CAMBRIA COMMUNITY SERVICES DISTRICT

MEETING	TIME & DATE	LOCATION
Fire Protection Committee	10:30 AM Thursday, November 19, 2026	Cambria Veterans' Memorial Hall, 1000 Main Street, Cambria, CA 93428

AGENDA

Regular Fire Protection Committee Meeting

Date & Time: 10:30 AM, Thursday, November 19, 2026

Location: Cambria Veterans' Memorial Hall, 1000 Main Street, Cambria, CA 93428

Virtual Access (Zoom): Please click the link to join the webinar: HERE
Webinar ID: 849 2706 4037
Passcode: 390217

Copies of the staff reports or other documentation relating to each item of business referred to on the agenda are on file in the CCSD Administration Office, available for public inspection during District business hours. The agenda and agenda packets are also available on the CCSD website at https://www.cambriacsd.org/. In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting or if you need the agenda or other documents in the agenda packet provided in an alternative format, contact the Confidential Administrative Assistant at 805-927-6223 at least 48 hours before the meeting to ensure that reasonable arrangements can be made. The Confidential Administrative Assistant will answer any questions regarding the agenda.

1. OPENING

1.A Call to Order

1.B Establishment of Quorum

1.C Chair Report

1.D Committee Member and Staff Communications

1.E Ad Hoc Committee Reports

2. PUBLIC COMMENT

Members of the public may now address the Committee on any item of interest within the jurisdiction of the Committee but not on its agenda today. Future agenda items can be suggested at this time. In compliance with the Brown Act, the Committee cannot discuss or act on items not on the agenda. Each speaker has up to three minutes.

3. CONSENT AGENDA

3.A Consideration to Approve the August 20, 2026 Regular Meeting Minutes

4. REGULAR BUSINESS

4.A Discussion Regarding Preliminary Parcel Tax Cost Estimates and Funding Scenarios

4.B Discussion and Recommendation to the CCSD Board of Directors to Amend the FY

2026-2027 Budget for Firefighter PPE, Rescue Equipment, Communications, and Station Improvements

5. FUTURE AGENDA ITEM(S)

6. ADJOURN

CAMBRIA COMMUNITY SERVICES DISTRICT

MINUTES OF AUGUST 20, 2026, REGULAR FIRE PROTECTION COMMITTEE MEETING OF THE CAMBRIA COMMUNITY SERVICES DISTRICT

A regular meeting of the Fire Protection Committee of the Cambria Community Services District was held at the Cambria Veterans' Memorial Hall, located at 1000 Main Street, Cambria, CA 93428, on Thursday, August 20, 2026, at 10:30 AM

DRAFT

1. OPENING

1.A Call to Order

Chairperson Gray called the meeting to order at 10:30 am.

1.B Establishment of Quorum

A quorum was established.

Committee members present: Tom Gray, Arthur Chapman, Gordon Heinrichs, and Bruno Gonzalez. Wendy Torell

Staff present: General Manager Matthew McElhenie, Fire Chief Michael Burkey, and Administrative Department Manager Denise Fritz.

1.C Chair Report- Wendy Torrell was introduced as a new committee member and she had to read a statement explaining her absence due to illness and to agree to keep her video on statement. Tony Stafford had an excused absence and was unable to attend remotely/

1.D Committee Member and Staff Communications- Chief Burkey had been tasked to report back on the feasibility of billing for services on non transport of medical calls.
Chief Burkey was not able to obtain that information at this time and would report findings at a future committee meeting.

Arthur Chapman notified the Fire protection committee that he might be moving and possibly will not be returning to seek another term on the Fire protection committee.

1.E Ad Hoc Committee Reports- Heinrichs reported working with staff to go over prioritizing the budget to make a list of needs.

2. PUBLIC COMMENT- no public comment was made.

3. CONSENT AGENDA

3.A Consideration to Approve the January 13, 2026 Special Meeting Minutes, January 15, 2026 Regular Meeting Minutes and April 16, 2026 Regular Meeting Minutes

Committee Members moved to - accept minutes, accept language to include no motion due to lack of quorum.

Committee Member- Heinrichs made motion to accept
Chapman -seconded the motion.

