Equipment	7,531.18	27,014.99	-19,483.81	-72.1%
7000 · Board Expense	0.00	220.00	-220.00	-100.0%
7005 · Election Expense	0.00	26,596.09	-26,596.09	-100.0%
7120 · Training Expense	17,126.49	15,461.64	1,664.85	10.8%
7201 · Fuel	18,014.37	10,371.05	7,643.32	73.7%
7300 · Transportation & Travel	0.00	2,885.70	-2,885.70	-100.0%
7320 · Utilities	24,267.10	22,100.42	2,166.68	9.8%
Total 60 · Supplies & Services	280,998.88	238,120.67	42,878.21	18.0%
75 · Other Charges				
7910 · Long Term Loan-Principal	15,458.86	15,003.94	454.92	3.0%
7930 · Long Term Loan-Interest	470.34	925.26	-454.92	-49.2%
Total 75 · Other Charges	15,929.20	15,929.20	0.00	0.0%
85 · Other Expenses				
8510 · Future Infrastructure (Meas. H)	10,237.54	0.00	10,237.54	100.0%
Total 85 · Other Expenses	10,237.54	0.00	10,237.54	100.0%
95 · Capital Improvements - Assets				
9510 · Building Improvements	7,695.67	104,822.50	-97,126.83	-92.7%
9560 · New Equipment - Apparatus	5,655.24	706,305.29	-700,650.05	-99.2%
Total 95 · Capital Improvements - Assets	13,350.91	811,127.79	-797,776.88	-98.4%
Total Expense	2,069,652.70	2,530,443.23	-460,790.53	-18.2%
Net Ordinary Income	1,649,219.42	1,275,177.83	374,041.59	29.3%
Net Income	1,649,219.42	1,275,177.83	374,041.59	29.3%

Rancho Adobe Fire Protection District
Profit & Loss by Class
April 2026

	Operating	Unclassified	TOTAL
Ordinary Income/Expense			
Income			
10 · Taxes			
1000 · Property Taxes	0.00	2,145,743.73	2,145,743.73
1001 · CY Direct Charges	0.00	986,836.50	986,836.50
1008 · RDA Increment	0.00	-442,440.13	-442,440.13
1011 · Property Tax Admin Fee	0.00	-45,155.00	-45,155.00
1015 · RDA Pass-Through	0.00	299,326.05	299,326.05
1016 · RDA Allocation	0.00	37,949.50	37,949.50
1020 · CY Supplemental Tax	0.00	35,883.60	35,883.60
1061 · PY Direct Charges	0.00	6,773.31	6,773.31
Total 10 · Taxes	0.00	3,024,917.56	3,024,917.56
17 · Use of Money/Property			
1700 · Interest on Cash	0.00	4,050.50	4,050.50
Total 17 · Use of Money/Property	0.00	4,050.50	4,050.50
20 · Intergovernmental Revenues			
2440 · HOPTR	0.00	6,885.15	6,885.15
Total 20 · Intergovernmental Revenues	0.00	6,885.15	6,885.15
30 · Charges/Fees for Services			
3600 · Fire Marshal Services	2,420.69	549.00	2,969.69
3601 · Finance Charge/Late Fee	0.00	9.64	9.64
3661 · Cost Recovery	0.00	619.92	619.92
Total 30 · Charges/Fees for Services	2,420.69	1,178.56	3,599.25
40 · Miscellaneous Revenues			
4040 · Misc. Revenue	0.00	2,632.84	2,632.84
4100 · Workers Comp. Reimbursement	0.00	13,008.60	13,008.60
Total 40 · Miscellaneous Revenues	0.00	15,641.44	15,641.44
Total Income	2,420.69	3,052,673.21	3,055,093.90
Gross Profit	2,420.69	3,052,673.21	3,055,093.90
Expense			
50 · Salaries and Benefits			
5910 · Full-Time Personnel	490,945.04	0.00	490,945.04
5911 · Part-Time Staffing	11,694.86	0.00	11,694.86
5912 · Overtime	53,536.65	0.00	53,536.65
5913 · BC Extra Shift Compensation	21,537.35	0.00	21,537.35
5914 · FLSA	11,851.59	0.00	11,851.59
5922 · Social Security Payroll Taxes	576.50	0.00	576.50
5923 · CalPERS	-51,695.25	108,614.45	56,919.20

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Cash Basis

Rancho Adobe Fire Protection District Profit & Loss by Class

April 2026

	Operating	Unclassified	TOTAL
5924 · Medicare	6,398.09	0.00	6,398.09
5930 · Health Insurance	34,119.00	0.00	34,119.00
5931 · Disability Insurance	870.00	0.00	870.00
5932 · Dental Insurance	0.00	2,953.36	2,953.36
5933 · Life Insurance	0.00	347.10	347.10
5934 · Vision Insurance	396.43	396.43	792.86
5935 · Unemployment Insurance	3.70	0.00	3.70
Total 50 · Salaries and Benefits	580,233.96	112,311.34	692,545.30
60 · Supplies & Services			
6040 · Communications	2,502.67	0.00	2,502.67
6045 · Pagers & Radios	151.15	5,810.13	5,961.28
6060 · Food	228.25	0.00	228.25
6080 · Household Expense	882.15	0.00	882.15
6140 · Equipment Maintenance	26.44	1,291.28	1,317.72
6155 · Apparatus Maintenance	9,101.68	2,332.32	11,434.00
6180 · Building Maintenance	3,637.77	1,280.00	4,917.77
6260 · Medical Supplies	378.73	856.20	1,234.93
6261 · ALS Medical Expense	0.00	14,691.25	14,691.25
6400 · Office Supplies	20.99	0.00	20.99
6401 · Office Expense - Inventory	2,092.67	0.00	2,092.67
6461 · Operational Expense	46.26	0.00	46.26
6500 · Payroll Fees	0.00	355.00	355.00
6501 · Professional Services	13,707.27	0.00	13,707.27
6590 · Contracted FM Services	1,342.50	0.00	1,342.50
6596 · CQI Expense	680.00	510.00	1,190.00
6605 · Hiring Expense	3,019.00	0.00	3,019.00
6610 · Legal Services	22,163.00	2,147.25	24,310.25
6654 · Wellness Program	0.00	43,275.00	43,275.00
6820 · Rent/Lease Program	537.06	0.00	537.06
6880 · Small Tools Expense	474.04	0.00	474.04
6881 · Safety Equipment	489.70	718.68	1,208.38
6889 · Computer Software and Equipment	5,814.51	3,421.55	9,236.06
7120 · Training Expense	3,660.73	169.26	3,829.99
7201 · Fuel	4,945.97	2,532.71	7,478.68
7320 · Utilities	3,474.98	3,725.04	7,200.02
Total 60 · Supplies & Services	79,377.52	83,115.67	162,493.19
75 · Other Charges			
7910 · Long Term Loan-Principal	15,458.86	0.00	15,458.86
7930 · Long Term Loan-Interest	470.34	0.00	470.34
Total 75 · Other Charges	15,929.20	0.00	15,929.20
85 · Other Expenses			
8510 · Future Infrastructure (Meas. H)	10,237.54	0.00	10,237.54

40

Rancho Adobe Fire Protection District
 Profit & Loss by Class
 April 2026

	Operating	Unclassified	TOTAL
Total 85 - Other Expenses	10,237.54	0.00	10,237.54
95 - Capital Improvements - Assets			
9560 - New Equipment - Apparatus	423.78	0.00	423.78
Total 95 - Capital Improvements - Assets	423.78	0.00	423.78
Total Expense	686,202.00	195,427.01	881,629.01
Net Ordinary Income	-683,781.31	2,857,246.20	2,173,464.89
Net Income	-683,781.31	2,857,246.20	2,173,464.89

CROWN CASTLE OVERPAYMENT



Rancho Adobe Fire District

Staff Report

Date: May 13, 2026

Topic: Crown Castle telecommunication tower site overpayment

Recommendation:

Board approval is requested to repay the overpayment amount received from Crown Castle for the amended cell tower lease in the amount of \$112,891.85.

