

AGENDA
REGULAR MEETING
March 26, 2024
4:00 p.m. Closed Session
4:30 p.m. Open Session

MEETING LOCATION:

District Administration Offices, 19900 Portola Drive, Salinas, California 93908

1. CALL TO ORDER

- 1.1. Pledge of Allegiance
- 1.2. Roll call of Directors

2. CLOSED SESSION

2.1. Public Comment

The Board will take public comment on any closed session items. Speakers will be limited to no more than three minutes unless otherwise specified by the President of the Board.

2.2. Conference with Labor Negotiator- Government Code Section 54957.6

Agency Designated Representative: Lisa Charbonneau

Employee Organization: Local 2606, International Association of Firefighters IAFF

3. RECONVENE THE OPEN SESSION

3.1. Call the meeting to order.

4. CONSENT AGENDA

The matters listed under the Consent Agenda will be acted upon by one motion affirming the action recommended. There will be no separate discussion on items unless members of the Board, staff or the public request removal of the item for separate action.

4.1. [Approve Meeting Minutes of the Regular meeting of January 30 2024.](#)

4.2. [Approve Monthly Financial Report for January and February 2024. \(General Fund Reconciliation, Payroll Summary, Accounts Payable\)](#)

4.3. [Approve Board Policy 2024-02 Reproductive Loss Policy.](#)

4.4. [Adopt Resolution 2024-12 a resolution approving the Automatic Aid Agreement between the United States Army Garrison, Presidio of Monterey, and the Monterey County Regional Fire Protection District.](#)

4.5. Approve Resolution 2024-10 commending Board President Warren "Pete" Poitras.

4.6. Approve Resolution 2024-11 commending Fire Captain Michael Foster.

5. PUBLIC COMMENT

*The public may address the District Board concerning any item **not** on the Board's agenda but within the subject matter jurisdiction of the Board. Speakers will be limited to three minutes unless otherwise specified by the President of the Board. There can be no deliberation or action on items not on the agenda. The Board may refer a matter to staff or schedule discussion for a future meeting.*

6. PUBLIC HEARING

The public may address the District Board concerning this agenda item. Speakers will be limited to three minutes unless otherwise specified by the President of the Board.

- 6.1. [Public hearing regarding the adoption of Resolution 2024-09 Updating the Fire Capital Facilities and Equipment Financing Plan. Making the required findings and setting the Current Rate of the Fire Mitigation Fees Affecting New Construction in the Monterey County Regional Fire Protection District for fiscal year 2024-2025.](#)

Open the public hearing and hear public comments, discuss the updated Fire Capital Facilities and Equipment Financing Plan, findings and proposed rates, close public hearing. Adopt Resolution 2024-09, updating the Fire Capital Facilities and Equipment Plan and Setting the Fire Mitigation Fees for Fiscal Year 2024-2025.

7. REGULAR AGENDA

- 7.1. [Election of Board Officers for 2024.](#)

Discuss and elect a Board President and Board Secretary for 2024.

- 7.2. [2023 Monterey County Regional Fire District Annual Report.](#)

Accept and file report.

- 7.3. [Board Policy 2024-03 Drug and Alcohol Policy and Testing Procedure Policy.](#)

Approve Board Policy 2024-03 Drug and Alcohol Policy and Testing Procedure Policy and rescind Board Policy 2018-04.

- 7.4. [Fire District Cannabis Business Tax Notice of Intention to Circulate Initiative Petition.](#)

Receive report, discuss, and file report.

- 7.5. [Ballot Election for LAFCO Commissioner – Special District Regular Member.](#)

Receive report, discuss, vote for a regular member to represent Special District's on LAFCO.

- 7.6. [Fire District Conflict of Interest Code](#)

Adopt Resolution 2024-13 Modifying the District's Conflict of Interest Code.

8. LABOR REPORTS

- 8.1. Local 2606

- 8.2. Administration Unit

9. CHIEF REPORT

- 9.1. Fire Prevention and Fleet- Chief Anderson

- 9.2. EMS and Safety- Chief Reyes

- 9.3. Operations and Training- Chief Ulwelling

- 9.4. Human Resources- Human Resource Officer Arreguin

- 9.5. Finance- Finance Officer Renwick

10. FUTURE AGENDA ITEMS

11. ADJOURNMENT

ADA COMPLIANCE

In compliance with the American Disabilities Act (ADA), disabled individuals requiring special accommodations to access, attend, or participate in District Board meetings, should contact the District Administrative Office, (831) 455-1828. To ensure that your request is granted please notify this office at least one business day prior to the scheduled public meeting.

In Compliance with Government Code section 54957.5, non-exempt writings that are distributed to a majority or all of the Board in advance of a meeting, may be viewed at 19900 Portola Drive, Salinas, California 93908 or at the scheduled meeting. In addition, if you would like a copy of any record related to an item on the agenda, please contact the District during normal business hours.

Certification

I, Karry Kuntz, hereby certify that this agenda in its entirety was posted at least (72) hours prior to the March 26, 2024 Regular Meeting of the District Board of Directors at the District Administrative Offices, 19900 Portola Dr Salinas, CA 93908 and electronic posting on our website www.MCRFD.org

Karry Kuntz
Karry Kuntz, Clerk of the Board

Date March 20, 2024

**Monterey County Regional Fire District
BOARD OF DIRECTORS Minutes
Regular Meeting January 30, 2024
4:00 p.m.**

MEETING LOCATION: Administration Offices, 19900 Portola Drive, Salinas, California 93908

1. CALL TO ORDER

The Regular Meeting of the Board of Directors of the Monterey County Regional Fire District was called in order by Director Poitras at 4:00pm

1.1. Pledge of Allegiance-Led by Director Poitras

1.2. Roll call of Directors

Members Present: Poitras, Slaten, Dahle

Members Absent: Lindley

2. CLOSED SESSION - 4:02pm

2.1. Public Comment

There was no one from the public present and no comment made.

2.2. Public Employment- Government Code Section 54957
Title: Firefighter/Paramedic

The Board adopted Resolution 2024-05, an amended resolution determining the industrial disability of employee Ashely Sardina.

2.3. Conference with Labor Negotiator- Government Code Section 54957.6
Agency Designated Representative: Board President
Unrepresented employee: Fire Chief

3. RECONVENE THE OPEN SESSION

3.1. Call the meeting to order. – 4:16pm

4. CONSENT AGENDA

The matters listed under the Consent Agenda will be acted upon by one motion affirming the action recommended. There will be no separate discussion on items unless members of the Board, staff or the public request removal of the item for separate action.

4.1. Approve Meeting Minutes of the Regular meeting of November 14, 2023.

4.2. Approve Monthly Financial Report for October, November, and December 2023. (General Fund Reconciliation, Payroll Summary, Accounts Payable)

- 4.3. **Approve Board Policy 2024-01 Pre-Employment Drug Screening Policy rescinding Board Policy 1998-01.**
- 4.4. **Adopt Resolution 2024-01 commending Fire Captain Dale Williams.**
- 4.5. **Adopt Resolution 2024-02 approving the filing of an application for “California Climate Investments Wildfire Prevention Grant Program”.**
- 4.6. **Adopt Resolution 2024-03 commending Fire Captain Dave Jensen.**

Motioned by Director Dahle, seconded by Director Slaten to approve the consent agenda items.

Motion carried with a unanimous vote.
Ayes: Poitras, Slaten, Dahle
Noes: None Absent: Lindley

5. PUBLIC COMMENT

There was no one from the public present and no comment made.

6. REGULAR AGENDA

- 6.1. **Authorization to destroy certain records.**
Adopt Resolution 2024-04, Resolution authorizing the Fire Chief to destroy certain records.

Motioned by Director Slaten, seconded by Director Dahle to adopt Resolution 2024-04, Resolution authorizing the Fire Chief to destroy certain records.

Motion carried with a unanimous vote.
Ayes: Poitras, Slaten, Dahle
Noes: None Absent: Lindley

- 6.2. **MCRFD Core Values.**
Receive report, discuss, and approve the new District Core Values.

Motioned by Director Slaten, seconded by Director Dahle to receive the report and approve the new District Core Values.

Motion carried with a unanimous vote.
Ayes: Poitras, Slaten, Dahle
Noes: None Absent: Lindley

- 6.3. **MCRFD Strategic Plan Goal #3.**
Receive report, discuss, and provide direction.

Report received and accepted.

6.4. Audit of financial statements for fiscal year ending June 30, 2023.

Approve the audit of financial statements for the Monterey County Regional Fire Protection District for the fiscal year ending June 30, 2023 and direct staff to post an electronic copy to the District's website.

Motioned by Director Dahle, seconded by Director Slaten to accept the audit of financial statements for the Monterey County Regional Fire Protection District for the fiscal year ending June 30, 2023 and direct staff to post an electronic copy to the District's website.

6.5. Fire Chief contract amendment.

Receive report, discuss, and adopt Resolution 2024-06 approving Amendment – 2 to the Fire Chief employment agreement between the Monterey County Regional Fire Protection District and David J. Sargenti.

Motioned by Director Slaten, seconded by Director Dahle to adopt Resolution 2024-06 approving Amendment – 2 to the Fire Chief employment agreement between the Monterey County Regional Fire Protection District and David J. Sargenti.

Motioned carried with a unanimous vote:

Ayes: Poitras, Slaten, Dahle

Noes: None Absent: Lindley

6.6. Authorization to surplus eleven LIFEPAK -15 Cardiac Monitors and a 2016 Chevrolet Tahoe.

Adopt Resolution 2024-07, Resolution authorizing the surplus of eleven LIFEPAK-15 cardiac monitors.

Motioned by Director Dahle, seconded by Director Slaten to adopt Resolution 2024-07, Resolution authorizing the surplus of eleven LIFEPAK-15 cardiac monitors.

Motioned carried with a unanimous vote:

Ayes: Poitras, Slaten, Dahle

Noes: None Absent: Lindley

Adopt Resolution 2024-08, Resolution authorizing the surplus of a 2016 Chevrolet Tahoe.

Motioned by Director Dahle, seconded by Director Slaten to adopt Resolution 2024-08, Resolution authorizing the surplus of a 2016 Chevrolet Tahoe.

Motioned carried with a unanimous vote:

Ayes: Poitras, Slaten, Dahle

Noes: None Absent: Lindley

6.7. Public Comments on the Scenic Route 68 Corridor Improvement Project Draft Environmental Impact Report/Environmental Assessment.