The motion was approved: 4-Ayes; 0-Nays; 0-Abstain; 0-Absent

4. REGULAR BUSINESS

4.A Receive Presentation Regarding Public Opinion Research and Polling for Potential Fire Protection Revenue Measure

Presentation was made by consultant at MBS .
Cost was discussed - approximately 22.6 thousand dollars for polling services.
Timeline was proposed -looking at fall of 2028
Questions were asked by various committee members. Types of questions ,how many people would be surveyed. How would they be contacted?

Committee Members moved to accept the presentation and to move forward with staff to work with MBS.
Chapman made motion to accept
Committee Member Heinrichs seconded the motion.

The motion was approved: 4-Ayes; 0-Nays; 0-Abstain; 0-Absent

Committee Gray asked for a 5 min recess at 11:36 am
Meeting was resumed at 11:41 am

4.B Discussion and Prioritization of Fire Protection Needs

Chairman Gray had a survey made that was a straw poll,to look at priorities Fire Department needs versus possible public priorities and to find alignment, and common ground.

Committee Member Chapman moved to accept the priority sheet presented

Committee Members Gonzalez seconded the motion.

The motion was approved: 4-Ayes; 0-Nays; 0-Abstain; 0-Absent

5. FUTURE AGENDA ITEM(S)

Chairperson Gray asked for any future agenda items.
Pickle ball fund raiser was presented and will take place on October 24th,25th at pickle ball by the sea.Money raised was to benefit the rescue watercraft program.

6. ADJOURN

Chairperson Gray adjourned the meeting at 12:30 p.m.

DRAFT

CAMBRIA COMMUNITY SERVICES DISTRICT

TO: Fire Protection Committee AGENDA NO. **4.A.**

FROM: Matthew McElhenie, General Manager
Michael Burkey, Fire Chief

Meeting Date: November 19, 2026	Subject:	Discussion Regarding Preliminary Parcel Tax Cost Estimates and Funding Scenarios

RECOMMENDATIONS:
It is recommended that the Fire Protection Committee discuss the preliminary parcel tax cost estimates and funding scenarios. This expanded discussion organizes the nine priorities identified at the August 20, 2026 Fire Protection Standing Committee meeting into actionable subcategories and illustrative examples for a potential 2028 revenue measure.

All amounts are conceptual 2026-dollar allowances, not adopted budgets, engineering estimates, vendor quotes, or independently validated forecasts. Individual subcategories are not separately priced and should not be interpreted as approved expenditures.

FISCAL IMPACT:

Preliminary Cost Estimates

Priority	Annual recurring	One-time capital
Sustainable Staffing and Competitive Compensation	$350,000–$750,000	—
Fire Prevention and Community Risk Reduction	$150,000–$250,000	$25,000–$75,000
Apparatus, Vehicles and Emergency Equipment	$100,000–$200,000	$1.5M–$2.5M
Firefighter Health, Safety, Training and Succession	$75,000–$150,000	$50,000–$150,000
Communications, Alerting and Technology	$40,000–$100,000	$150,000–$350,000
Evacuation Planning and Community Preparedness	$75,000–$175,000	$50,000–$150,000
Fire Station Modernization and Resilience	$25,000–$75,000	$1M–$3M
Emergency Operations and Continuity of Service	$50,000–$125,000	$100,000–$300,000
Long-Term Financial Sustainability and Reserves	$100,000–$250,000	—
TOTAL	$965,000–$2,075,000	$2.875M–$6.525M

Annual and capital allowances should not be added mechanically. Categories may overlap, particularly staffing, prevention, training and reserves. Apparatus may be financed through annual replacement contributions or a separate mechanism.

DISCUSSION:

Detailed subcategories and illustrative examples

1. Sustainable Staffing and Competitive Compensation

Planning allowance: Annual $350,000–$750,000

Staffing coverage and service levels: Maintain a minimum daily engine staffing level; assess additional shift positions and relief staffing; evaluate response coverage during simultaneous calls.

Retention and competitive pay: Benchmark firefighter and officer compensation against comparable agencies; address compression and retention incentives within negotiated agreements.

Overtime and backfill: Reduce mandatory overtime, fill vacancies, and budget predictable leave, injury, and training backfill.

Recruitment and hiring: Recruitment campaigns, testing, background checks, medical screening, academy/onboarding and lateral hiring.

Benefits and long-term workforce costs: Health insurance, retirement contributions, workers' compensation exposure and projected wage escalation.