Background:

The District entered into an amended agreement with Crown Castle to lease the cell towers at fire station 2 and 3 in 2021. The lease amount was to be \$2,400 per year with an annual escalator.

Upon construction, Crown Castle immediately began paying the District in the amount of \$2,400 per month instead of per year. The discrepancy was pointed out and resolution was requested by the District in numerous emails to Crown Castle beginning in March 2022. Communication occurred between the District and Crown Castle for a period of months with the District pointing out the overpayment and requesting resolution. No resolution was achieved and the District continued to receive monthly payments which has created the overpayment scenario.

On April 22, 2026, the District was notified of the balance resulting from the 52 months of overpayment in the amount of \$112,891.85

Repayment options are identified in the letter and consist of lump sum, payment plan and repayment through withholding of future payments owned.

Financial Impact:

Direct impact to the District budget in the amount of \$112,891.85

Approved by:

Jeff Veliquette
Fire Chief

Attachments: Letter from Crown Castle dated April 22,2026



Crown Castle
2000 Corporate Drive
Canonsburg, PA 15317

April 22, 2026

RANCHO ADOBE FIRE PROTECTION DISTRICT
PO BOX 1029
PENNGROVE, CA 94951

Re: Business Unit # 827749 telecommunications tower ("Site")
Site Name SF430 Rancho Adobe Fire D
Notice Regarding Payments ("Notice")

Dear Landowner:

As part of our routine quality control process, we have reviewed the payment records associated with the above-referenced Site and have found an overpayment in the total amount of \$112,891.85. According to the terms of the lease, the payment amount owed to you is \$2,400.00/year with annual 2% escalation. However, the amount was erroneously paid to you for a period of Fifty-Two (52) months. The amount should have been paid yearly, not monthly.

Moving forward, this issue will be corrected and the amount payable to you will be \$2,597.84/year.

T-Mobile West Tower LLC, a Crown Castle entity, values its continued business relationship with you. In order to remedy this overpayment, we propose the options below for your consideration.

- Within thirty (30) days of this Notice, you may issue a check in the full overpayment amount of \$112,891.85 made payable to T-Mobile West Tower LLC c/o PO BOX 301853 Dallas, TX 75303-1853 with Memo note on payment of Business Unit # 827749. We will apply this payment to resolve the overpayment and no future monthly payments owed to you under the lease will be affected.
- You may contact us using the contact information below to discuss an alternative solution such as a repayment plan that can be structured in installments over time.
- Within thirty (30) days of this Notice, you may contact us using the contact information below advising that you would like us to recover the full overpayment amount by withholding future monthly payments owed to you under the lease.

Please be advised that if we do not receive a response within thirty (30) days indicating an intent to repay the overpayment per one of the options outlined above, we intend to proceed with the last option and will withhold future monthly payments owed to you under the lease until the full amount of the overpayment is recovered.

Should you have any questions regarding this Notice, please contact us at Real.Estate@CrownCastle.com.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michael Galupi'.

Michael Galupi
Manager, Property Management Operations

3. First Additional Rent. In consideration of the lease of the First Additional Lease Area, Lessee shall pay to Lessor the amount of Two Thousand Four Hundred and 00/100 Dollars (\$2,400.00) per year ("First Additional Rent"), beginning upon the commencement of installation of improvements within the First Additional Lease Area ("First Additional Rent Commencement Date") and continuing thereafter until the earlier of (i) the expiration of the Term of the Lease; or (ii) the "Return of the First Additional Lease Area" as set forth below. Commencing on the first anniversary of the First Additional Rent Commencement Date and every year thereafter (each an "Adjustment Date"), the First Additional Rent shall increase by an amount equal to two percent (2%) of the First Additional Rent in effect for the year immediately preceding the Adjustment Date.

Bill Code 1:		LAAN		
Date	Should Have Amount	Actual Amount	Adjustment Amount	
2/1/2022	\$ 2,400.00	\$ 1,285.71	\$ 1,114.29	
3/1/2022	\$ -	\$ 2,400.00	\$ (2,400.00)	
4/1/2022	\$ -	\$ 2,400.00	\$ (2,400.00)	
5/1/2022	\$ -	\$ 2,400.00	\$ (2,400.00)	
6/1/2022	\$ -	\$ 2,400.00	\$ (2,400.00)	
7/1/2022	\$ -	\$ 2,400.00	\$ (2,400.00)	
8/1/2022	\$ -	\$ 2,400.00	\$ (2,400.00)	
9/1/2022	\$ -	\$ 2,400.00	\$ (2,400.00)	
10/1/2022	\$ -	\$ 2,400.00	\$ (2,400.00)	
11/1/2022	\$ -	\$ 2,400.00	\$ (2,400.00)	
12/1/2022	\$ -	\$ 2,400.00	\$ (2,400.00)	
1/1/2023	\$ -	\$ 2,400.00	\$ (2,400.00)	
2/1/2023	\$ 2,448.00	\$ 2,448.00	\$ -	
3/1/2023	\$ -	\$ 2,448.00	\$ (2,448.00)	
4/1/2023	\$ -	\$ 2,448.00	\$ (2,448.00)	
5/1/2023	\$ -	\$ 2,448.00	\$ (2,448.00)	
6/1/2023	\$ -	\$ 2,448.00	\$ (2,448.00)	
7/1/2023	\$ -	\$ 2,448.00	\$ (2,448.00)	
8/1/2023	\$ -	\$ 2,448.00	\$ (2,448.00)	
9/1/2023	\$ -	\$ 2,448.00	\$ (2,448.00)	
10/1/2023	\$ -	\$ 2,448.00	\$ (2,448.00)	
11/1/2023	\$ -	\$ 2,448.00	\$ (2,448.00)	
12/1/2023	\$ -	\$ 2,448.00	\$ (2,448.00)	
1/1/2024	\$ -	\$ 2,448.00	\$ (2,448.00)	
2/1/2024	\$ 2,496.96	\$ 2,496.96	\$ -	
3/1/2024	\$ -	\$ 2,496.96	\$ (2,496.96)	

4/1/2024	S	-	S	2,496.96	\$	(2,496.96)
5/1/2024	S	-	S	2,496.96	\$	(2,496.96)
6/1/2024	S	-	S	2,496.96	\$	(2,496.96)
7/1/2024	S	-	S	2,496.96	\$	(2,496.96)
8/1/2024	S	-	S	2,496.96	\$	(2,496.96)
9/1/2024	S	-	S	2,496.96	\$	(2,496.96)
10/1/2024	S	-	S	2,496.96	\$	(2,496.96)
11/1/2024	S	-	S	2,496.96	\$	(2,496.96)
12/1/2024	S	-	S	2,496.96	\$	(2,496.96)
1/1/2025	S	-	S	2,496.96	\$	(2,496.96)
2/1/2025	S	2,546.90	S	2,546.90	\$	-
3/1/2025	S	-	S	2,546.90	\$	(2,546.90)
4/1/2025	S	-	S	2,546.90	\$	(2,546.90)
5/1/2025	S	-	S	2,546.90	\$	(2,546.90)
6/1/2025	S	-	S	2,546.90	\$	(2,546.90)
7/1/2025	S	-	S	2,546.90	\$	(2,546.90)
8/1/2025	S	-	S	2,546.90	\$	(2,546.90)
9/1/2025	S	-	S	2,546.90	\$	(2,546.90)
10/1/2025	S	-	S	2,546.90	\$	(2,546.90)
11/1/2025	S	-	S	2,546.90	\$	(2,546.90)
12/1/2025	S	-	S	2,546.90	\$	(2,546.90)
1/1/2026	S	-	S	2,546.90	\$	(2,546.90)
2/1/2026	S	2,597.84	S	2,597.84	\$	-
3/1/2026	S	-	S	2,597.84	\$	(2,597.84)
4/1/2026	S	-	S	2,597.84	\$	(2,597.84)
	\$	12,489.70	\$	125,381.55	\$	(112,891.85)