Accept and file report.

Report received and accepted.

7. LABOR REPORTS

7.1. Local 2606

Justin Linqvist is the new President of Local 2606 and he thanked the Chief for welcoming him. Justin mentioned Rick Cathey and William Gruver are back from their humanitarian mission to El Salvador. It was a great learning experience which they will be sharing. Negotiations are coming up. Justin mentioned he thought it would be good for the board to visit the stations and meet the crews.

7.2. Administration Unit

Eric Ulwelling reported the bargaining unit met with the Chief to discuss proposed changes to the District's drug & alcohol policy, also office work flow issues.

8. CHIEF REPORT

8.1. Fire Prevention and Fleet- Chief Anderson

8.2. EMS and Safety- Chief Reyes

8.3. Operations and Training- Chief Ulwelling

8.4. Human Resources- Human Resource Officer Arreguin

8.5. Finance- Finance Officer Renwick

General updates provided by the Chief Officers & Human Resources on their responsibility areas. The Finance Officer was not in attendance. No action required.

9. FUTURE AGENDA ITEMS

There are no future agenda items.

10. ADJOURNMENT

Motioned by Director Slaten, seconded by Director Dahle to adjourn the meeting at 4:55pm.

Motion carried with a unanimous vote.

Ayes: Poitras, Slaten, Dahle

Noes: None Absent: Lindley

Warren Poitras, President

Jim Slaten, Secretary

FUNDS RECONCILIATION
JANUARY 2024

Beginning Funds Balance 1006	\$ 1,698,662.91
Beginning Funds Balance 1007	\$ -
Beginning Funds Balance 1010	\$ 9,645,655.63
	<u>\$ 11,344,318.54</u>
Revenue Received this Month (Acct. 1010)	\$ 898,071.54
Deposits (Accts. 1006 & 1007)	\$ 269,313.03
Mitigation Fees Received this Month (Acct. 1006 & 1010)	\$ <u>44,750.15</u>
Total Fund Balance this Month	\$ 12,556,453.26
Repay 1/2 dry period loan	\$ -
Expenses this Month	\$ <u>(2,516,277.90)</u>
Total Cash on Hand	\$ 10,040,175.36
Internal Ending Funds Balance 1006	\$ 983,236.14
Internal Ending Funds Balance 1007	\$ -
Internal Ending Funds Balance 1010	\$ <u>9,056,939.22</u>
Total Funds Balance	\$ 10,040,175.36
Petty Cash:	
Petty Cash this Month	\$ -
Petty Cash Year to Date	\$ -

QuickBooks Payroll Services

Sent: 01/09/2024

Subject: Details of Funds to be Withdrawn

Actual funds to be withdrawn:	
Payroll service fee	\$280.00
Direct Deposit	\$257306.47

Total payment	\$257586.47

to be withdrawn from 1st Capital Bank - Main 2257.

Payroll Run Summary for 01/11/2024:

Paychecks	Direct Deposit
Total	257,306.47
DD12897 Airada, Alejandro C.	5,044.00
DD12898 ALLEN, ANTHONY S	2,480.14
DD12899 ALVERNAZ, HAYDEN D	2,443.14
DD12900 ANDERSON, SCOTT A	5,029.24
DD12901 ARREGUIN, MARISELA	2,573.89
DD12902 Babione, Scott R	3,804.57
DD12903 BODNAR, GREGORY J	5,801.98
DD12904 CABRERA GUILLEN, JUAN CARLOS	2,917.04
DD12905 CALENDER, SHANE K	2,506.58
DD12906 CAMPBELL, CAITLIN M	2,690.51
DD12907 CAMPBELL, THOMAS	6,746.82
DD12908 Casarez, Martin A.	3,934.19
DD12909 CATHEY, BROOKS H	4,103.57
DD12910 CHAPMAN, DEAN R	3,392.45
DD12911 CIMINO, KELLY S	2,815.63
DD12912 CONNEAU, JUSTIN K	6,128.11
DD12913 CRADDOCK, DAVID J	3,928.59
DD12914 DACPANO, JEFF	4,227.66
DD12915 DICKSON, PETER J	5,484.66
DD12916 DRIVON, COREY D	3,679.36
DD12917 DURAN, JR., ALFONSO	4,377.76
DD12918 FERRANTE, DOMINIC J	2,924.24
DD12919 Foster, Michael A.	6,238.40
DD12920 FRIEDMAN, NOAH L	2,480.14
DD12921 FROST, JONATHAN B	3,192.12
DD12922 FUSS, SKYLER S	2,533.11
DD12923 GALLARDO, JESSE R	3,425.55
DD12924 Gillenwater, Randy J.	4,793.60
DD12925 GRUVER, WILLIAM E	2,837.81
DD12926 HANZELKA, ERIC	4,088.61
DD12927 HAUT, RAMON	2,377.38
DD12928 HERNANDEZ, MARIO E	5,022.62
DD12929 HINKLE, CHRISTOPHER D	2,865.52
DD12930 HIPSLEY, MARC A	3,746.64
DD12931 Jensen, David J.	1,614.44
DD12932 JIMENEZ, MARTIN R	2,751.07
DD12933 KEISLING, JUSTIN	3,280.98
DD12934 KNEELAND, WILLIAM M	3,642.26
DD12935 KUNTZ, KARRY K	2,620.65
DD12936 LEWIS, ADAM N	2,419.15

QuickBooks Payroll Services

Sent: 01/09/2024

Subject: Details of Funds to be Withdrawn

DD12937	LINQUIST, JUSTIN R	4,550.09
DD12938	LUMADUE, MATTHEW J	2,825.03
DD12939	MAGNO JR., RICHARD A	2,934.53
DD12940	MALLOBOX, JOSHUA D	2,643.51
DD12941	MCDERMOTT, JAMES R	2,264.34
DD12942	MEEKS, JAMES W	2,480.14
DD12943	MENDOZA, JULIAN	1,655.33
DD12944	MEYENBERG, JUSTIN J	3,889.28
DD12945	MILLER, MARC J	3,355.11
DD12946	MOORE, PATRICK W	4,876.08
DD12947	OLIVARES, BRANDON T	2,644.36
DD12948	OWEN, KEATON M	3,564.42
DD12949	QUIROZ, HERIBERTO	4,225.12
DD12950	RENWICK, WENDY L	2,454.09
DD12951	REYES, JUSTIN S	4,449.17
DD12952	ROBERTS, MICHAEL C	4,476.02
DD12953	SANCHEZ, EDWIN	2,374.02
DD12954	SARGENTI, DAVID J	6,041.33
DD12955	SILVA, ALFREDO C	4,491.74
DD12956	SILVA, MARC W.	3,574.94
DD12957	SIMS, LARRY D	3,680.45
DD12958	SUKOW, ZACHARY J	2,626.33
DD12959	Terry, Josh .	4,982.61
DD12960	TOOMEY, MARK A.	5,172.54
DD12961	TRUJILLO, ANTHONY C	2,480.14
DD12962	ULWELLING, ERIC N	5,588.88
DD12963	URIBE, WYATT N	5,184.60
DD12964	WARREN, MATHEW B	3,828.04
DD12965	Wenger, Daren T.	4,194.32
DD12966	YOUNG, JOHN H	2,835.73

QuickBooks Payroll Services

Sent: 01/09/2024

Subject: Details of Funds to be Withdrawn

Actual funds to be withdrawn:	
Payroll service fee	\$8.00
Direct Deposit	\$48318.88

Total payment	\$48326.88

to be withdrawn from 1st Capital Bank - Main 2257.

Payroll Run Summary for 01/11/2024:

Paychecks	Direct Deposit
Total	48,318.88
DD12967 CALENDER, SHANE K	4,468.24
DD12968 Jensen, David J.	43,850.64

QuickBooks Payroll Services

Sent: 01/23/2024

Subject: Details of Funds to be Withdrawn

Actual funds to be withdrawn:	
Payroll service fee	\$272.00
Direct Deposit	\$272637.50

Total payment	\$272909.50

to be withdrawn from 1st Capital Bank - Main 2257.

Payroll Run Summary for 01/25/2024:

Paychecks

	Direct Deposit
Total	272,637.50
DD12969 Airada, Alejandro C.	6,446.82
DD12970 ALLEN, ANTHONY S	2,480.14
DD12971 ALVERNAZ, HAYDEN D	2,443.14
DD12972 ANDERSON, SCOTT A	5,029.24
DD12973 ARREGUIN, MARISELA	2,573.88
DD12974 Babione, Scott R	4,047.96
DD12975 BODNAR, GREGORY J	4,789.12
DD12976 CABRERA GUILLEN, JUAN CARLOS	3,137.29
DD12977 CAMPBELL, CAITLIN M	2,666.65
DD12978 CAMPBELL, THOMAS	5,569.80
DD12979 Casarez, Martin A.	5,561.55
DD12980 CATHEY, BROOKS H	4,103.56
DD12981 CHAPMAN, DEAN R	3,392.44
DD12982 CIMINO, KELLY S	2,815.62
DD12983 CONNEAU, JUSTIN K	5,595.16
DD12984 CRADDOCK, DAVID J	6,695.70
DD12985 DACPANO, JEFF	2,845.86
DD12986 DICKSON, PETER J	5,380.78
DD12987 DRIVON, COREY D	3,652.68
DD12988 DURAN, JR., ALFONSO	2,972.14
DD12989 FERRANTE, DOMINIC J	2,924.23
DD12990 Foster, Michael A.	8,348.86
DD12991 FRIEDMAN, NOAH L	2,480.14
DD12992 FROST, JONATHAN B	3,672.53
DD12993 FUSS, SKYLER S	2,533.12
DD12994 GALLARDO, JESSE R	4,415.62
DD12995 Gillenwater, Randy J.	3,706.76
DD12996 GRUVER, WILLIAM E	4,047.75
DD12997 HANZELKA, ERIC	4,088.61
DD12998 HAUT, RAMON	2,377.38
DD12999 HERNANDEZ, MARIO E	3,160.22
DD13000 HINKLE, CHRISTOPHER D	2,865.53
DD13001 HIPSLEY, MARC A	4,714.61
DD13002 JIMENEZ, MARTIN R	3,322.00
DD13003 KEISLING, JUSTIN	6,132.89
DD13004 KNEELAND, WILLIAM M	4,245.15
DD13005 KUNTZ, KARRY K	2,632.97
DD13006 LEWIS, ADAM N	2,419.16
DD13007 LINQUIST, JUSTIN R	6,862.76
DD13008 LUMADUE, MATTHEW J	2,825.02