2. Fire Prevention and Community Risk Reduction

Planning allowance: Annual $150,000–$250,000 | One-time capital $25,000–$75,000

Fire Marshal/inspection capacity: Dedicated prevention staffing or contracted support; commercial and occupancy inspections; plan reviews.

Wildfire defensible space: Vegetation management outreach, inspection follow-up, high-risk parcel prioritization and defensible-space education.

Public education: Smoke-alarm campaigns, home-safety visits, school programs and wildfire readiness workshops.

Code compliance and risk mapping: Inspection software, records, hazard mapping, enforcement documentation and coordinated referrals.

Grant-supported prevention: Prepare and administer FP&S or other grant applications; distinguish eligible grant-funded work from local ongoing costs.

3. Apparatus, Vehicles and Emergency Equipment

Planning allowance: Annual $100,000–$200,000 | One-time capital $1.5M–$2.5M

Apparatus replacement planning: Long-range replacement schedule for engines, support units, and command vehicles; annual replacement contributions.

Vehicle maintenance and readiness: Preventive maintenance, tires, repairs, annual testing, and reserve vehicle availability.

Fire suppression tools: Hose, nozzles, ladders, saws, extrication tools, and portable pumps.

Medical response equipment: Monitors/AEDs, oxygen systems, airway equipment, trauma kits, and replacement consumables.

Wildland and specialized response: Wildland PPE/tools, portable water supply, lighting and incident support equipment.

Existing capital offsets: Credit the recently purchased Type I engine and outside funding before calculating any new parcel-tax capital need.

4. Firefighter Health, Safety, Training and Succession

Planning allowance: Annual $75,000–$150,000 | One-time capital $50,000–$150,000

Personal protective equipment: Structural and wildland PPE, boots, helmets, gloves, and scheduled replacement.

Respiratory protection: SCBA maintenance/replacement, fit testing, cylinder testing, and air monitoring.

Training and certifications: Fire, EMS, command, rescue, wildland and continuing education; instructor fees and training materials.

Occupational health and wellness: Annual physicals, cancer exposure reduction, behavioral health support and injury prevention.

Leadership and succession: Officer development, acting assignments, mentoring and preparation for anticipated retirements.

5. Communications, Alerting and Technology

Planning allowance: Annual $40,000–$100,000 | One-time capital $150,000–$350,000

Radio communications: Portable/mobile radios, batteries, repeaters, interoperability and coverage assessments.

Dispatch and incident systems: Dispatch interfaces, mobile data, incident reporting, records management and subscriptions.

Public alerting coordination: Integration with county warning systems, backup notification methods and multilingual messaging support.

Technology resilience: Cybersecurity, backups, network reliability, software updates and replacement schedules.

Field situational awareness: Mapping, tablets, pre-incident plans, and incident accountability tools.

6. Evacuation Planning and Community Preparedness

Planning allowance: Annual $75,000–$175,000 | One-time capital $50,000–$150,000

Evacuation route analysis: Identify route bottlenecks, alternate access constraints, traffic capacity, and wildfire scenarios.

Traffic control and coordination: Preplanned intersections, law-enforcement/Caltrans coordination, signage and traffic-control resources.

Community notification and outreach: Evacuation zone education, go-bag materials, multilingual outreach and seasonal readiness campaigns.

Access and functional needs: Planning for residents needing transportation or assistance; coordination with care facilities and service organizations.

Exercises and neighborhood readiness: Tabletop and field exercises, CERT coordination, neighborhood drills and after-action improvements.

Evacuation support equipment: Portable signs, barriers, maps, generators and communications support, subject to agency authority.

7. Fire Station Modernization and Resilience

Planning allowance: Annual $25,000–$75,000 | One-time capital $1M–$3M

Facility condition and life-safety: Building assessment, seismic/fire-life-safety needs, accessibility and deferred maintenance.

Operational improvements: Apparatus bay configuration, storage, turnout gear separation, decontamination and crew facilities.

Power and utility resilience: Generator, transfer switch, fuel capacity, communications redundancy and water service continuity.

Energy and building systems: HVAC, roof, plumbing, electrical, lighting and efficiency improvements.

Capital project development: Feasibility studies, design, permitting, phased construction and contingency planning.

8. Emergency Operations and Continuity of Service

Planning allowance: Annual $50,000–$125,000 | One-time capital $100,000–$300,000

Emergency operations planning: Department emergency plans, continuity of operations, mutual-aid coordination, and incident command.