RESOLUTION R-8:
TERMINATING
POST
RETIREMENT
MEDICAL
REIMBURSEMENT
BENEFIT



Rancho Adobe Fire District

Staff Report

Date: May 20, 2026

Topic: **Resolution 2025/2026 R-8:** A RESOLUTION OF THE BOARD OF DIRECTORS OF THE RANCHO ADOBE FIRE PROTECTION DISTRICT TERMINATING THE DISTRICT'S POST-RETIREMENT MEDICAL REIMBURSEMENT BENEFIT EFFECTIVE JUNE 30, 2026, IN CONNECTION WITH CONSOLIDATION OF THE RANCHO ADOBE FIRE PROTECTION DISTRICT INTO THE SONOMA COUNTY FIRE DISTRICT

Recommendation:

Board to discuss and consider adoption of Resolution 2025/2026 R-8, a resolution of the Board of Directors of the Rancho Adobe Fire Protection District terminating the District's post-retirement medical reimbursement benefit effective June 30, 2026, in connection with consolidation of the Rancho Adobe Fire Protection District into the Sonoma County Fire District.

Background:

The Rancho Adobe Fire Protection District ("RAFD") and the Sonoma County Fire District ("SCFD") (collectively the "Districts") are consolidating pursuant to the Cortese-Knox-Hertzberg Local Government Reorganization Act of 2000 (Gov. Code § 56000 et seq.). The reorganization consists of the dissolution of RAFD and consolidation of its territory into SCFD, with the goal of delivering improved service levels to the community, including Advanced Life Support capabilities, greater administrative and operational depth, enhanced fire prevention, and long-term operational stability.

In November 2024, the Boards of both Districts adopted concurrent resolutions initiating the process of consolidating RAFD into SCFD. Due to funding gaps between the Districts, the process did not advance beyond that stage at that time. On August 20, 2025, the Boards adopted concurrent resolutions furthering the consolidation process. SCFD then submitted the reorganization proposal to Sonoma County Local Agency Formation Commission ("LAFCO") on December 18, 2025. On March 4, 2026, LAFCO approved the proposal. The consolidation is targeted for completion no later than June 30, 2026, with an operational implementation date of July 1, 2026.

As part of consolidation planning, the Districts mutually agree that RAFD's post-retirement medical reimbursement benefit ("Benefit"), established by Board Resolution R-6 in 2002, should be terminated effective June 30, 2026. The Benefit provided employees retiring with 20 or more years of service a stipend of \$300 per month, paid quarterly, to be used toward retirement healthcare costs until age 65. SCFD has not historically administered an equivalent benefit, and employees transitioning into the reorganized district will be covered by SCFD's established benefit programs applicable across the consolidated district. Terminating the Benefit prior to consolidation supports administrative uniformity and an orderly transition.

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In advance of the Board's consideration of Resolution R-8, RAFD provided notice and an opportunity to meet and confer with the Rancho Adobe Firefighters Association, International Firefighters Association Local 1401 ("Union"), regarding RAFD's anticipated decision to discontinue the Benefit effective June 30, 2026, including the effects of that decision in connection with consolidation. The Union provided a clear and unmistakable waiver of its right to meet and confer regarding that decision and its effects. It also separately confirmed in writing its acceptance of SCFD's applicable memorandum of understanding following consolidation, including the identified material differences between RAFD's memorandum of understanding and SCFD's memorandum of understanding regarding retirement health insurance benefits. The parties understand that the Benefit will not continue beyond June 30, 2026 and that RAFD will take formal Board action to terminate the Benefit before consolidation. Outstanding obligations associated with the Benefit for individuals who otherwise satisfy the eligibility criteria and retire from RAFD on or before June 30, 2026, have been addressed through individual waiver and release agreements, subject to Board ratification under a separate resolution.

Financial Impact:

Adoption of 2026 Resolution R-8 has no direct fiscal impact on RAFD. However, prior to consolidation, RAFD may resolve outstanding obligations associated with the Benefit through separate waiver and release agreements with affected individuals, for a total lump-sum amount of \$43,200. The Board will consider approval of those agreements and related payments through separate Board action..

Options:

1. Approve the Resolution
2. Do not approve the Resolution

Approved By:



Jeff Veliquette
Fire Chief

Attachments:

1. Resolution 2026 R-8
2. Meet-and-Confer Summary Memo / Confirmation Letter

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE RANCHO ADOBE FIRE PROTECTION DISTRICT TERMINATING THE DISTRICT'S POST-RETIREMENT MEDICAL REIMBURSEMENT BENEFIT EFFECTIVE JUNE 30, 2026, IN CONNECTION WITH CONSOLIDATION OF THE RANCHO ADOBE FIRE PROTECTION DISTRICT INTO THE SONOMA COUNTY FIRE DISTRICT

WHEREAS, on November 20, 2002, the Board of Directors of the Rancho Adobe Fire Protection District ("District") adopted Resolution R-6, which authorized a post-retirement benefit for employees retiring under CalPERS from the District after completing 20 or more years of full-time service with the District. Resolution R-6 provided medical premium reimbursements of up to \$300/month for employee-only coverage until the eligible District retirees attains age 65 ("Benefit"); and

WHEREAS, in practice between the District's adoption of Resolution R-6 through present, the District's prescribed definition of "service" has meant 20 years of service in a full-time position with the District, and the prescribed definition of "retire" has been to formally retire from the District and immediately initiate a retirement with CalPERS, based upon the criteria set forth by CalPERS, and that both eligibility criteria must be satisfied in advance of an employee's retirement date;

WHEREAS, the District and the Sonoma County Fire District ("Sonoma County Fire" or "Reorganized District") have collectively undertaken multiple formal steps to consolidate fire protection and emergency services pursuant to the Cortese-Knox-Hertzberg Local Government Reorganization Act of 2000 (Gov. Code § 56000 et seq.), including obtaining approval by the Sonoma County Local Agency Formation Commission ("LAFCO"), with the consolidation intended to be completed no later than June 30, 2026; and

WHEREAS, Sonoma County Fire has not historically provided the Benefit to its own employees, and as part of the consolidation process, the District, Sonoma County Fire, and the Rancho Adobe Firefighters' Association, International Firefighters Association, Local 1401 ("Union") have shared a mutual understanding that the Benefit would not continue following consolidation and would be formally terminated prior to the effective date of consolidation; and

WHEREAS, the District, Sonoma County Fire, and the Union further share the understanding that employees transitioning into the Reorganized District will receive robust and comprehensive wages and benefits through Sonoma County Fire's existing policies, the Memorandum of Understanding between Sonoma County Fire ("MOU") and the Union, and established benefit programs applicable across the Reorganized District; and

WHEREAS, it is in the public interest to promote administrative simplicity, fiscal clarity, and an orderly transition by formally terminating the Benefit prior to consolidation so that it does not continue beyond June 30, 2026; and

WHEREAS, in advance of consideration by the Board of Directors for District of this resolution, the Union provided a clear and unmistakable waiver of its right to meet-and-confer regarding the District's anticipated decision to discontinue the Benefit for the Union's members effective June 30, 2026, including the effects of that decision in connection with consolidation, and separately confirmed in writing its acceptance of the MOU following consolidation, including the identified material differences regarding retirement health insurance benefits, thereby satisfying the District's and Sonoma County Fire's obligations under the Meyers-Milias-Brown Act, Gov. Code § 3500 et seq. ("MMBA"); and

WHEREAS, the Union's agreement to waive its right to meet-and-confer on this topic formalized the parties' mutual understanding that the Benefit would not continue beyond June 30, 2026, and that the District would take formal Board action to discontinue the Benefit prior to consolidation; and

WHEREAS, the Board recognizes that certain retirees are currently receiving the Benefit and that certain present employees may become eligible in advance of June 30, 2026 if such employees retire from the District on or before that date, and finds it appropriate that this matter will be resolved prior to consolidation through a lump-sum buyout of agreed-upon compensation to such affected retirees or as to employees who are otherwise qualified for the benefit and retire from the District on or before June 30, 2026, in exchange for waivers and releases, and to the extent permitted by law, rather than through continuation of the benefit by Sonoma County Fire; and

WHEREAS, the Board desires to terminate the Benefit for existing District employees who have not otherwise satisfied the eligibility criteria set forth in Resolution 2002 R-6 on or before June 30, 2026 and to do so effective June 30, 2026, so that the Benefit does not continue beyond that date and no continuation of the Benefit is expected or required by the Reorganized District following consolidation with Sonoma County Fire.