QuickBooks Payroll Services

Sent: 01/23/2024

Subject: Details of Funds to be Withdrawn

DD13009	MAGNO JR., RICHARD A	2,934.53
DD13010	MALLOBOX, JOSHUA D	2,643.51
DD13011	MCDERMOTT, JAMES R	2,264.35
DD13012	MEEKS, JAMES W	2,480.14
DD13013	MENDOZA, JULIAN	2,745.82
DD13014	MEYENBERG, JUSTIN J	5,894.75
DD13015	MILLER, MARC J	5,460.02
DD13016	MOORE, PATRICK W	4,876.08
DD13017	OLIVARES, BRANDON T	3,020.71
DD13018	OWEN, KEATON M	3,061.61
DD13019	QUIROZ, HERIBERTO	5,320.57
DD13020	RENWICK, WENDY L	2,856.39
DD13021	REYES, JUSTIN S	4,449.16
DD13022	ROBERTS, MICHAEL C	4,720.56
DD13023	SANCHEZ, EDWIN	3,057.67
DD13024	SARGENTI, DAVID J	6,041.33
DD13025	SILVA, ALFREDO C	4,165.55
DD13026	SILVA, MARC W.	3,760.06
DD13027	SIMS, LARRY D	5,213.96
DD13028	SUKOW, ZACHARY J	3,583.38
DD13029	Terry, Josh .	4,739.64
DD13030	TOOMEY, MARK A.	5,554.28
DD13031	TRUJILLO, ANTHONY C	3,158.55
DD13032	ULWELLING, ERIC N	5,588.87
DD13033	URIBE, WYATT N	4,382.57
DD13034	WARREN, MATHEW B	3,828.03
DD13035	Wenger, Daren T.	4,024.83
DD13036	YOUNG, JOHN H	2,835.74

FUNDS RECONCILIATION

FEBRUARY 2024

Beginning Funds Balance 1006	\$	983,236.14
Beginning Funds Balance 1007	\$	-
Beginning Funds Balance 1010	\$	9,056,939.22
	\$	<u>10,040,175.36</u>
Revenue Received this Month (Acct. 1010)	\$	313,203.61
Deposits (Accts. 1006 & 1007)	\$	266,226.66
Mitigation Fees Received this Month (Acct. 1006 & 1010)	\$	<u>1,115.49</u>
Total Fund Balance this Month	\$	10,620,721.12
Repay 1/2 dry period loan	\$	-
Expenses this Month	\$	<u>(1,763,933.30)</u>
Total Cash on Hand	\$	8,856,787.82
Internal Ending Funds Balance 1006	\$	985,529.50
Internal Ending Funds Balance 1007	\$	-
Internal Ending Funds Balance 1010	\$	<u>7,871,258.32</u>
Total Funds Balance	\$	8,856,787.82
Petty Cash:		
Petty Cash this Month	\$	-
Petty Cash Year to Date	\$	-

QuickBooks Payroll Services

Sent: 02/06/2024

Subject: Details of Funds to be Withdrawn

Actual funds to be withdrawn:	
Payroll service fee	\$272.00
Direct Deposit	\$277480.78

Total payment	\$277752.78

to be withdrawn from 1st Capital Bank - Main 2257.

Payroll Run Summary for 02/08/2024:

Paychecks	Direct Deposit
Total	277,480.78
DD13037 Airada, Alejandro C.	6,965.66
DD13038 ALLEN, ANTHONY S	2,480.14
DD13039 ALVERNAZ, HAYDEN D	3,827.53
DD13040 ANDERSON, SCOTT A	7,045.30
DD13041 ARREGUIN, MARISELA	3,012.74
DD13042 Babione, Scott R	4,044.63
DD13043 BODNAR, GREGORY J	4,596.20
DD13044 CABRERA GUILLEN, JUAN CARLOS	3,217.74
DD13045 CAMPBELL, CAITLIN M	2,666.64
DD13046 CAMPBELL, THOMAS	8,466.81
DD13047 Casarez, Martin A.	6,550.02
DD13048 CATHEY, BROOKS H	4,103.57
DD13049 CHAPMAN, DEAN R	4,399.06
DD13050 CIMINO, KELLY S	2,815.63
DD13051 CONNEAU, JUSTIN K	5,571.18
DD13052 CRADDOCK, DAVID J	5,116.06
DD13053 DACPANO, JEFF	4,910.55
DD13054 DICKSON, PETER J	3,416.78
DD13055 DRIVON, COREY D	4,117.37
DD13056 DURAN, JR., ALFONSO	3,970.16
DD13057 FERRANTE, DOMINIC J	2,924.24
DD13058 Foster, Michael A.	5,937.78
DD13059 FRIEDMAN, NOAH L	2,480.14
DD13060 FROST, JONATHAN B	4,734.16
DD13061 FUSS, SKYLER S	2,533.11
DD13062 GALLARDO, JESSE R	3,425.55
DD13063 Gillenwater, Randy J.	4,838.76
DD13064 GRUVER, WILLIAM E	2,837.81
DD13065 HANZELKA, ERIC	4,088.61
DD13066 HAUT, RAMON	2,756.24
DD13067 HERNANDEZ, MARIO E	5,104.99
DD13068 HINKLE, CHRISTOPHER D	2,865.52
DD13069 HIPSLEY, MARC A	3,746.63
DD13070 JIMENEZ, MARTIN R	2,419.07
DD13071 KEISLING, JUSTIN	6,538.52
DD13072 KNEELAND, WILLIAM M	5,185.65
DD13073 KUNTZ, KARRY K	2,632.97
DD13074 LEWIS, ADAM N	2,419.15
DD13075 LINQUIST, JUSTIN R	4,845.89
DD13076 LUMADUE, MATTHEW J	2,825.03

QuickBooks Payroll Services

Sent: 02/06/2024

Subject: Details of Funds to be Withdrawn

DD13077	MAGNO JR., RICHARD A	2,934.53
DD13078	MALLOBOX, JOSHUA D	2,643.51
DD13079	MCDERMOTT, JAMES R	2,264.34
DD13080	MEEKS, JAMES W	2,733.92
DD13081	MENDOZA, JULIAN	2,440.34
DD13082	MEYENBERG, JUSTIN J	3,020.34
DD13083	MILLER, MARC J	5,604.27
DD13084	MOORE, PATRICK W	3,523.09
DD13085	OLIVARES, BRANDON T	2,375.40
DD13086	OWEN, KEATON M	2,689.89
DD13087	QUIROZ, HERIBERTO	4,569.76
DD13088	RENWICK, WENDY L	3,695.35
DD13089	REYES, JUSTIN S	4,449.17
DD13090	ROBERTS, MICHAEL C	6,370.02
DD13091	SANCHEZ, EDWIN	2,374.02
DD13092	SARGENTI, DAVID J	6,041.33
DD13093	SILVA, ALFREDO C	5,143.11
DD13094	SILVA, MARC W.	3,760.07
DD13095	SIMS, LARRY D	4,711.93
DD13096	SUKOW, ZACHARY J	2,698.62
DD13097	Terry, Josh .	4,982.61
DD13098	TOOMEY, MARK A.	5,745.15
DD13099	TRUJILLO, ANTHONY C	2,480.14
DD13100	ULWELLING, ERIC N	5,588.88
DD13101	URIBE, WYATT N	6,273.34
DD13102	WARREN, MATHEW B	3,828.04
DD13103	Wenger, Daren T.	5,270.29
DD13104	YOUNG, JOHN H	2,835.73

Modified 1 paycheck.

QuickBooks Payroll Services

Sent: 02/07/2024

Subject: Details of Funds to be Withdrawn

Actual funds to be withdrawn:	
Payroll service fee	\$4.00
Direct Deposit	\$8535.56

Total payment	\$8539.56

to be withdrawn from 1st Capital Bank - Main 2257.

Payroll Run Summary for 02/09/2024:

Paychecks	Direct
	Deposit
Total	8,535.56
DD13105 MOORE, PATRICK W	8,535.56

Modified 2 paychecks.

QuickBooks Payroll Services

Sent: 02/27/2024

Subject: Details of Funds to be Withdrawn

Actual funds to be withdrawn:	
Payroll service fee	\$268.00
Direct Deposit	\$263994.88

Total payment	\$264262.88

to be withdrawn from 1st Capital Bank - Main 2257.

Payroll Run Summary for 02/29/2024:

Paychecks

	Direct Deposit
Total	263,994.88
DD13106 Airada, Alejandro C.	4,043.41
DD13107 ALLEN, ANTHONY S	2,480.14
DD13108 ALVERNAZ, HAYDEN D	4,077.59
DD13109 ANDERSON, SCOTT A	5,029.24
DD13110 ARREGUIN, MARISELA	3,012.73
DD13111 Babione, Scott R	4,209.60
DD13112 BODNAR, GREGORY J	4,668.54
DD13113 CABRERA GUILLEN, JUAN CARLOS	3,217.74
DD13114 CAMPBELL, CAITLIN M	2,944.91
DD13115 CAMPBELL, THOMAS	4,148.33
DD13116 Casarez, Martin A.	5,397.31
DD13117 CATHEY, BROOKS H	4,103.57
DD13118 CHAPMAN, DEAN R	4,399.05
DD13119 CIMINO, KELLY S	2,815.62
DD13120 CONNEAU, JUSTIN K	4,024.12
DD13121 CRADDOCK, DAVID J	4,309.87
DD13122 DACPANO, JEFF	2,845.86
DD13123 DICKSON, PETER J	5,242.94
DD13124 DRIVON, COREY D	3,679.37
DD13125 DURAN, JR., ALFONSO	3,725.41
DD13126 FERRANTE, DOMINIC J	3,036.94
DD13127 Foster, Michael A.	4,694.87
DD13128 FRIEDMAN, NOAH L	2,480.14
DD13129 FROST, JONATHAN B	4,162.75
DD13130 FUSS, SKYLER S	2,533.11
DD13131 GALLARDO, JESSE R	4,415.63
DD13132 Gillenwater, Randy J.	3,706.77
DD13133 GRUVER, WILLIAM E	3,692.00
DD13134 HANZELKA, ERIC	4,509.05
DD13135 HAUT, RAMON	2,377.38
DD13136 HERNANDEZ, MARIO E	5,352.50
DD13137 HINKLE, CHRISTOPHER D	3,731.07
DD13138 HIPSLEY, MARC A	3,746.64
DD13139 JIMENEZ, MARTIN R	2,201.69
DD13140 KEISLING, JUSTIN	7,328.35
DD13141 KNEELAND, WILLIAM M	3,642.26
DD13142 KUNTZ, KARRY K	2,632.97
DD13143 LEWIS, ADAM N	2,419.16
DD13144 LINQUIST, JUSTIN R	5,988.89
DD13145 LUMADUE, MATTHEW J	2,825.03