Backup facilities and supplies: Alternate operations space, emergency supplies, fuel, food, water, and temporary logistics.

Disaster response surge capacity: Storm and wildfire staffing contingencies, equipment staging and extended-incident support.

Interagency exercises: Coordination with county emergency management, law enforcement, utilities, and neighboring fire agencies.

Recovery and continuity systems: Damage assessment procedures, records protection, reimbursement documentation, and restoration planning.

9. Long-Term Financial Sustainability and Reserves

Planning allowance: Annual $100,000–$250,000

Operating stabilization: Address verified recurring gaps in existing fire protection operations before adding new programs.

Apparatus and equipment reserve: Dedicated annual contributions tied to documented useful lives and replacement schedules.

Facility capital reserve: Fund future station repairs, major system replacement, and capital matching requirements.

Grant match and funding volatility: Maintain capacity for required local matches and potential expiration of time-limited grants.

Financial transparency and accountability: Annual reporting, expenditure tracking, independent review, and publicly measurable service outcomes.

Illustrative annual parcel tax revenue

For comparison only: 4,000 taxable parcels, a uniform rate, and 100% collection. Actual taxable parcels, classifications, exemptions, administration, and net proceeds require verification.

Annual rate per parcel	Gross annual revenue
$100	$400,000
$150	$600,000
$200	$800,000
$250	$1,000,000
$300	$1,200,000
$400	$1,600,000
$500	$2,000,000

Three illustrative funding scenarios

Scenario 1 — Essential Services

$600,000 annual target; approximately $150 per parcel. Focus: firefighter retention, competitive compensation, and core fire prevention.

Scenario 2 — Enhanced Fire Protection

$1,000,000 annual target; approximately $250 per parcel. Adds evacuation preparedness, wildfire risk reduction, firefighter training, and equipment replacement funding.

Scenario 3 — Comprehensive Fire Protection

$1,600,000 annual target; approximately $400 per parcel. Broader staffing, community preparedness, apparatus replacement, communications, and long-term resilience.
These are revenue targets, not itemized or balanced expenditure packages. Voter willingness to pay has not been established.

Parcel Size Research and Square-Footage Tax Alternatives

Supplemental research framework for a potential 2028 Cambria fire protection special tax. This section extends the preliminary funding scenarios; it does not establish a proposed rate, verified parcel inventory, or legal determination.

Potential tax bases

Flat parcel assessment

A uniform annual charge for each taxable parcel; easy to communicate but does not reflect differences in parcel or building size.

Land-area-based special tax

An amount per square foot or acre of land. Larger parcels may pay more even if they are undeveloped or have small structures.

Building-area-based special tax

An amount per square foot of improvements/buildings, potentially distinguishing residential, commercial, and other uses. Vacant parcels need a separate treatment.

Hybrid special tax

A fixed base charge plus an amount per square foot of building area, potentially subject to floors, caps, and classifications.

Illustrative property-level comparisons

Building area	Flat $250	Building $0.15/sq ft	Hybrid $150 + $0.075/sq ft	Land area example
1,000 sq ft	$250	$150.00	$225.00	3,500 sq ft
1,500 sq ft	$250	$225.00	$262.50	5,000 sq ft
2,000 sq ft	$250	$300.00	$300.00	6,000 sq ft
3,000 sq ft	$250	$450.00	$375.00	10,000 sq ft
5,000 sq ft	$250	$750.00	$525.00	15,000 sq ft

All rates and parcel/building sizes in this table are hypothetical. Land area is shown for context, not as an estimated tax. For example, a land-area rate of $0.02/sq ft on a 6,000-sq-ft lot would be $120/year. Neither revenue sufficiency nor taxpayer distribution can be inferred without the actual parcel roll.

Revenue modeling and equity tests

- Model flat, land-area, building-area and hybrid formulas on the same verified taxable APN universe; avoid counting multiple buildings or units inconsistently.
- Calibrate rates to gross annual targets of $600,000, $1,000,000 and $1,600,000, then deduct collection costs, exclusions and expected non-collection to estimate net receipts.
- Report median, 10th/90th percentile and maximum charges by small/large residences, commercial property, vacant lots, multifamily properties and unusually large parcels.
- Test minimum and maximum taxes, exemptions, or reduced rates only after counsel confirms lawful classifications and administrative feasibility.
- Show separately the effects of the SAFER grant expiration, existing apparatus funding, operating deficits, and new fire-prevention/evacuation enhancements.