NOW, THEREFORE, the Board of Directors of the Rancho Adobe Fire Protection District hereby finds, determines, declares, and resolves as follows:

1. The above recitals are true and correct and are incorporated herein by this reference.
2. The Board hereby resolves that the Benefit authorized under Resolution 2002 R-6 is discontinued effective June 30, 2026, and shall not be offered, provided, or continued by Sonoma County Fire beyond that date for any former District employee or District retiree, absent a decision in Sonoma County Fire's sole discretion otherwise and to the extent permitted by law.
3. The Board further resolves that any outstanding obligations associated with the Benefit shall be resolved through separate agreements between the District and eligible individuals, including existing District retirees and any District employees who satisfy the eligibility criteria before or by June 30, 2026, for fair and adequate consideration in exchange for a related waiver and release of claims. The District retains sole discretion to

CB

determine whether any District employees satisfy the eligibility criteria for such purposes.

4. Nothing in this Resolution approves, authorizes, ratifies, or incorporates any individual agreement, waiver, or release, all of which shall be handled separately and administratively.

Passed, approved, and adopted at a regular meeting of the Board of Directors of the Rancho Adobe Fire Protection District by the following votes. Passed and adopted this 20th day of May, 2026.

AYES: _____

NOES: _____

ABSENT: _____

President, Board of Directors

Clerk of the Board

SONOMA COUNTY FIRE DISTRICT



Eric Gromala
President
Rancho Adobe Firefighters Association,
Local 1401
707-849-2395
51egromala@gmail.com

April 22, 2026

Dear Mr. Gromala:

Upon my request, you previously submitted a letter to me stating that the Rancho Adobe Firefighters Association, Local 1401 (the "Union") bargaining unit members "accept and look forward to following the SCFD MOU that is currently in place and will be in place at time of consolidation." (See Attached Letter.) Your letter is indicative of the bargaining unit's acceptance of the terms and conditions of the Sonoma County Fire District ("SCFD") Memorandum of Understanding ("MOU"), and a willingness to waive meeting and conferring on any changes to the members' wages, hours, and terms and conditions of employment. Indeed, the Union has communicated to SCFD that it is satisfied with the robust wage and benefit package offered by SCFD and sees those terms as favorable for its members.

Although I am grateful and glad to receive the attached letter, it does not appear to satisfy the legal standard of a "clear and unmistakable waiver" of a right to meet and confer on any given one of the impending changes to the bargaining unit members' wages, hours, and terms and conditions of employment.

To facilitate the consolidation process, ensure legal compliance, and ensure that the Union's bargaining unit members transition seamlessly into the SCFD and under the SCFD MOU, we have prepared a chart demonstrating the material differences between the bargaining unit's current MOU with the Rancho Adobe Fire Protection District ("RAFPD") and the MOU they will be adopting once the consolidation with SCFD is complete. So that we may secure clear and unmistakable waiver from meeting and conferring on these changes to the wages, hours, and terms and conditions of employment, I am asking you to review the attached chart and to sign off on each of the changes listed, acknowledging that the Union is waiving its right to meet and confer on those changes in moving from the terms of the RAFPD MOU to the SCFD MOU.

Please note that the attached chart consists of the most material differences between the MOUs so that the Union is apprised of those differences and knowingly and willingly waives the right to meet and confer on those changes. The MOUs obviously contain more minute differences in the specific languages of the provisions which cannot be fully captured by a chart such as the attached. I urge you, therefore, to also carefully review the specific language of both MOUs in addition to the attached chart toward identifying any changes to the terms and conditions of

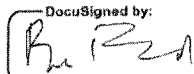
SONOMA COUNTY FIRE DISTRICT



employment of the bargaining unit members about which the Union would like to meet and confer.

Please return a completed chart to me by close of business 5:00 p.m. on Wednesday, April 29, 2026.

Sincerely,

DocuSigned by:

418F586E29E44A1...

Ron Busch
Fire Chief, Sonoma County Fire District

Enclosure

Memorandum


TO: President Eric Gromala
Rancho Adobe Firefighters Association,
Local 1401

FROM: Fire Chief Ron Busch
Sonoma County Fire District

DATE: April 22, 2026




RE: Comparison of the Rancho Adobe Fire District's MOU and SCFD's Existing
Firefighter MOU

What follows is a table charting the material differences between the Memorandum of Understanding ("MOU") between Rancho Adobe Fire District and the Rancho Adobe Firefighters Association, IAFF Local 1401 ("RAFA") ("RAFD MOU") and the MOU between the Sonoma County Fire District and the Sonoma County Firefighters Association ("SCFD MOU"). Please confirm your agreement to waive RAFA's right to meet and confer regarding the differences between these two MOUs and to confirm RAFA's desire to be subject to the terms set forth in the SCFD MOU following the effective date of consolidation and hiring by SCFD of RAFA's members. To do so, please initial to reflect the Union's consent as to each material provision and sign on the last page.

Provision Topic	RAFD's MOU	SCFD's MOU	Union's Initials to Waive Meet and Confer and Acceptance of SCFD Term
Term	1 year; July 1, 2025 – June 30, 2026 (Sec. 7.1)	2 years; July 1, 2025 – June 30, 2027 (Sec. 2.4)	



<p>Employees Represented</p>	<p><u>Full-Time Benefit Employees:</u> Firefighter Firefighter Paramedic Fire Engineer Fire Captain (Sec. 2.2)</p>	<p><u>Permanent Employees:</u> Captain Administrative Captain Engineer Firefighter/Medic Firefighter/EMT Paramedic or Firefighter Trainee Fire Inspector (Sec. 1.1)</p>	<p><i>FL</i></p>
<p>Authorized Agents Clause</p>	<p>Principal authorized agent is Chair of Board or the Fire Chief. Union's principal is its President or duly authorized representative. (Sec. 3.1)</p>	<p>N/A</p>	<p><i>FL</i></p>
<p>Rules and Regulations in Effect</p>	<p>Rancho Adobe Policy Procedure Manual (Sec. 8.1)</p>	<p>Personnel Rules and Regulations Employer-Association Member Regulations Rules and Regulations Fire District Standard Operating Procedures/Guidelines ("SOP" or "SOG") Fire District Special Notices ("SN's") (Sec. 1.2)</p>	<p><i>FL</i></p>