QuickBooks Payroll Services

Sent: 02/27/2024

Subject: Details of Funds to be Withdrawn

DD13146	MAGNO JR., RICHARD A	2,934.53
DD13147	MALLOBOX, JOSHUA D	2,643.50
DD13148	MCDERMOTT, JAMES R	2,353.93
DD13149	MEEKS, JAMES W	2,480.14
DD13150	MENDOZA, JULIAN	1,655.33
DD13151	MEYENBERG, JUSTIN J	3,671.78
DD13152	MILLER, MARC J	3,365.83
DD13153	OLIVARES, BRANDON T	3,538.22
DD13154	OWEN, KEATON M	2,743.41
DD13155	QUIROZ, HERIBERTO	6,174.68
DD13156	RENWICK, WENDY L	2,819.34
DD13157	REYES, JUSTIN S	5,756.53
DD13158	ROBERTS, MICHAEL C	4,476.02
DD13159	SANCHEZ, EDWIN	2,630.39
DD13160	SARGENTI, DAVID J	8,395.66
DD13161	SILVA, ALFREDO C	3,189.01
DD13162	SILVA, MARC W.	3,760.06
DD13163	SIMS, LARRY D	4,993.66
DD13164	SUKOW, ZACHARY J	2,656.61
DD13165	Terry, Josh .	6,332.72
DD13166	TOOMEY, MARK A.	6,045.15
DD13167	TRUJILLO, ANTHONY C	2,480.14
DD13168	ULWELLING, ERIC N	8,594.00
DD13169	URIBE, WYATT N	5,623.75
DD13170	WARREN, MATHEW B	3,828.03
DD13171	Wenger, Daren T.	4,040.35
DD13172	YOUNG, JOHN H	2,959.56

Monterey County Regional Fire District
Transactions by Bank Account
As of February 29, 2024

03/21/24

Date	Num	Name	Memo	Amount	Balance
1006 - 1st Capital Bank - Main 2257					1,698,662.91
01/02/2024	ACH 010...	MOLECULAR FARMS LLC	APN	1,717.35	1,700,380.26
01/02/2024			Funds Transfer	227.59	1,700,607.85
01/02/2024	Stripe	REPUBLIC SERVICES	22CP01317	1,725.00	1,702,332.85
01/03/2024	47926	Agile Occupational Medicine PC		-135.00	1,702,197.85
01/03/2024	47927	AT&T (CalNet)		-659.07	1,701,538.78
01/03/2024	47928	Beulah J Trist	Ambulance Refund- Beulah Trist ...	-123.59	1,701,415.19
01/03/2024	47929	Carmel Fire Protection Associates		-450.00	1,700,965.19
01/03/2024	47930	CliftonLarsonAllen LLP	Acct# A568105	-1,050.00	1,699,915.19
01/03/2024	47931	Conte's Generator Service, Inc.		-10,572.38	1,689,342.81
01/03/2024	47932	Costco Membership	Acct# 000111943492851	-120.00	1,689,222.81
01/03/2024	47933	CPS HR Consulting	#MONT032	-655.50	1,688,567.31
01/03/2024	47934	Elesha Lopez (Kind Books)		-1,743.75	1,686,823.56
01/03/2024	47935	Golden State Truck & Trailer Re...		-14,226.48	1,672,597.08
01/03/2024	47936	John Hunter Young	Reimb- Comp Officer 2D	-450.00	1,672,147.08
01/03/2024	47937	Liebert, Cassidy, Whitmore	Client: CA201	-1,261.50	1,670,885.58
01/03/2024	47938	Marina Coast Water District		-1,074.89	1,669,810.69
01/03/2024	47939	MedPro Disposal, LLC	19983	-248.88	1,669,561.81
01/03/2024	47940	Peninsula Hydronics, Inc.		-4,065.67	1,665,496.14
01/03/2024	47941	Scott's PPE Recon, Inc		-359.65	1,665,136.49
01/03/2024	47942	Smile Business Products, Inc.	Acct #5964724-TC	-166.08	1,664,970.41
01/03/2024	47943	Stephanie Caldera Cleaning Ser...	Cust ID: MCRFD01	-1,100.00	1,663,870.41
01/03/2024	47944	SWRCB	Facility ID: 32718WQ23	-399.00	1,663,471.41
01/03/2024	47945	Telco Business Solutions	Cust ID: 15159	-59.47	1,663,411.94
01/03/2024	47946	U.S. BANK-Cal Card	4246044555652902	-13,189.66	1,650,222.28
01/03/2024	47947	US BANK-MN (Remit to 9690)	Account # 258033000	-2,970.00	1,647,252.28
01/03/2024	47948	Vortex Industries, LLC	Cust# 421191	-4,468.36	1,642,783.92
01/03/2024	Stripe	DE LA CRUZ- JADE DR	22CP02835	273.18	1,643,057.10
01/08/2024	47949	CITY NATIONAL BANK	LEASE NUMBER 12-009	-112,958.26	1,530,098.84
01/08/2024	47950	Grade Break Engineering, Inc.		-83,454.40	1,446,644.44
01/09/2024	Stripe	CASEY- LA RANCHERIA	23CP03409	273.18	1,446,917.62
01/10/2024		QuickBooks Payroll Service	Created by Payroll Service on 01/...	-257,586.47	1,189,331.15
01/10/2024		QuickBooks Payroll Service	Created by Payroll Service on 01/...	-48,326.88	1,141,004.27
01/11/2024	DD12897	Airada, Alejandro C.	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12898	ALLEN, ANTHONY S	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12899	ALVERNAZ, HAYDEN D	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12900	ANDERSON, SCOTT A	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12901	ARREGUIN, MARISELA	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12902	Babione, Scott R	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12903	BODNAR, GREGORY J	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12904	CABRERA GUILLEN, JUAN C...	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12905	CALENDER, SHANE K	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12906	CAMPBELL, CAITLIN M	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12907	CAMPBELL, THOMAS	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12908	Casarez, Martin A.	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12909	CATHEY, BROOKS H	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12910	CHAPMAN, DEAN R	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12911	CIMINO, KELLY S	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12912	CONNEAU, JUSTIN K	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12913	CRADDOCK, DAVID J	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12914	DACPANO, JEFF	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12915	DICKSON, PETER J	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12916	DRIVON, COREY D	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12917	DURAN, JR., ALFONSO	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12918	FERRANTE, DOMINIC J	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12919	Foster, Michael A.	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12920	FRIEDMAN, NOAH L	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12921	FROST, JONATHAN B	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12922	FUSS, SKYLER S	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12923	GALLARDO, JESSE R	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12924	Gillenwater, Randy J.	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12925	GRUVER, WILLIAM E	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12926	HANZELKA, ERIC	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12927	HAUT, RAMON	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12928	HERNANDEZ, MARIO E	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12929	HINKLE, CHRISTOPHER D	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12930	HIPSLEY, MARC A	Direct Deposit	0.00	1,141,004.27

**Monterey County Regional Fire District
Transactions by Bank Account
As of February 29, 2024**

03/21/24

Date	Num	Name	Memo	Amount	Balance
01/11/2024	DD12931	Jensen, David J.	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12932	JIMENEZ, MARTIN R	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12933	KEISLING, JUSTIN	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12934	KNEELAND, WILLIAM M	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12935	KUNTZ, KARRY K	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12936	LEWIS, ADAM N	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12937	LINQUIST, JUSTIN R	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12938	LUMADUE, MATTHEW J	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12939	MAGNO JR., RICHARD A	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12940	MALLOBOX, JOSHUA D	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12941	MCDERMOTT, JAMES R	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12942	MEEKS, JAMES W	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12943	MENDOZA, JULIAN	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12944	MEYENBERG, JUSTIN J	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12945	MILLER, MARC J	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12946	MOORE, PATRICK W	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12947	OLIVARES, BRANDON T	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12948	OWEN, KEATON M	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12949	QUIROZ, HERIBERTO	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12950	RENWICK, WENDY L	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12951	REYES, JUSTIN S	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12952	ROBERTS, MICHAEL C	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12953	SANCHEZ, EDWIN	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12954	SARGENTI, DAVID J	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12955	SILVA, ALFREDO C	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12956	SILVA, MARC W.	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12957	SIMS, LARRY D	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12958	SUKOW, ZACHARY J	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12959	Terry, Josh .	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12960	TOOMEY, MARK A.	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12961	TRUJILLO, ANTHONY C	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12962	ULWELLING, ERIC N	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12963	URIBE, WYATT N	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12964	WARREN, MATHEW B	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12965	Wenger, Daren T.	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12966	YOUNG, JOHN H	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12967	CALENDER, SHANE K	Direct Deposit	0.00	1,141,004.27
01/11/2024	DD12968	Jensen, David J.	Direct Deposit	0.00	1,141,004.27
01/11/2024	EFT	EFTPS	94-6001184	-73,936.12	1,067,068.15
01/11/2024	EFT	Employment Development Depa...	698-1507-4	-29,062.57	1,038,005.58
01/11/2024	47951	VOYA Institutional Trust Co.	VK7065	-50,539.39	987,466.19
01/11/2024	47952	Ashley Sardina	ADPP 12/16-12/31/23	-1,476.88	985,989.31
01/11/2024	47953	All Safe Integrated Systems		-510.00	985,479.31
01/11/2024	47954	AT&T (CalNet)		-625.91	984,853.40
01/11/2024	47955	California Utilities Service	3433500	-164.90	984,688.50
01/11/2024	47956	California Water Service Co.	0285266666	-220.26	984,468.24
01/11/2024	47957	Golden State Truck & Trailer Re...		-16,255.54	968,212.70
01/11/2024	47958	J.J. Keller & Associates, Inc.	Cust #201852564	-1,133.70	967,079.00
01/11/2024	47959	Justin Meyenberg		-700.00	966,379.00
01/11/2024	47960	L.N. Curtis & Sons		-8,598.44	957,780.56
01/11/2024	47961	Law Offices of William Ross		-447.25	957,333.31
01/11/2024	47962	M.J. MURPHY LUMBER COM...	Acct #10526	-20.34	957,312.97
01/11/2024	47963	MES	Cust #C49106	-321.03	956,991.94
01/11/2024	47964	Mission Uniform Service	157033	-391.37	956,600.57
01/11/2024	47965	Monterey One Water (MRWPCA)	33-000198	-62.07	956,538.50
01/11/2024	47966	Pure Water Bottling Company		-354.50	956,184.00
01/11/2024	47967	Ramon. Haut	Reimb. Co. Officer 2D	-450.00	955,734.00
01/11/2024	47968	Salinas Valley Pro Squad		-1,649.21	954,084.79
01/11/2024	47969	SPECIAL DISTRICT'S ASSN O...	Poitras, Sargenti	-80.00	954,004.79
01/11/2024	47970	Stryker Sales, LLC (Remit to 21...		-587.03	953,417.76
01/11/2024	47971	Toro Petroleum Corp.	Acct #0100287	-10,169.35	943,248.41
01/11/2024	47972	City of Salinas (Finance Dept)	Acct # 635	-400,000.00	543,248.41
01/11/2024	wire	Department of Health Care Servi...	PP-GEMT CY 2024 Collection 1, ...	-17,371.80	525,876.61
01/11/2024			Deposit	2,788.01	528,664.62
01/11/2024			Funds Transfer	5,000.00	533,664.62
01/16/2024	47973	AMR		-26,456.25	507,208.37
01/16/2024	47974	Greg Bodnar	Replace rejected direct deposit 1/...	-5,801.98	501,406.39