Square-Footage Detail: Parcel and Building Size Distribution

The following size bands are proposed analytical groupings, NOT measured counts of CCSD properties. Actual parcel-level land and building square footage must be obtained from San Luis Obispo County Assessor/tax-roll and GIS records, joined by APN, and filtered to the legally applicable CCSD tax boundary before reporting counts or districtwide revenue.

Land parcel square-footage bands (counts pending)

Land area (sq. ft.)	Number of parcels	Example at $0.02/sq. ft.	Status
0–2,499	Pending County data	$40.00 at 2,000 sq. ft.	Illustration only
2,500–4,999	Pending County data	$80.00 at 4,000 sq. ft.	Illustration only
5,000–7,499	Pending County data	$120.00 at 6,000 sq. ft.	Illustration only

7,500–9,999	Pending County data	$170.00 at 8,500 sq. ft.	Illustration only
10,000–19,999	Pending County data	$300.00 at 15,000 sq. ft.	Illustration only
20,000–43,559	Pending County data	$600.00 at 30,000 sq. ft.	Illustration only
43,560+ (1+ acre)	Pending County data	$871.20 at 43,560 sq. ft.	Illustration only

At a pure land-area rate, large undeveloped parcels could face substantial assessments; a cap, acreage tier, or separate classification should be evaluated with counsel.

Building square-footage bands (counts pending)

Improvement area (sq. ft.)	Number of improved parcels	Example at $0.15/sq. ft.	Status
Under 1,000	Pending County data	$120.00 at 800 sq. ft.	Illustration only
1,000–1,499	Pending County data	$187.50 at 1,250 sq. ft.	Illustration only
1,500–1,999	Pending County data	$262.50 at 1,750 sq. ft.	Illustration only
2,000–2,499	Pending County data	$337.50 at 2,250 sq. ft.	Illustration only
2,500–2,999	Pending County data	$412.50 at 2,750 sq. ft.	Illustration only
3,000–3,999	Pending County data	$525.00 at 3,500 sq. ft.	Illustration only
4,000+	Pending County data	$675.00 at 4,500 sq. ft.	Illustration only

Vacant parcels have zero building square footage; therefore, a building-only tax requires a separate policy decision regarding vacant land. Building-area definitions should specify whether garages, accessory dwelling units, detached structures, and commercial improvements count.

CAMBRIA COMMUNITY SERVICES DISTRICT

TO: Fire Protection Committee AGENDA NO. **4.B.**

FROM: Matthew McElhenie, General Manager
Michael Burkey, Fire Chief

Meeting Date: November 19, 2026	Subject:	Discussion and Recommendation to the CCSD Board of Directors to Amend the FY 2026-2027 Budget for Firefighter PPE, Rescue Equipment, Communications, and Station Improvements

RECOMMENDATIONS:
It is recommended that the Fire Protection Committee discuss and recommend to the CCSD Board of Directors approval of a FY 2026–2027 General Fund budget adjustment for identified firefighter protective equipment, rescue equipment, communications, and station improvements.

FISCAL IMPACT:
The proposed budget adjustment totals $200,300, with currently identified equipment and facility needs estimated at $180,760. The remaining $19,540 will provide funding for applicable taxes, shipping, and potential price increases. The cost of these items will be taken from the General Fund Reserves, which are estimated to be $2,363,416 at 6/30/2026 (unaudited).

Category	Amount
Personal Protective Equipment (PPE)	$116,260
Rapid Intervention Crew (RIC) Air Pack	$4,500
Specialized Rescue Equipment	$26,300
Station Mattresses & Bed Frames	$8,000
Portable Radios & Microphones	$26,000
Additional Costs & Contingency	$19,240
Total	$200,300

DISCUSSION:

BACKGROUND AND PUBLIC SAFETY NEED

Cambria operates a single fire station with responsibilities spanning structure fires, wildland-urban interface incidents, emergency medical responses, coastal and technical rescue, storms, and flooding. A limited equipment inventory can affect the ability to respond to successive incidents when items are contaminated, wet, damaged, under inspection, or out of service. This request is directed primarily at sustaining and safely delivering existing services rather than establishing a new service level.