Modification of Rules and Regulations	The District shall meet and confer with the Union before changing Rules and Regulations. (Slight distinction, rather than just opportunity to meet and confer.) (Sec. 8.2)	District to provide notice and opportunity to meet and confer about matters within the scope of representation. (Sec. 1.2)	<i>JH</i>
Objectives	N/A	Objectives stated in Sec. 2 of MOU. (Sec. 2.)	<i>JH</i>
Salaries	<p>Hourly rate for "56.15-hour Employees" is calculated by dividing salary by 2920. (Sec. 13.8.1)</p> <p>Firefighter Paramedic salary equal to 10% above Firefighter in all pay steps. (Sec. 13.15)</p> <p>6% increase effective July 1, 2025. (Sec. 13.17)</p>	<p>Hourly rate for 56-hour employees is calculated by dividing salary by 2912. (Sec. 3.1.1)</p> <p>3% increase every July 1 and Jan. 1 of the contract. (Sec. 3.1.3)</p> <p>All else similar.</p>	<i>JH</i>
Salary Steps	<p>More specified pay step provisions and rules broken out according to classification. (Secs. 13.1, 13.2, 13.4, 13.14, 13.16)</p> <p>Advancement not automatic and subject to satisfactory performance evaluation, which is appealable (see row below). (Sec. 13.2)</p>	One-year increments on anniversary; promoted employees to receive step increases on anniversary of date of promotion. (Sec. 3.6)	<i>JH</i>



Pay step Denial Appeal	Written petition to appeal. Subject to grievance procedure if not settled. (Sec. 13.3)	N/A	
Paramedic Promotions	Similar, but includes all classifications. Promoting employees begin at first base salary step that is above their current base salary step. (Sec. 13.16)	Firefighter promotions start at the Engineer step closest to their existing step, but not less than. (Sec. 4.7)	
FLSA Work Period	<p>Similar, but 6.34 hours of overtime for time worked between 182 and 192 hours per 24-day work cycle.</p> <p>The 6.34 hours of overtime shall not be affected by vacation, sick, worker's compensation leave or any other for calculation purposes.</p> <p>The 6.34 hours is to be paid separately from the semi-monthly pay. (Sec. 21.1)</p> <p>Absences (sick, vacation, etc.) not counted as hours worked for purposes of determining overtime pay. (Sec. 21.2)</p> <p>Holiday pay is included in the FLSA calculation. (Sec. 21.4)</p>	<p>Similar, but employees receive 6.32 hours of overtime for time worked between 182 and 192 hours per 24-day work cycle. (Sec. 3.2.2)</p> <p>Vacation and sick leave not to impact the calculation of hours worked. (Sec. 3.2.2)</p>	

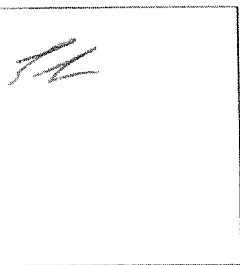
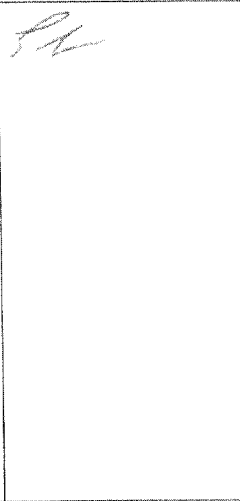
Overtime	Similar, except employees scheduled for overtime who are not needed shall receive 1 hour of pay at overtime rate if given less than 12 hours' notice of cancellation of overtime. (Sec. 18.2)	Similar provisions (pursuant to Sec. 207(k) of FLSA). (Sec. 3.3)	<i>PL</i>
Call Back Pay	1 hour minimum at overtime rate, after 1 hour, to be paid in half-hour increments at overtime rate. (Sec. 18.1) Any employee held over after their shift will receive a minimum of 1 hour at overtime rate; hours worked more than one hour to be paid at overtime. (Sec. 18.2)	Overtime rate. (Sec. 3.4)	<i>PL</i>
Voluntary Response	Employees who voluntarily respond to a fire during off-duty hours and directed to work by responsible authority to be paid at overtime rate. (Sec. 20.1)	N/A	<i>PL</i>
Court Appearances	Subpoenaed employees to appear in court during off-duty time receive a minimum of 2 hours overtime pay. (Sec. 19.1) On-duty time is regular rate. (Sec. 19.2) No vacation or sick time to be used when subpoenaed. (Sec. 19.3)	N/A	<i>PL</i>

Out of Class Pay	Employees acting up are to receive pay at the first step of the class they are acting into. (Art. 17)	Duty in a higher classification is to be paid for the hours worked "at premium rate pay." (Sec. 3.7)	<i>SL</i>
On Call	N/A	On-Call stipends are listed for Administrative Captain (\$125/day) and Fire Inspector (\$100/day) with overtime for hours worked paid portal to portal and with a 2-hour minimum. (Sec. 3.9)	<i>SL</i>
Right of First Refusal	N/A	The Union has the right of first refusal for available shifts. (Sec. 4.1)	<i>SL</i>
Shift Trades	N/A	Union has "right to work shift trades rank for rank." New hire probation members limited to six trades. SCFD not responsible for ensuring trades are paid back. (Sec. 4.2)	<i>SL</i>
Minimum Staffing	More general, stating how many of each classification are to be on staff at a time. (Sec. 34.1) Battalion Chiefs not counted in numbers. (Sec. 34.1) Positions to be filled by the District's "Hire Back Practice." (Sec. 34.3)	Specific to each engine/ambulance/shift. (Sec. 4.3)	<i>SL</i>
Station Bids	N/A	By seniority, process outlined. (Sec. 4.4)	<i>SL</i>
Max Number of Members Off	N/A	4, but only regarding vacation and alternative leave. (Sec. 4.5)	<i>SL</i>

<p>Special Projects</p>	<p>Any project not within normal day to day operation regarding building/vehicle maintenance requires the District to meet and confer before it is started to ensure all safety issues, concerns, or equipment are addressed. (Art. 40)</p>	<p>N/A</p>	
<p>Union Leave</p>	<p>Similar provisions, but employees contribute vacation hours according to a specific rate (48-hour shift = 15 minutes, up to 30 minutes per month.) Vacation hours accrued over the max go to the time bank. (Sec. 42.4)</p> <p>The time bank is maintained by the Union. (Sec. 42.3) District to report the number of hours each month. (Sec. 42.8)</p> <p>When the time bank is empty, there is no Union Business Leave until the balance becomes positive again. (Sec. 42.8)</p> <p>District-initiated meetings do not count against the time bank for 1 employee (but does for any more than the 1 employee). (Sec. 42.7)</p> <p>District is not liable to the Union for remittance or payment of time bank sums. (Sec. 42.9)</p>	<p>Similar provisions, but employees contribute 7 vacation hours to the "time bank" each July. (Sec. 3.8.2)</p> <p>The time bank is maintained by the District's payroll department. (Sec. 3.8.2)</p> <p>When the time bank is empty, employees use their own vacation accruals. (Sec. 3.8.6)</p>	

<p>Industrial Injury or Illness</p>	<p>Benefits to be provided. (Sec. 25.1) 40-hour light duty assignment employees shall receive same benefits they received as a 56-hour employee "except as set forth herein." (Sec. 25.2)</p>	<p>N/A Sick leave (Sec. 5.7.2.1) refers to "non-industrial illness or injury," but the MOU otherwise appears silent on the issue.</p>	
<p>Work Down</p>	<p>N/A</p>	<p>Captains and Engineers can work one rank below to prevent mandatory overtime. (Sec. 4.6)</p>	
<p>Health Insurance</p>	<p>Medical, life, and long-term disability coverage provided at no cost to employees. (Sec. 31.2)</p> <p>Employee Assistance Program included at no cost to employee. (Sec. 31.4)</p> <p>HSA Benefit: Employees who elect eligible health plan coverage can establish an HSA. RAFD contributes \$3,550 per year to the HSA for those who elect single coverage and \$7,100 per year for those who elect family coverage. RAFD makes contributions to HSAs in two installments. Employees who leave early in the year have a repayment obligation. (Secs. 31.8 -- 31.12)</p>	<p>SCFD pays set premium contribution amounts not to exceed limits stated in the MOU. (Secs. 5.1.3, 5.2)</p> <p>\$500 stipend/month for those who waive medical coverage (conditioned on providing proof of other coverage). (Sec. 5.1.3)</p> <p>Employees are responsible for difference between the portion paid by employer and actual cost of the health insurance employee selects. Employees pay the difference on a pre-tax basis through a 125 Plan. (Sec. 5.1.4.1)</p> <p>No H.S.A. account provisions.</p> <p>No long-term disability insurance provisions. No life insurance provisions. No Employee Assistance Program provisions.</p>	