Monterey County Regional Fire District
Transactions by Bank Account
As of February 29, 2024

03/21/24

Date	Num	Name	Memo	Amount	Balance
01/17/2024	47975	AT&T (CalNet)		-622.66	500,783.73
01/17/2024	47976	AT&T (SLP Uverse)	322633540	-69.55	500,714.18
01/17/2024	47977	Bound Tree Medical		-2,321.71	498,392.47
01/17/2024	47978	Caitlin Campbell	Reimb- Caitlin Campbell- High Ri...	-60.00	498,332.47
01/17/2024	47979	California American Water Co.		-923.10	497,409.37
01/17/2024	47980	County of Monterey IT Dept	Cust #840	-8,651.58	488,757.79
01/17/2024	47981	Davis and Goldmark, Inc.	Client #M336387	-94.89	488,662.90
01/17/2024	47982	Elesha Lopez (Kind Books)		-2,418.75	486,244.15
01/17/2024	47983	Hi-Tech Emergency Vehicle Ser...		-9,997.34	476,246.81
01/17/2024	47984	James Stubblefield, M.D., Inc.		-7,500.00	468,746.81
01/17/2024	47985	Laguna Seca Water Company, I...		-400.00	468,346.81
01/17/2024	47986	Liebert, Cassidy, Whitmore	Client: CA201	-3,950.00	464,396.81
01/17/2024	47987	Peninsula Welding & Medical S...		-316.37	464,080.44
01/17/2024	47988	Stryker Sales, LLC (Remit to 21...		-2,275.89	461,804.55
01/17/2024	47989	Waste Management		-907.88	460,896.67
01/17/2024	2604	AUSONIO INC (JRJ PARTNE...		1,886.38	462,783.05
01/17/2024	1257	HILBERT/LEE- BLUE LARKSP...		337.50	463,120.55
01/17/2024	6158	PIERCE- COLT LANE		273.18	463,393.73
01/17/2024	071453	CV MANOR		1,392.72	464,786.45
01/17/2024	0069358...	GATLEY- BROOKDALE DR		969.54	465,755.99
01/17/2024	1018	FOLEY- CORRAL DE TIERRA		969.54	466,725.53
01/17/2024	2428	MISC CUSTOMERS	multiple permits	1,751.58	468,477.11
01/17/2024			Deposit	68,443.43	536,920.54
01/18/2024	DirDepR...		Bodnar direct deposit account clo...	5,801.98	542,722.52
01/18/2024	Stripe	HAT TRICK RANCH, LLC	PLN190233 & 22CP02003	900.00	543,622.52
01/23/2024	Stripe	BIBBER	21CP03176	236.12	543,858.64
01/23/2024	Stripe	MIRALLES-22 SCARLETT RD	22CP02283	225.00	544,083.64
01/23/2024	2429	MISC CUSTOMERS	Stripe - Ambulance Revenue	121.85	544,205.49
01/24/2024			Funds Transfer	1,500,000.00	2,044,205.49
01/24/2024		QuickBooks Payroll Service	Created by Payroll Service on 01/...	-272,909.50	1,771,295.99
01/24/2024			Funds Transfer	6,275.82	1,777,571.81
01/25/2024	DD12969	Airada, Alejandro C.	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12970	ALLEN, ANTHONY S	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12971	ALVERNAZ, HAYDEN D	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12972	ANDERSON, SCOTT A	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12973	ARREGUIN, MARISELA	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12974	Babione, Scott R	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12975	BODNAR, GREGORY J	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12976	CABRERA GUILLEN, JUAN C...	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12977	CAMPBELL, CAITLIN M	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12978	CAMPBELL, THOMAS	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12979	Casarez, Martin A.	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12980	CATHEY, BROOKS H	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12981	CHAPMAN, DEAN R	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12982	CIMINO, KELLY S	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12983	CONNEAU, JUSTIN K	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12984	CRADDOCK, DAVID J	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12985	DACPANO, JEFF	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12986	DICKSON, PETER J	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12987	DRIVON, COREY D	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12988	DURAN, JR., ALFONSO	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12989	FERRANTE, DOMINIC J	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12990	Foster, Michael A.	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12991	FRIEDMAN, NOAH L	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12992	FROST, JONATHAN B	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12993	FUSS, SKYLER S	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12994	GALLARDO, JESSE R	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12995	Gillenwater, Randy J.	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12996	GRUVER, WILLIAM E	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12997	HANZELKA, ERIC	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12998	HAUT, RAMON	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD12999	HERNANDEZ, MARIO E	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13000	HINKLE, CHRISTOPHER D	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13001	HIPSLEY, MARC A	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13002	JIMENEZ, MARTIN R	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13003	KEISLING, JUSTIN	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13004	KNEELAND, WILLIAM M	Direct Deposit	0.00	1,777,571.81

Monterey County Regional Fire District
Transactions by Bank Account
As of February 29, 2024

03/21/24

Date	Num	Name	Memo	Amount	Balance
01/25/2024	DD13005	KUNTZ, KARRY K	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13006	LEWIS, ADAM N	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13007	LINQUIST, JUSTIN R	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13008	LUMADUE, MATTHEW J	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13009	MAGNO JR., RICHARD A	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13010	MALLOBOX, JOSHUA D	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13011	MCDERMOTT, JAMES R	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13012	MEEKS, JAMES W	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13013	MENDOZA, JULIAN	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13014	MEYENBERG, JUSTIN J	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13015	MILLER, MARC J	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13016	MOORE, PATRICK W	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13017	OLIVARES, BRANDON T	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13018	OWEN, KEATON M	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13019	QUIROZ, HERIBERTO	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13020	RENWICK, WENDY L	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13021	REYES, JUSTIN S	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13022	ROBERTS, MICHAEL C	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13023	SANCHEZ, EDWIN	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13024	SARGENTI, DAVID J	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13025	SILVA, ALFREDO C	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13026	SILVA, MARC W.	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13027	SIMS, LARRY D	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13028	SUKOW, ZACHARY J	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13029	Terry, Josh	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13030	TOOMEY, MARK A.	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13031	TRUJILLO, ANTHONY C	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13032	ULWELLING, ERIC N	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13033	URIBE, WYATT N	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13034	WARREN, MATHEW B	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13035	Wenger, Daren T.	Direct Deposit	0.00	1,777,571.81
01/25/2024	DD13036	YOUNG, JOHN H	Direct Deposit	0.00	1,777,571.81
01/25/2024	EFT	EFTPS	94-6001184	-59,860.34	1,717,711.47
01/25/2024	EFT	Employment Development Depa...	698-1507-4	-22,092.44	1,695,619.03
01/25/2024	47990	AFLAC	X1723	-823.59	1,694,795.44
01/25/2024	47991	American River Benefit Administ...	8484	-171.50	1,694,623.94
01/25/2024	47992	Local 2606		-7,132.82	1,687,491.12
01/25/2024	47993	VOYA Institutional Trust Co.	VK7065	-19,713.25	1,667,777.87
01/25/2024	47994	Ashley Sardina	ADPP 1/1-1/15/24	-1,476.88	1,666,300.99
01/25/2024	47995	Barbara Fonseca	Feb 2024	-191.75	1,666,109.24
01/25/2024	47996	Chris Handle	Feb 2024	-754.25	1,665,354.99
01/25/2024	47997	Dale B Williams	Feb 2024 - Health Premium	-1,008.99	1,664,346.00
01/25/2024	47998	Dave Jensen	Feb 2024 - Health premium	-625.72	1,663,720.28
01/25/2024	47999	Dean. Lindsey	Feb 2024	-909.38	1,662,810.90
01/25/2024	48000	Dorothy Priolo	Feb 2024	-909.38	1,661,901.52
01/25/2024	48001	Ezekiel Kott	Feb 2024	-774.00	1,661,127.52
01/25/2024	48002	James H. Smith	Feb 2024	-191.75	1,660,935.77
01/25/2024	48003	Jeff Frye	Feb 2024	-615.50	1,660,320.27
01/25/2024	48004	Jeff May	Feb 2024	-1,008.99	1,659,311.28
01/25/2024	48005	Jim McCabe	Feb 2024	-1,081.25	1,658,230.03
01/25/2024	48006	John. Reed	Feb 2024	-909.38	1,657,320.65
01/25/2024	48007	Kevin Kamnikar	Feb 2024	-909.38	1,656,411.27
01/25/2024	48008	Kurtis Calender	Feb 2024	-1,008.99	1,655,402.28
01/25/2024	48009	Larry Freitas	Feb 2024	-909.38	1,654,492.90
01/25/2024	48010	Lee Warner	Feb 2024	-1,081.25	1,653,411.65
01/25/2024	48011	Michael Urquides	Feb 2024	-754.25	1,652,657.40
01/25/2024	48012	Mike Vout.	Feb 2024	-1,008.99	1,651,648.41
01/25/2024	48013	Miles.Schuler	Feb 2024	-689.99	1,650,958.42
01/25/2024	48014	Richard. Rotharmel	Feb 2024	-909.38	1,650,049.04
01/25/2024	48015	Ron Lemos.	Feb 2024	-1,008.99	1,649,040.05
01/25/2024	48016	Scott Fenton	Feb 2024	-689.99	1,648,350.06
01/25/2024	48017	Steve Scarlett.	Feb 2024	-526.11	1,647,823.95
01/25/2024	48018	Susan Crosswell	Feb 2024	-615.50	1,647,208.45
01/25/2024	48019	William R Williams	Feb 2024	-625.72	1,646,582.73
01/25/2024	48020	AMAZON CAPITAL SERVICES	A1BSA7JOSWO7KJ	-3,115.30	1,643,467.43
01/25/2024	48021	AT&T (R-2 Internet)	318182419	-64.20	1,643,403.23
01/25/2024	48022	C.A.P.F.		-1,976.50	1,641,426.73