REGULATORY AND CONSENSUS-STANDARDS FRAMEWORK

California Code of Regulations, Title 8, including §§3203, 3380, 3401–3407, 3409, 3410–3410.1 and 5144, establishes applicable employer duties regarding hazard assessment, protective equipment, and respiratory protection. Section 3402.3 incorporates specified NFPA 1851 provisions for structural

ensembles; the source materials identify retirement provisions effective January 1, 2026. The precise incorporated edition and applicability should be checked against current regulatory text before adoption.

NFPA 1970 (protective ensembles and SCBA), NFPA 1950 (technical-rescue/wildland-related protective ensembles), NFPA 1550 (occupational safety and incident operations), NFPA 1225 (emergency communications), and NFPA 2500 (technical rescue and life-safety rope) provide relevant consensus frameworks. They are not automatically binding merely because an NFPA number is cited. Individual purchases, including a second set of boots, particular radio models, and station beds, should not be characterized as specifically mandated absent an applicable rule or adopted policy.

DETAILED EQUIPMENT AND HEALTH/SAFETY JUSTIFICATIONS

Personal Protection Equipment (PPE)

Structural boots — $16,900

Operational purpose: Two pairs for each of 13 personnel.
Health and safety exposure: Thermal burns, puncture/crush injury, slips and contaminants.
Regulatory/standards basis: 8 CCR §§3401, 3407; structural ensemble care under §3402.3; NFPA 1970 product performance.
Reason for funding and consequence of delay: A clean, dry, fitted spare permits prompt return to service while another pair is being cleaned or inspected; two pairs are a readiness strategy, not a cited numeric mandate. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

Particulate-blocking hoods — $3,510

Operational purpose: Protect neck/head interface during structural firefighting.
Health and safety exposure: Soot and combustion byproducts at vulnerable skin interfaces; occupational exposure concerns.
Regulatory/standards basis: 8 CCR §§3401, 3404; NFPA 1970 product performance.
Reason for funding and consequence of delay: Supports exposure reduction and proper ensemble fit; hoods do not replace SCBA, gross decontamination or hygiene. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

Wildland jackets, shrouds, goggles — $8,710

Operational purpose: Purpose-built protection for vegetation and interface fires.
Health and safety exposure: Radiant heat, embers, eye injury, airborne debris and heat stress.
Regulatory/standards basis: 8 CCR §§3410–3410.1; NFPA 1950 guidance.
Reason for funding and consequence of delay: Wildland-specific ensembles avoid unnecessary structural-turnout heat burden where the hazard assessment permits. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

Structural gloves — $2,100

Operational purpose: Replacement stock for firefighting and rescue.
Health and safety exposure: Burns, lacerations, punctures, grip loss and contaminated material contact.
Regulatory/standards basis: 8 CCR §§3401, 3406; NFPA 1970 guidance.

Reason for funding and consequence of delay: Damaged or contaminated gloves must be removed and serviceable sizes available. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

Four structural helmets/shields — $6,000

Operational purpose: Targeted replacement of head/face protection.
Health and safety exposure: Impact, falling debris, thermal injury, eye and face hazards.
Regulatory/standards basis: 8 CCR §§3401, 3403; NFPA 1970 guidance.
Reason for funding and consequence of delay: Protects critical body areas and sustains a serviceable inventory. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

Thirteen turnout jackets — $41,171

Operational purpose: Fitted structural outerwear for high-heat operations.
Health and safety exposure: Thermal injury, physical trauma, contaminated ensemble exposure.
Regulatory/standards basis: 8 CCR §§3401, 3402.3, 3405; incorporated NFPA 1851 care/retirement; NFPA 1970.
Reason for funding and consequence of delay: Replacement and spare capacity supports inspections, laundering and removal of defective or aged garments. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

Thirteen turnout pants — $30,329

Operational purpose: Complete structural protective ensembles.
Health and safety exposure: Leg burns, abrasions and contamination; ensemble incompatibility.
Regulatory/standards basis: 8 CCR §§3401, 3402.3, 3405; incorporated NFPA 1851; NFPA 1970.
Reason for funding and consequence of delay: Coordinated jacket/pant availability allows complete, properly fitted ensembles. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

Rain pants — $1,690; jackets — $3,900; boots — $1,950

Operational purpose: 13 sets of each for storm operations.
Health and safety exposure: Cold/wet exposure, reduced dexterity, slips, fatigue and prolonged environmental stress.
Regulatory/standards basis: 8 CCR §§3203, 3380; task-specific hazard assessment.
Reason for funding and consequence of delay: Weather PPE supports flooding, evacuation assistance and traffic operations; it is not a substitute for swiftwater rescue PPE. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