<p>Retirement Health Insurance</p>	<p>Employees who retire with good standing from the RAFD after 20 years of service under PERS <u>may</u> receive reimbursement for health coverage up to \$300/month for the employee-only. (Sec. 31.6)</p> <p>Medical retirement benefits available pursuant to terms adopted by the Board. (Sec 31.7)</p>	<p>Only Rincon Valley employees hired prior to July 1, 2012, and were full time as of January 1, 2003. (Sec. 5.1.5)</p> <p>Coverage for retiree medical with the SCFD's medical insurance provider and District pays a portion of the premium.</p> <p>Terms & Conditions include:</p> <p>Minimum 11-years permanent full-time YOS, retired employee and/ or spouse not eligible for coverage through another employer's plan, maximum employer contribution toward premium is \$1,261.15 with 20-years of service.</p> <p>Employees pay \$100/pp for the benefit.</p>	
<p>Dental & Vision Insurance</p>	<p>Employees and dependents dental and vision coverage provided at no cost to the employee. (Sec. 31.2)</p>	<p>SCFD pays up to \$153/ month for employee and dependent dental insurance coverage (Sec. 5.2.1) SCFD pays up to \$9 per month for employee-only vision coverage (Sec. 5.2.2)</p> <p>MOU does not say how employees pay the difference between the amount paid by the SCFD and the actual cost of coverage chosen by the employee. Presumably, through the 125 Plan but need to confirm.</p>	




<p>Deferred Compensation</p>	<p>N/A</p>	<p>SCFD sponsors a Code § 457(b) deferred compensation plan.</p> <p>Employees may make salary deferrals into the plan.</p> <p>SCFD does not make contributions to the plan.</p> <p>(Sec. 5.3.)</p>	
<p>Retirement (CalPERS)</p>	<p>Classic safety member formula is 2% at 50, with 12% member contribution.</p> <p>One-Year Final Compensation for Classic members.¹</p> <p>EPMCs made on behalf of classic members prior to January 1, 2014, are counted as reportable compensation for purposes of calculating contributions and benefits. (Sec. 32.1)</p> <p>PEPRA safety member formula is 2.7% at 57, with a member contribution equal to 50% of normal cost. (Sec. 32.1)</p> <p>Post-Retirement Survivor benefits pursuant to PERL §§ 21624, 21626</p>	<p>Classic member formula is 3% at 55, with 10% member contribution on eligible compensation. (Sec. 5.4.1.)³</p> <p>PEPRA member formula is 2.7% at 57, with a member contribution equal to 50% of normal cost. (Sec. 5.4.2.)</p> <p>No mention of EPMCs.</p> <p>Instead of accrued sick leave conversion to CalPERS credit, employees can elect to receive 30% of their accrued leave in cash at their rate of pay (including incentives) at the time of termination. (Sec. 5.4.4.)</p> <p>Employees from absorbed entities participate under SCFD's CalPERS contract once the contract amendment process is complete. Until then,</p>	




¹ This sentence from the CalPERS contract, not the MOU.






³ We are in the process of comparing the agency's contracts with CalPERS. We may require further input from the Union regarding any other material differences between the agencies' CALPERS contracts.


	and 21628. This is an optional portion of the PERL that has to be added to CalPERS contract to apply. ²	participation is under prior agency's CalPERS contract. (Sec. 5.4.5.)	<i>JL</i>
Line of Duty Health Benefits	RAFD will continue to provide health benefits to the spouse and children of firefighters who die in line-of-duty pursuant to Cal. Lab. Code § 4856. (Sec. 32.2)	No provision.	<i>JL</i>
Holidays	<p>Lincoln's Birthday, Cesar Chavez Day, Admission Day, and Columbus Day recognized. (Sec. 23.1)</p> <p>Holidays proclaimed by the Governor are subject to meet and confer process. (Sec. 23.2)</p> <p>Holiday pay paid on June 15 and December 15 for holidays in prior 6 months. (Sec. 23.4)</p> <p>40-hour employees to take holidays off as opposed to receiving holiday pay, but silent on if holiday falls on a weekend. (Sec. 23.6)</p>	<p>Lists Juneteenth, Christmas Eve, and employee birthday as a holiday. (Sec. 5.5.2)</p> <p>Specifies 40-hour employees may take the previous Friday or following Monday when a holiday is on a weekend. (Sec. 5.5.3)</p> <p>Employees who separate from service are entitled to monetary equivalent of all holidays accrued. (Sec. 5.5.5)</p>	<i>JL</i>


² This paragraph from the CalPERS contract, not the MOU.



<p>Uniforms/Boot Allowance</p>	<p>Specifies how many pairs of each item of uniform. (Sec. 15.3)</p> <p>No boot stipend specified, but "as needed with BC approval." (Sec. 15.3)</p> <p>District to supply all paid line personnel a second set of turn out gear. (Sec. 38.3)</p> <p>Silent as to laundry.</p>	<p>3 sets of uniforms and 1 set of safety equipment to be provided. (Sec. 5.6.1)</p> <p>Boot stipend no more than \$450. (Sec. 5.6.2)</p> <p>Laundrying facilities and supplies to be made available. (Sec. 5.6.3)</p>	
<p>Personal Equipment Replacement</p>	<p>Personal equipment damaged or lost during District activities to be replaced by the District as long as damage not caused by abuse or misuse. (Sec. 39.1)</p>	<p>N/A</p>	
<p>Physical Fitness Training</p>	<p>24-hour employees allowed to spend 1 hour per day in physical fitness training as long as it does not interfere with duties and responsibilities. (Sec. 38.1)</p>	<p>N/A</p>	



<p>Alternative Leave</p>	<p>N/A</p>	<p>56-hour employees receive 24 hours of Alternative Leave/year. Can be used in a 24-hour block. (Sec. 5.7.1.1)</p> <p>40-hour employees receive 1 workday/year. (Sec. 5.7.1.1)</p> <p>Alternative leave is used at the employee's discretion subject to scheduling consideration. It does not accumulate and must be used in the year it was received. (Sec. 5.7.1.1)</p>	
<p>Bereavement Leave</p>	<p>3 24-hour shifts, 5 8-hour shifts off with pay.</p> <p>Includes brother-in-law and sister-in-law in definition of immediate family. (Sec. 28.1) Does not include any close relative residing in the household.</p>	<p>2 shifts for 56-hour employees, 3 days for 40-hour employees off with pay.</p> <p>Includes foster child, foster parents, and any close relative residing in the household in definition of immediate family.</p> <p>Bereavement not to come from sick leave bank. (Sec. 5.7.1.2)</p>	
<p>Sick Leave Accrual</p>	<p>Accrues at 6 shifts or 144 hours annually. (Sec. 24.1)</p> <p>Specifies sick leave is earned while an employee is on vacation or sick leave. (Sec. 24.7)</p>	<p>Accrues at 12 hours per month for 56-hour personnel and 10 hours per month for 40-hour personnel. (Sec. 5.7.2.2)</p> <p>Increases to 24 hours/month and 16 hours/month after 16 years of service.</p>	