Monterey County Regional Fire District
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Date	Num	Name	Memo	Amount	Balance
01/25/2024	48023	Carmel Valley Coffee Roasting		-732.70	1,640,694.03
01/25/2024	48024	Central Fire District of Santa Cr...	Peer Support Training Registration	-600.00	1,640,094.03
01/25/2024	48025	Dean Chapman	Reimb- USAR Boot	-250.00	1,639,844.03
01/25/2024	48026	Earth Systems	Cust: MON029	-1,905.50	1,637,938.53
01/25/2024	48027	Humana Insurance Co.	787328-01	-13,929.27	1,624,009.26
01/25/2024	48028	Liebert, Cassidy, Whitmore	Client: CA201	-2,910.50	1,621,098.76
01/25/2024	48029	Marisela. Arreguin	Reimb- Skill Path	-349.00	1,620,749.76
01/25/2024	48030	Overhead Door	MOD901	-716.16	1,620,033.60
01/25/2024	48031	PG&E	5319150727-5	-6,112.98	1,613,920.62
01/25/2024	48032	Salinas Valley Tire		-121.09	1,613,799.53
01/25/2024	48033	Vision Service Plan	30 017089 0001	-1,738.00	1,612,061.53
01/25/2024	48034	Wittman Enterprises, LLC	Dec 2023	-3,647.70	1,608,413.83
01/26/2024	EFT	CalPERS (Health)	Feb 2024	-1,966.27	1,606,447.56
01/26/2024	EFT	CalPERS (Health)	Feb 2024	-149,089.68	1,457,357.88
01/29/2024			Funds Transfer	15,469.92	1,472,827.80
01/30/2024	EFT	CalPERS (Retirement)	Dec earnings	-224,036.60	1,248,791.20
01/30/2024	48035	FRMS	MON003	-329,797.25	918,993.95
01/30/2024	48036	Grade Break Engineering, Inc.		-125,352.05	793,641.90
01/30/2024			Funds Transfer	23,093.14	816,735.04
01/30/2024	Stripe	REPUBLIC SERVICES	23CP02841	1,939.08	818,674.12
01/31/2024	13477516	WALDROUP		236.12	818,910.24
01/31/2024	1006	REYES - MIDDLEFIELD RD		225.00	819,135.24
01/31/2024	2032	JACOBOWSKY / SCARLETT		450.00	819,585.24
01/31/2024	46014	QUALTEK CA		273.18	819,858.42
01/31/2024	110381832	CV MANOR		819.54	820,677.96
01/31/2024	1417	PRATT- JOAQUIN CT		969.54	821,647.50
01/31/2024	1720	BENGARD- AG HOUSING ALI...		36,608.98	858,256.48
01/31/2024	1070	BASSMAN		273.18	858,529.66
01/31/2024	919	SWEET - JASON & COLLEEN		969.54	859,499.20
01/31/2024			Deposit	10,180.81	869,680.01
01/31/2024			Deposit	38,092.92	907,772.93
01/31/2024			Deposit	37,102.53	944,875.46
01/31/2024			Deposit	12,981.45	957,856.91
01/31/2024			Deposit	1,066.38	958,923.29
01/31/2024			Deposit	5,726.54	964,649.83
01/31/2024			Funds Transfer	14,467.14	979,116.97
01/31/2024	2430	MISC CUSTOMERS	Stripe - burn permits	40.00	979,156.97
01/31/2024	2431	MISC CUSTOMERS	multiple permits	4,079.17	983,236.14
02/01/2024	48037	All Safe Integrated Systems		-450.00	982,786.14
02/01/2024	48038	Aromas Firefighters Association		-60.00	982,726.14
02/01/2024	48039	AT&T MOBILITY	Acct #287267998050	-103.25	982,622.89
02/01/2024	48040	Bound Tree Medical		-2,408.36	980,214.53
02/01/2024	48041	California Fire Protection, Inc.		-705.00	979,509.53
02/01/2024	48042	California Utilities Service	Acct #3433500	-164.90	979,344.63
02/01/2024	48043	Carmel Fire Protection Associates		-930.00	978,414.63
02/01/2024	48044	COMCAST		-691.00	977,723.63
02/01/2024	48045	Elesha Lopez (Kind Books)		-3,656.25	974,067.38
02/01/2024	48046	Golden State Truck & Trailer Re...		-5,809.52	968,257.86
02/01/2024	48047	L.N. Curtis & Sons	Cust #C32838	-339.95	967,917.91
02/01/2024	48048	Lemos Service Inc/Lemos 76	Acct ID 32	-177.92	967,739.99
02/01/2024	48049	Marina Coast Water District		-1,060.94	966,679.05
02/01/2024	48050	PG&E CFM/PPC Department	Cust #4263174 Contract #50096...	-3,688.62	962,990.43
02/01/2024	48051	Smile Business Products, Inc.	Acct #5964724-TC	-144.09	962,846.34
02/01/2024	48052	Stryker Sales, LLC (Remit to 21...	Cust #20046901	-934.68	961,911.66
02/01/2024	48053	U.S. BANK-Cal Card	4246044555652902	-15,439.84	946,471.82
02/01/2024	48054	VERIZON WIRELESS.		-1,698.07	944,773.75
02/01/2024	48055	WHITSON. ENGINEERS	Project #02420.05	-384.00	944,389.75
02/01/2024	48056	COMCAST		-109.00	944,280.75
02/01/2024	48057	California EMS Authority	EMT renewal - Anthony Allen	-37.00	944,243.75
02/01/2024	48058	Allan Clark	Refund sprinkler inspection fees	-472.24	943,771.51
02/01/2024	Stripe	ADAMS / LINDHOLM	23CP03478	273.18	944,044.69
02/02/2024	Stripe	DIGRAZIA-26 PANETTA RD	21CP03705	236.12	944,280.81
02/05/2024			Funds Transfer	1,140.00	945,420.81
02/06/2024	2437	MISC CUSTOMERS	DEF SPACE INSP	273.18	945,693.99
02/07/2024		QuickBooks Payroll Service	Created by Payroll Service on 02/...	-277,752.78	667,941.21
02/07/2024	48059	Dahle, Aimee A		-96.97	667,844.24
02/07/2024	48060	Poitras, Warren E		-138.52	667,705.72