RIC air pack — $4,500

Operational purpose: Emergency breathing-air support on Engine 91.
Health and safety exposure: Asphyxiation and toxic atmosphere exposure during firefighter entrapment.
Regulatory/standards basis: 8 CCR §§3409, 5144; NFPA 1970 and NFPA 1550 guidance.
Reason for funding and consequence of delay: Dedicated compatible emergency air capability supports firefighter rescue; training, connection compatibility and procedures are essential. Delayed

replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

Large-area search rope bags — $3,300

Operational purpose: For Engines 91 and 92.
Health and safety exposure: Disorientation, crew separation and delayed egress in smoke or darkness.
Regulatory/standards basis: 8 CCR §3203; NFPA 1550 operational guidance.
Reason for funding and consequence of delay: Physical orientation aid for trained teams in complex interiors. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

Technical rope rescue equipment — $18,000

Operational purpose: Cliffs, steep slopes and ravines.
Health and safety exposure: Falls, failed anchors, suspension and patient-handling injuries.
Regulatory/standards basis: 8 CCR §§3203, 3380; NFPA 2500 guidance.
Reason for funding and consequence of delay: Compatible, inspected systems support controlled access, lowering and raising, subject to technician training. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

Swiftwater rescue equipment/PPE — $5,000

Operational purpose: Flood and moving-water responses.
Health and safety exposure: Drowning, entrapment, hypothermia, debris impact and contamination.
Regulatory/standards basis: 8 CCR §§3203, 3380; NFPA 2500 and NFPA 1950 as applicable.
Reason for funding and consequence of delay: Appropriate flotation, thermal protection and rescue systems reduce avoidable rescuer exposure; capability must match training. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

Five mattresses and bed frames — $8,000

Operational purpose: Station sleeping accommodations during 48-hour shifts.
Health and safety exposure: Fatigue, impaired alertness, and slower judgment/reaction time.
Regulatory/standards basis: 8 CCR §3203 general hazard-prevention framework; no identified specific NFPA mattress mandate.
Reason for funding and consequence of delay: Supports rest opportunities and station function; does not by itself resolve fatigue risks associated with scheduling or call volume. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

Up to three APX 8000XE radios/microphones — $26,000

Operational purpose: Complete portable-radio complement for on-duty personnel.
Health and safety exposure: Missed MAYDAY, delayed evacuation orders, separation and accountability failures.
Regulatory/standards basis: 8 CCR §3203; NFPA 1225 and NFPA 1550 guidance.
Reason for funding and consequence of delay: Portable communications support coordination and rescue; confirm coverage, interoperability, accessories, and training. Delayed replacement may leave crews with fewer suitable serviceable items or require operational restrictions, depending on the hazard and inventory.

WORKERS' COMPENSATION, DISTRICT FINANCIAL EXPOSURE, AND CONSEQUENCES OF DEFERRAL

The failure to procure the requested personal protective equipment (PPE), Rapid Intervention Crew (RIC) packs, specialized rescue equipment, and portable radios may expose firefighters to increased safety risks while responding to emergencies and performing their duties. Without appropriate protective equipment and resources, firefighters may face greater risks of injury, occupational illness, or delayed assistance during hazardous operations. These risks can have serious consequences for personnel safety and the District's ability to provide effective emergency response services.

A firefighter injury or occupational illness can result in medical expenses, temporary or permanent disability costs, and claims administration expenses. Depending on eligibility, California Labor Code §4850 may require salary continuation for certain public-safety employees during qualifying disability leave. Additionally, certain qualifying firefighter illnesses, including cancers identified under Labor Code §3212.1, may be subject to statutory presumptions. Eligibility and the District's actual financial responsibility are subject to case-specific legal and insurance coverage review.

Beyond potential workers' compensation costs, an injury or illness may create additional operational and financial impacts, particularly for a single-station fire department. These may include overtime or callback expenses to maintain minimum staffing, restricted-duty administration, training disruptions, and potential impacts to insurance premiums or pooled-risk contributions. More importantly, the inability to provide firefighters with appropriate equipment may compromise their safety, limit their ability to perform critical emergency operations, and increase the District's exposure to operational and financial consequences.