<p>Sick Leave Use</p>	<p>Minimum use of sick leave is a quarter hour. (Sec. 24.5)</p> <p>Probationary employees may use sick leave before it has been earned (not applicable to promotional or disciplinary probationary periods). (Sec. 24.8)</p>	<p>Sick leave for 56-hour personnel is in 24-hour blocks, unless leaving from a shift. 40-hour personnel at the rate of 1 hour. (Sec. 5.7.2.3)</p>	
<p>Sick Leave Payout on Separation (non-Retirement)</p>	<p>Does not appear to pay any sick leave upon separation (non-retirement), but does provide payment of 1/4 of sick leave up to 720 hours for 10-year or more employees whose positions are eliminated. (Sec. 24.2)</p>	<p>30% payout at time of separation. (Sec. 5.7.2.6)</p>	
<p>Sick Leave Conversion Upon Retirement</p>	<p>Accrued sick leave that is not cashed out may be converted per PERL § 20965. (Sec. 24.3)</p>	<p>No specific conversion provision. However, Section 5.4.4. suggests it is possible.</p>	
<p>Sick Leave Monitoring</p>	<p>Silent as to monitoring, but implied by Sec. 24.4, stating that no punitive actions shall be imposed for taking justifiable sick leave. (Sec. 24.4)</p>	<p>District reserves right to monitor sick leave and right to request a medical release when sick leave used is more than 96 hours. Right to require doctor's certification before returning to duty. (Sec. 5.7.2.4)</p>	
<p>Leave of Absence Without Pay</p>	<p>Paid leave must be exhausted before requesting leave of absence, unless prohibited by law. (Secs. 26.1, 26.2)</p> <p>Battalion Chief to approve time not exceeding 24 hours, but above that to be approved by Chief. (Sec. 26.2)</p>	<p>May be authorized under exceptional circumstances; benefits may extend up to 6 months. At discretion of Fire Chief. (Sec. 5.7.4)</p>	




<p>Catastrophic Leave</p>	<p>Similar, but employees are eligible after 1 year in paid status. (Sec. 30.3)</p> <p>Employee must first exhaust all accrued sick and vacation leave. (Sec. 30.4)</p> <p>Recommendation of the department head and approval of District required. Leave may initially be approved for up to 340 hours. If leave continues, another 340 hours may be recommended and approved. (Sec. 30.7)</p> <p>Employees donating hours must donate in 1-hour increments. The donating employee must have at least 40 hours after the donation of sick/vacation leave. Employees may donate all of their accrued administrative leave. (Sec. 30.6)</p> <p>Cannot be used in conjunction with any long or short-term disability benefits or workers' comp leave. (Sec. 30.9)</p> <p>Specifies employees do not accrue vacation or sick leave while on catastrophic leave. (Sec. 30.10)</p>	<p>Similar, but very limited in its specified terms. (Sec. 5.7.5)</p>	
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<p>Vacation Accruals</p>	<p>1-4 year employees, 144 hours/year</p> <p>5-9 year employees, 192 hours/year</p> <p>10-14 year employees, 216 hours/year</p> <p>15-19 year employees, 264 hours/year</p> <p>20+ employees, 288 hours/year (Sec. 22.1)</p> <p>Max accrual is 2.5 times the yearly accrual. (Sec. 22.2) Vacation hours accrued over the max go to the union activities time bank. (Sec. 42.4)</p>	<p>Accruals less generous generally, both in regard to number of hours and years of service, except for some years for 56-hour employees (year 5 has a lower accrual of 144 hours, for them). (Sec. 5.8.)</p> <p>Max accrual is 2 years, with excess being paid out at regular rate of pay. (Sec. 5.8.5)</p> <p>Employees on extended sick or injury leave or had vacation cancelled by the District shall have vacation time in excess of the max carried forward by written request to be approved by the Fire Chief. (Sec. 5.8.5)</p>	
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<p>Vacation Use</p>	<p>Two-week notice not required for unplanned, urgent personal situations. (Sec. 22.3) In such situations, vacation time may be used in 4-hour increments. (Sec. 22.3)</p> <p>Employees must have a year of service before using vacation, but the District may approve vacation before then in "unusual circumstances." (Sec. 22.4)</p> <p>Vacation used for bereavement leave or unplanned urgent personal situations are "not subject to restrictions." (Sec. 22.5)</p>	<p>56-hour employees to use vacation in 24-hour blocks.</p> <p>40-hour employees to use vacation in hour increments. (Sec. 5.8.2)</p>	<p>Subject to bargaining, decision.</p> 
<p>Other Vacation Provisions</p>	<p>N/A</p>	<p>Employees can either be paid out unused vacation upon separation or use it as compensatory time off by agreement. (Sec. 5.8.3)</p> <p>Anniversary date is the 1st of the month in which an employee became full-time permanent. (Sec. 5.8.4)</p>	



<p>Incentives</p>	<p>HazMat Technician – 1%</p> <p>CVEMSA Accredited Paramedic holding the rank of Firefighter - 10%</p> <p>CVEMSA Accredited Paramedic holding the rank of Engineer - 10%</p> <p>CVEMSA Accredited Paramedic holding the rank of Captain - 5% (Art. 14)</p> <p>To be considered "special compensation" and part of base pay and reflected in overtime. CalPERS contributions to be deducted. (Art. 14)</p>	<p>2% HazMat incentive to be grandfathered in for those receiving it as of July 2025, as long as they maintain the requirements. (Sec. 5.9)</p> <p>Swiftwater Technician – 2%</p> <p>Paramedics performing Preceptor or Field Training Officer duties will receive a stipend of \$75 for each 24-hour shift while performing those duties at the direction of the EMS Division Chief. (Sec. 5.9.5)</p>	
<p>Bilingual Pay</p>	<p>2%, languages or other terms not specified. (Art. 14)</p>	<p>3%, for Spanish only. Employees are to be tested and retested. (Sec. 5.9.3)</p> <p>District to notify the employee within 4 business days of a scheduled evaluation. (Sec. 5.9.3)</p>	





<p>Educational Incentive</p>	<p>District will pay for only certain approved classes listed in Appendix D.</p> <p>Classes beyond the standard State Fire Marshal Certificate Program will be reimbursed with pre-approval by Chief of the Department. Classes must be completed with passing grade. (Sec. 35.1)</p> <p>Classes not available due to reasons outside the employee's control can be taken outside of Sonoma County with hotel and mileage compensated. (Sec. 35.3)</p>	<p>Educational Incentive – 3% for Fire Technology Certificate or Degree in Fire-related field or associate degree or 30 units and/or 300 hours of job-related education (15 units of which must be Fire Science in nature). (Sec. 5.9.1)</p> <p>Bachelor's Degree – 5% (Cannot be combined with 3% educational incentive.) (Sec. 5.9.2)</p>	
<p>Longevity Pay</p>	<p>N/A</p>	<p>Compensation within the meaning of California law and PERS Regulations.</p> <p>After 6 years (72 months), 3% additional pay per month.</p> <p>After 12 years (144 months), 3% additional pay per month (6% total).</p> <p>After 18 years (216 months), 3% additional pay per month (9% total). (Sec. 5.10)</p>	
<p>Qualifications and Certifications</p>	<p>N/A</p>	<p>Section 6 lists out licenses and certifications required for positions.</p>	