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Date	Num	Name	Memo	Amount	Balance
02/07/2024			Funds Transfer	10,500.00	678,205.72
02/07/2024	Stripe	NANCY FROISTAD - BEACON...	23CP03812	273.18	678,478.90
02/07/2024	Stripe	CROWN CASTLE - JAYSEN K...	23CP03044	273.18	678,752.08
02/07/2024	Stripe	CROWN CASTLE - JAYSEN K...	23CP03675	273.18	679,025.26
02/07/2024	Stripe	CROWN CASTLE - JAYSEN K...	23CP03913	273.18	679,298.44
02/07/2024	Stripe	CROWN CASTLE - JAYSEN K...	23CP04019	273.18	679,571.62
02/08/2024	DD13037	Airada, Alejandro C.	Direct Deposit	0.00	679,571.62
02/08/2024	DD13038	ALLEN, ANTHONY S	Direct Deposit	0.00	679,571.62
02/08/2024	DD13039	ALVERNAZ, HAYDEN D	Direct Deposit	0.00	679,571.62
02/08/2024	DD13040	ANDERSON, SCOTT A	Direct Deposit	0.00	679,571.62
02/08/2024	DD13041	ARREGUIN, MARISELA	Direct Deposit	0.00	679,571.62
02/08/2024	DD13042	Babione, Scott R	Direct Deposit	0.00	679,571.62
02/08/2024	DD13043	BODNAR, GREGORY J	Direct Deposit	0.00	679,571.62
02/08/2024	DD13044	CABRERA GUILLEN, JUAN C...	Direct Deposit	0.00	679,571.62
02/08/2024	DD13045	CAMPBELL, CAITLIN M	Direct Deposit	0.00	679,571.62
02/08/2024	DD13046	CAMPBELL, THOMAS	Direct Deposit	0.00	679,571.62
02/08/2024	DD13047	Casarez, Martin A.	Direct Deposit	0.00	679,571.62
02/08/2024	DD13048	CATHEY, BROOKS H	Direct Deposit	0.00	679,571.62
02/08/2024	DD13049	CHAPMAN, DEAN R	Direct Deposit	0.00	679,571.62
02/08/2024	DD13050	CIMINO, KELLY S	Direct Deposit	0.00	679,571.62
02/08/2024	DD13051	CONNEAU, JUSTIN K	Direct Deposit	0.00	679,571.62
02/08/2024	DD13052	CRADDOCK, DAVID J	Direct Deposit	0.00	679,571.62
02/08/2024	DD13053	DACPANO, JEFF	Direct Deposit	0.00	679,571.62
02/08/2024	DD13054	DICKSON, PETER J	Direct Deposit	0.00	679,571.62
02/08/2024	DD13055	DRIVON, COREY D	Direct Deposit	0.00	679,571.62
02/08/2024	DD13056	DURAN, JR., ALFONSO	Direct Deposit	0.00	679,571.62
02/08/2024	DD13057	FERRANTE, DOMINIC J	Direct Deposit	0.00	679,571.62
02/08/2024	DD13058	Foster, Michael A.	Direct Deposit	0.00	679,571.62
02/08/2024	DD13059	FRIEDMAN, NOAH L	Direct Deposit	0.00	679,571.62
02/08/2024	DD13060	FROST, JONATHAN B	Direct Deposit	0.00	679,571.62
02/08/2024	DD13061	FUSS, SKYLER S	Direct Deposit	0.00	679,571.62
02/08/2024	DD13062	GALLARDO, JESSE R	Direct Deposit	0.00	679,571.62
02/08/2024	DD13063	Gillenwater, Randy J.	Direct Deposit	0.00	679,571.62
02/08/2024	DD13064	GRUVER, WILLIAM E	Direct Deposit	0.00	679,571.62
02/08/2024	DD13065	HANZELKA, ERIC	Direct Deposit	0.00	679,571.62
02/08/2024	DD13066	HAUT, RAMON	Direct Deposit	0.00	679,571.62
02/08/2024	DD13067	HERNANDEZ, MARIO E	Direct Deposit	0.00	679,571.62
02/08/2024	DD13068	HINKLE, CHRISTOPHER D	Direct Deposit	0.00	679,571.62
02/08/2024	DD13069	HIPSLEY, MARC A	Direct Deposit	0.00	679,571.62
02/08/2024	DD13070	JIMENEZ, MARTIN R	Direct Deposit	0.00	679,571.62
02/08/2024	DD13071	KEISLING, JUSTIN	Direct Deposit	0.00	679,571.62
02/08/2024	DD13072	KNEELAND, WILLIAM M	Direct Deposit	0.00	679,571.62
02/08/2024	DD13073	KUNTZ, KARRY K	Direct Deposit	0.00	679,571.62
02/08/2024	DD13074	LEWIS, ADAM N	Direct Deposit	0.00	679,571.62
02/08/2024	DD13075	LINQUIST, JUSTIN R	Direct Deposit	0.00	679,571.62
02/08/2024	DD13076	LUMADUE, MATTHEW J	Direct Deposit	0.00	679,571.62
02/08/2024	DD13077	MAGNO JR., RICHARD A	Direct Deposit	0.00	679,571.62
02/08/2024	DD13078	MALLOBOX, JOSHUA D	Direct Deposit	0.00	679,571.62
02/08/2024	DD13079	MCDERMOTT, JAMES R	Direct Deposit	0.00	679,571.62
02/08/2024	DD13080	MEEKS, JAMES W	Direct Deposit	0.00	679,571.62
02/08/2024	DD13081	MENDOZA, JULIAN	Direct Deposit	0.00	679,571.62
02/08/2024	DD13082	MEYENBERG, JUSTIN J	Direct Deposit	0.00	679,571.62
02/08/2024	DD13083	MILLER, MARC J	Direct Deposit	0.00	679,571.62
02/08/2024	DD13084	MOORE, PATRICK W	Direct Deposit	0.00	679,571.62
02/08/2024	DD13085	OLIVARES, BRANDON T	Direct Deposit	0.00	679,571.62
02/08/2024	DD13086	OWEN, KEATON M	Direct Deposit	0.00	679,571.62
02/08/2024	DD13087	QUIROZ, HERIBERTO	Direct Deposit	0.00	679,571.62
02/08/2024	DD13088	RENWICK, WENDY L	Direct Deposit	0.00	679,571.62
02/08/2024	DD13089	REYES, JUSTIN S	Direct Deposit	0.00	679,571.62
02/08/2024	DD13090	ROBERTS, MICHAEL C	Direct Deposit	0.00	679,571.62
02/08/2024	DD13091	SANCHEZ, EDWIN	Direct Deposit	0.00	679,571.62
02/08/2024	DD13092	SARGENTI, DAVID J	Direct Deposit	0.00	679,571.62
02/08/2024	DD13093	SILVA, ALFREDO C	Direct Deposit	0.00	679,571.62
02/08/2024	DD13094	SILVA, MARC W.	Direct Deposit	0.00	679,571.62
02/08/2024	DD13095	SIMS, LARRY D	Direct Deposit	0.00	679,571.62
02/08/2024	DD13096	SUKOW, ZACHARY J	Direct Deposit	0.00	679,571.62
02/08/2024	DD13097	Terry, Josh .	Direct Deposit	0.00	679,571.62

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02/08/2024	DD13098	TOOMEY, MARK A.	Direct Deposit	0.00	679,571.62
02/08/2024	DD13099	TRUJILLO, ANTHONY C	Direct Deposit	0.00	679,571.62
02/08/2024	DD13100	ULWELLING, ERIC N	Direct Deposit	0.00	679,571.62
02/08/2024	DD13101	URIBE, WYATT N	Direct Deposit	0.00	679,571.62
02/08/2024	DD13102	WARREN, MATHEW B	Direct Deposit	0.00	679,571.62
02/08/2024	DD13103	Wenger, Daren T.	Direct Deposit	0.00	679,571.62
02/08/2024	DD13104	YOUNG, JOHN H	Direct Deposit	0.00	679,571.62
02/08/2024		QuickBooks Payroll Service	Created by Payroll Service on 02/...	-8,539.56	671,032.06
02/08/2024	EFT	EFTPS	94-6001184	-66,928.16	604,103.90
02/08/2024	EFT	Employment Development Depa...	698-1507-4	-22,418.12	581,685.78
02/08/2024	48061	Monterey County Sheriff's Office	Case#19CV000057, File#202406...	-542.78	581,143.00
02/08/2024	48062	VOYA Institutional Trust Co.	VK7065	-19,361.96	561,781.04
02/08/2024	48063	Ashley Sardina	ADPP 1/16-1/31/24	-1,476.88	560,304.16
02/08/2024	48064	Carmel Valley Towing & Hauling		-250.00	560,054.16
02/08/2024	48065	County of Monterey IT Dept	Cust #840 Monterey County Regi...	-14,565.38	545,488.78
02/08/2024	48066	Doctor's on Duty	Acct #1026353,B. Olivares	-187.00	545,301.78
02/08/2024	48067	Golden State Truck & Trailer Re...		-10,802.54	534,499.24
02/08/2024	48068	Josh Mallobox	Reimb-R7 Treadmill	-1,512.49	532,986.75
02/08/2024	48069	JUSTIN CONNEAU	Reimb R2 HVAC	-2,244.45	530,742.30
02/08/2024	48070	Law Offices of William Ross		-1,440.00	529,302.30
02/08/2024	48071	LEHR (prev. EVS, Inc.)	Cust ID: 82037	-1,050.00	528,252.30
02/08/2024	48072	M.J. MURPHY LUMBER COM...		-237.52	528,014.78
02/08/2024	48073	MCFCA	Lunch meeting - Sargenti & Ulwel...	-60.00	527,954.78
02/08/2024	48074	MedPro Disposal, LLC	19983	-248.88	527,705.90
02/08/2024	48075	Mission Uniform Service	157033	-446.40	527,259.50
02/08/2024	48076	Monterey Bay Air Resources Dis...	379	-2,836.00	524,423.50
02/08/2024	48077	Monterey One Water (MRWPCA)	33-000198	-62.07	524,361.43
02/08/2024	48078	Peninsula Welding & Medical S...		-122.41	524,239.02
02/08/2024	48079	Pure Water Bottling Company		-414.00	523,825.02
02/08/2024	48080	Santa Lucia Preserve	Member #744	-2,726.40	521,098.62
02/08/2024	48081	Telco Business Solutions	Cust ID: 15159	-59.47	521,039.15
02/08/2024	48082	Toro Petroleum Corp.	Acct #0100287	-9,398.45	511,640.70
02/08/2024	48083	Waste Management		-500.22	511,140.48
02/08/2024	48085	Thomson Reuters - West	Acct# 1004964876	-164.69	510,975.79
02/08/2024	48084	VOID	document printed on blank check ...	0.00	510,975.79
02/08/2024			Funds Transfer	4,822.02	515,797.81
02/09/2024	DD13105	MOORE, PATRICK W	Direct Deposit	0.00	515,797.81
02/11/2024	Stripe	BUNN FAMILY TRUST- McFA...	23CP02807	273.18	516,070.99
02/12/2024			Funds Transfer	1,500,000.00	2,016,070.99
02/12/2024			Funds Transfer	6,840.00	2,022,910.99
02/12/2024			Deposit	15.00	2,022,925.99
02/12/2024	0212153...	OCHOWEST LLC		809.36	2,023,735.35
02/12/2024	2527	MCGUIRE - 234 COUNTRY CL...		225.00	2,023,960.35
02/12/2024	2023	BETSY BLISS		1,242.72	2,025,203.07
02/12/2024	071642	CV MANOR		819.54	2,026,022.61
02/12/2024	2432	MISC CUSTOMERS	multiple permits	2,225.67	2,028,248.28
02/12/2024	2433	MISC CUSTOMERS	DEF SPACE INSP	273.18	2,028,521.46
02/12/2024			Deposit	8,627.08	2,037,148.54
02/13/2024	Stripe	BARNS- PALOU	23CP00782	225.00	2,037,373.54
02/13/2024	Stripe	SALMINA- QUAIL RIDGE LN	23CP03521	273.18	2,037,646.72
02/14/2024	48086	Lozano Smith, Attorneys at Law	090600	-125.00	2,037,521.72
02/14/2024	48087	AT&T (CalNet)		-627.41	2,036,894.31
02/14/2024	48088	California American Water Co.		-860.21	2,036,034.10
02/14/2024	48089	California EMS Authority	EMT renewal - Martin Casarez	-37.00	2,035,997.10
02/14/2024	48090	California Water Service Co.	0285266666	-232.42	2,035,764.68
02/14/2024	48091	Carmel Valley Coffee Roasting		-215.50	2,035,549.18
02/14/2024	48092	CliftonLarsonAllen LLP	Acct# A568105	-840.00	2,034,709.18
02/14/2024	48093	Corey Drivon	Reimb Co Officer 2E 1/26/24	-450.00	2,034,259.18
02/14/2024	48094	Foremost Promotions	Acct #210270	-2,269.00	2,031,990.18
02/14/2024	48095	PG&E	5319150727-5	-7,240.50	2,024,749.68
02/14/2024	48096	Stephanie Caldera Cleaning Ser...	Cust ID #MCRFD001	-1,100.00	2,023,649.68
02/14/2024	48097	Vortex Industries, LLC	Cust# 421191	-2,439.18	2,021,210.50
02/14/2024	wire	US BANK-MN (Remit to 9705)	Acct# 258033000	-281,539.54	1,739,670.96
02/14/2024	wire	US BANK-MN (Remit to 9705)	Acct# 159706000	-82,812.45	1,656,858.51
02/14/2024	Stripe	BUCKALEW-13204 CORTE D...	21CP01314	708.36	1,657,566.87
02/15/2024	48098	Moody's InvestorsService, Inc.	Cust No: 9000006214	-500.00	1,657,066.87
02/19/2024	2435	MISC CUSTOMERS	Stripe	5.00	1,657,071.87