<p>Seniority</p>	<p>Seniority is broken by termination of employment due to resignations, discharge off cause, layoff of more than 18 months, or failure to return immediately on the expiration of a leave of absence or acceptance of other employment while on leave. (Sec. 41.1)</p> <p>Lenth of volunteer service prior to full-time employment counts to determine seniority where employes are hired on the same date. (Art. 41.1)</p>	<p>Defined as total time with SCFD (date of full-time hire). Mergers or annexations, it's the full-time hire date of the predecessor agency. (Sec. 7.1)</p> <p>Seniority goes by date of promotion for station bids. (Sec. 7.1.1.) When 2 or more Firefighters/Paramedics or Firefighters/EMTs have the same hire date, seniority is by academic scores. (Sec. 7.1.2)</p>	
<p>Continuity of Service</p>	<p>Same, except the layoff period is less than 18 months and silent as to unpaid leave of absence. (Sec. 41.1)</p>	<p>Same, except the layoff period is less than 2 years, and members not to accrue seniority on an unpaid leave of absence. (Sec. 7.2)</p>	
<p>Layoff</p>	<p>N/A</p>	<p>Least senior laid off first. Eliminated positions that are re-established within 24 months means laid-off employee has right to reinstatement with a pre-employment fit for duty exam. (Sec. 7.3)</p>	

<p>Grievance Procedure</p>	<p>Grievant and grievance definitions are the same. (Sec. 33.1)</p> <p>Grievances are subject to the grievance resolution procedure in Section 1020 of the Rancho Adobe Policy Procedure Manual. (Hereafter, RAPP) (Sec. 33.2)</p> <p>Grievances related to acts of discrimination and harassment or complaints of discrimination not subject to grievance procedure. (RAPP, Sec. 1021.1)</p> <p>Does not apply to complaints consisting of alleged misconduct or improper job performance that, if true, would violate law or district policy.</p> <p>Purpose of procedure listed; supersedes all previous provisions not in MOU.</p> <p>Grievances include claims of waste, abuse of authority, gross mismanagement, and any practice which poses a threat to health, safety, or security. (RAPP, Sec. 1021.1.1)</p> <p>Retaliation and discouragement for filing grievances prohibited and subject to discipline. Supervisors have affirmative duty to</p>	<p>Complaints of harassment, discrimination, and retaliation not subject to grievance procedure unless for Association activity, in which case they shall be subject to the grievance procedure. (Sec. 8.1.3.)</p> <p>Association grievances based on a claim of violation within its scope of representation shall be initiated at Step 2. (Sec. 8.3.3)</p> <p>Immediate arbitration available for cases of "irreparable injury." Arbitrator chosen by mutual agreement or striking a panel. (Sec. 8.5.1)</p>	
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	<p>communicate non-retaliation policy. (RAPP, Secs. 1021.3, 1021.5.3)</p> <p>Members responsible not to file trivial grievances or grievances to harass or deflect scrutiny or blame. Responsible to verify facts before filing grievances, cooperate with investigations. (RAPP, Sec. 1021.5.1)</p>		
<p>Grievance Steps</p>	<p>Procedure counted by "working days," which is Mon-Fri not including holidays. (Sec. 1021.4)</p> <p>Informal grievance procedure to be initiated within 10 working days after discovery of event giving rise to grievance. Grievant and supervisor have responsibility to have it resolved at lowest possible level.</p> <p>If not resolved, grievant has 10 working days to file formal grievance from last meeting with supervisor. Formal grievance requirements listed, including clear statement of the nature of grievance, and citation to ordinance, rule, or MOU provision.</p> <p>Deputy Chief has 15 working days to investigate and confer with grievant after grievance filed.</p>	<p>30 calendar days from event to initiate grievance at Step 1, filed with Deputy Fire Chief. (Sec. 8.2.1)</p> <p>Deputy Fire Chief or designee shall issue a response in 14 calendar days. (Sec. 8.2.2)</p> <p>Grievant to appeal to Step 2 within 14 calendar days of Step 1 decision. In writing to Fire Chief. (Sec. 8.3.1)</p> <p>Fire Chief to investigate and confer with grievant within 21 calendar days. (Sec. 8.3.2)</p> <p>Grievant to appeal to Step 3 within 14 calendar days after receipt of Step 2 decision, requesting arbitration. (Sec. 8.4.1)</p>	

	<p>Grievant has 5 working days to move to Step 2 if unresolved, to be filed with Chief.</p> <p>Chief to investigate within 5 working days and render decision. (listed as Step 3)</p> <p>If not resolved, grievant may file a request for hearing with the Board of Directors in writing within 10 working days after receipt of the Chief's decision. (Step 4)</p>		
<p>Arbitration</p>	<p>No arbitration provisions, but hearing before the Board of Directors. (RAPPA, Sec. 1021.4)</p> <p>Information to be forwarded to the Chief or Chiefs designated to members of the Board of Directors. Board to conduct a hearing within 15 working days from date of request.</p> <p>Findings of fact and decision of Board to be forwarded within 10 working days from completion of hearing. Decision is final and binding.</p>	<p>Arbitrator to be mutually selected, parties endeavor to submit grievance to the arbitrator within 60 calendar days. (Secs. 8.4.2, 8.4.4)</p> <p>Parties to have oral argument unless post-hearing briefs mutually agreed upon. Pre-hearing briefs may be submitted. (Sec. 8.5.2)</p>	

<p>Peaceful Resolution of Differences / No Strike Clauses</p>	<p>Parties recognize a mutual responsibility to provide fire services to citizens as deemed appropriate by District. (Art. 9)</p> <p>Under no conditions or circumstances shall there be a strike, sit-down, stay-in, sick-out, slow-down, speed-up, work to rule or curtailment of work, restriction of production or restriction of service. (Art. 10)</p> <p>Otherwise silent as to lockouts.</p>	<p>Parties recognize a desire to continuous, uninterrupted operation, and grievance procedure added to remove basic cause of work interruptions. (Sec. 9.)</p> <p>"...no strikes of any kind shall be caused or sanctioned by the Association." (Sec. 9)</p> <p>No lockouts. (Sec. 9)</p>	
<p>Savings Clause</p>	<p>Similar, but states MOU is subordinate to federal or state laws or "District provision." (Sec. 4.1)</p>	<p>Similar. (Sec. 11.)</p>	
<p>Management Rights</p>	<p>Similar, but right to lay off employees subject to terms of MOU is expressly stated. (Sec. 12.1(D))</p>	<p>Similar. (Sec. 10)</p>	
<p>Employee Rights Section</p>	<p>Free to participate in union activities except where precluded by the MOU, without interference, intimidation, or discrimination in accordance with California law and Rancho Adobe Policy Procedure Manual. (Art. 11)</p>	<p>N/A</p>	

Full Understanding Clause	Similar, but MOU supersedes prior agreements whether they conflict or not. (Sec. 5.1) No express language about District making changes. Contains language that waiver of any provision is not binding. (Sec. 5.5)	Similar, but MOU supersedes prior agreements "if they conflict with this MOU." (Sec. 13) District not precluded from making changes in matters not covered by the MOU but within the scope of representation, with notice and opportunity to meet and confer. (Sec. 13)	
Renegotiations	Specifies window to request negotiations for successor MOU and that negotiations shall begin no later than April 1, 2026. (Art. 6)	N/A	
Tobacco Use	No tobacco use permitted in buildings or apparatus. District to provide assistance to stop tobacco use, if needed. (Art. 37)	N/A	
Labor/Management Committee	Quarterly meetings. The Union is allowed one seat on any committee whose actions could affect working conditions. (Art. 36)	N/A	

The above-reflected initials confirms the Union's agreement to waive the opportunity to meet-and-confer regarding these changes and the RAFA's acceptance of the terms reflected in the Memorandum of Understanding between the Sonoma County Fire District and the Sonoma County Firefighters Association, International Firefighters Association, Local 1401.

Signature: 

Date: 4-24-26

Eric Gromala, Union President

Rancho Adobe Local 1401



Eric Gromala
RAFD 1401-Director

Phone: (707) 849-2395

51cgromala@gmail.com

To: Chief Ron Busch

From: RAFD 1401

Chief,

The RAFD 1401 members accept and look forward to following the SCFD MOU that is currently in place and will be in place at time of consolidation.

Thanks,
Eric Gromala

RAF-D-1401 Director