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02/21/2024	48099	Alex Airada	Per Diem Pre-PO Feb 2024 Storm	-333.00	1,656,738.87
02/21/2024	48100	Alfonso Duran	Per Diem Pre-PO Feb 2024 Storm	-333.00	1,656,405.87
02/21/2024	48101	Anthony Trujillo	Per Diem Pre-PO Feb 2024 Storm	-333.00	1,656,072.87
02/21/2024	48102	David Sargenti	Per Diem Pre-PO Feb 2024 Storm	-333.00	1,655,739.87
02/21/2024	48103	Eric. Ulwelling	Per Diem Pre-PO Feb 2024 Storm	-333.00	1,655,406.87
02/21/2024	48104	Julian Mendoza.	Per Diem Pre-PO Feb 2024 Storm	-333.00	1,655,073.87
02/21/2024	48105	Justin Keisling.	Per Diem Pre-PO Feb 2024 Storm	-333.00	1,654,740.87
02/21/2024	48106	Justin Reyes	Per Diem Pre-PO Feb 2024 Storm	-333.00	1,654,407.87
02/21/2024	48107	Keaton Owen	Per Diem Pre-PO Feb 2024 Storm	-277.50	1,654,130.37
02/21/2024	48108	Mario Hernandez	Per Diem Pre-PO Feb 2024 Storm	-333.00	1,653,797.37
02/21/2024	48109	Martin Jimenez	Per Diem Pre-PO Feb 2024 Storm	-55.50	1,653,741.87
02/21/2024	48110	Matthew Lumadue	VOID:	0.00	1,653,741.87
02/21/2024	48111	Richard Magno	Per Diem Pre-PO Feb 2024 Storm	-333.00	1,653,408.87
02/21/2024	48112	Tom Campbell	Per Diem Pre-PO Feb 2024 Storm	-333.00	1,653,075.87
02/21/2024	48113	Matthew Lumadue	Per Diem Pre-PO Feb 2024 Storm	-333.00	1,652,742.87
02/21/2024	48114	VOID	Void printed document on check ...	0.00	1,652,742.87
02/21/2024	48115	911 Safety Equipment LLC		-1,456.00	1,651,286.87
02/21/2024	48116	Associated Services, Inc.		-17,330.00	1,633,956.87
02/21/2024	48117	AT&T (R-2 Internet)	318182419	-64.20	1,633,892.67
02/21/2024	48118	Bound Tree Medical		-4,069.85	1,629,822.82
02/21/2024	48119	California American Water Co.	1015-210020255687	-37.14	1,629,785.68
02/21/2024	48120	Carey Crockett	Reimb. - Watt's Valley Glass	-90.00	1,629,695.68
02/21/2024	48121	Carmel Fire Protection Associates		-1,290.00	1,628,405.68
02/21/2024	48122	COMCAST		-694.23	1,627,711.45
02/21/2024	48123	Elesha Lopez (Kind Books)		-3,487.50	1,624,223.95
02/21/2024	48124	Humana Insurance Co.	787328-01	-13,674.32	1,610,549.63
02/21/2024	48125	James McDermott	Reimb- PHTLS training coffee	-32.20	1,610,517.43
02/21/2024	48126	Matthew Lumadue	Reimburse- Fuel Pre-Po Feb 202...	-39.52	1,610,477.91
02/21/2024	48127	Peninsula Welding & Medical S...		-346.83	1,610,131.08
02/21/2024	48128	Ross' Ladder Service		-2,211.75	1,607,919.33
02/21/2024	48129	Salinas Valley Tire		-2,734.95	1,605,184.38
02/21/2024	48130	Santa Lucia Preserve		-188.77	1,604,995.61
02/21/2024	48131	SCI Consulting Group, Inc		-6,400.00	1,598,595.61
02/21/2024	48132	Vision Service Plan	30 017089 0001	-1,639.25	1,596,956.36
02/21/2024	Stripe	BAGGETT- RIVER RD	23CP00551	225.00	1,597,181.36
02/22/2024	Stripe	MA & MCMATH	23CP03649	273.18	1,597,454.54
02/25/2024	Stripe	DOZIER	23CP03750	273.18	1,597,727.72
02/26/2024	EFT	CalPERS (Health)	Mar 2024	-1,966.27	1,595,761.45
02/26/2024	EFT	CalPERS (Health)	Mar 2024	-144,026.53	1,451,734.92
02/26/2024			Funds Transfer	8,079.43	1,459,814.35
02/27/2024	48133	Barbara Fonseca	Mar 2024	-191.75	1,459,622.60
02/27/2024	48134	Chris Handle	Mar 2024	-754.25	1,458,868.35
02/27/2024	48135	Dale B Williams	Mar 2024 - Health premium	-1,008.99	1,457,859.36
02/27/2024	48136	Dave Jensen	Mar 2024 - Health premium	-625.72	1,457,233.64
02/27/2024	48137	Dean. Lindsey	Mar 2024	-909.38	1,456,324.26
02/27/2024	48138	Dorothy Priolo	Mar 2024	-909.38	1,455,414.88
02/27/2024	48139	Ezekiel Kott	Mar 2024	-774.00	1,454,640.88
02/27/2024	48140	James H. Smith	Mar 2024	-191.75	1,454,449.13
02/27/2024	48141	Jeff Frye	Mar 2024	-615.50	1,453,833.63
02/27/2024	48142	Jeff May	Mar 2024	-1,008.99	1,452,824.64
02/27/2024	48143	Jim McCabe	Mar 2024	-1,081.25	1,451,743.39
02/27/2024	48144	John. Reed	Mar 2024	-909.38	1,450,834.01
02/27/2024	48145	Kevin Kamnikar	Mar 2024	-909.38	1,449,924.63
02/27/2024	48146	Kurtis Calender	Mar 2024	-1,008.99	1,448,915.64
02/27/2024	48147	Larry Freitas	Mar 2024	-909.38	1,448,006.26
02/27/2024	48148	Lee Warner	Mar 2024	-1,081.25	1,446,925.01
02/27/2024	48149	Michael Urquides	Mar 2024	-754.25	1,446,170.76
02/27/2024	48150	Mike Vout.	Mar 2024	-1,008.99	1,445,161.77
02/27/2024	48151	Miles.Schuler	Mar 2024	-689.99	1,444,471.78
02/27/2024	48152	Richard. Rotharmel	Mar 2024	-909.38	1,443,562.40
02/27/2024	48153	Scott Fenton	Mar 2024	-689.99	1,442,872.41
02/27/2024	48154	Steve Scarlett.	Mar 2024	-526.11	1,442,346.30
02/27/2024	48155	Susan Crosswell	Mar 2024	-615.50	1,441,730.80
02/27/2024	48156	William R Williams	Mar 2024	-625.72	1,441,105.08
02/28/2024		QuickBooks Payroll Service	Created by Payroll Service on 02/...	-264,262.88	1,176,842.20
02/28/2024	Stripe	ONE CARMEL - CARMEL RES...	23CP03998	273.18	1,177,115.38
02/29/2024	DD13106	Airada, Alejandro C.	Direct Deposit	0.00	1,177,115.38

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02/29/2024	DD13107	ALLEN, ANTHONY S	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13108	ALVERNAZ, HAYDEN D	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13109	ANDERSON, SCOTT A	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13110	ARREGUIN, MARISELA	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13111	Babione, Scott R	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13112	BODNAR, GREGORY J	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13113	CABRERA GUILLEN, JUAN C...	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13114	CAMPBELL, CAITLIN M	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13115	CAMPBELL, THOMAS	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13116	Casarez, Martin A.	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13117	CATHEY, BROOKS H	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13118	CHAPMAN, DEAN R	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13119	CIMINO, KELLY S	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13120	CONNEAU, JUSTIN K	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13121	CRADDOCK, DAVID J	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13122	DACPANO, JEFF	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13123	DICKSON, PETER J	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13124	DRIVON, COREY D	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13125	DURAN, JR., ALFONSO	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13126	FERRANTE, DOMINIC J	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13127	Foster, Michael A.	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13128	FRIEDMAN, NOAH L	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13129	FROST, JONATHAN B	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13130	FUSS, SKYLER S	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13131	GALLARDO, JESSE R	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13132	Gillenwater, Randy J.	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13133	GRUVER, WILLIAM E	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13134	HANZELKA, ERIC	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13135	HAUT, RAMON	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13136	HERNANDEZ, MARIO E	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13137	HINKLE, CHRISTOPHER D	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13138	HIPSLEY, MARC A	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13139	JIMENEZ, MARTIN R	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13140	KEISLING, JUSTIN	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13141	KNEELAND, WILLIAM M	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13142	KUNTZ, KARRY K	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13143	LEWIS, ADAM N	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13144	LINQUIST, JUSTIN R	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13145	LUMADUE, MATTHEW J	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13146	MAGNO JR., RICHARD A	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13147	MALLOBOX, JOSHUA D	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13148	MCDERMOTT, JAMES R	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13149	MEEKS, JAMES W	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13150	MENDOZA, JULIAN	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13151	MEYENBERG, JUSTIN J	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13152	MILLER, MARC J	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13153	OLIVARES, BRANDON T	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13154	OWEN, KEATON M	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13155	QUIROZ, HERIBERTO	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13156	RENWICK, WENDY L	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13157	REYES, JUSTIN S	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13158	ROBERTS, MICHAEL C	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13159	SANCHEZ, EDWIN	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13160	SARGENTI, DAVID J	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13161	SILVA, ALFREDO C	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13162	SILVA, MARC W.	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13163	SIMS, LARRY D	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13164	SUKOW, ZACHARY J	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13165	Terry, Josh .	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13166	TOOMEY, MARK A.	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13167	TRUJILLO, ANTHONY C	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13168	ULWELLING, ERIC N	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13169	URIBE, WYATT N	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13170	WARREN, MATHEW B	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13171	Wenger, Daren T.	Direct Deposit	0.00	1,177,115.38
02/29/2024	DD13172	YOUNG, JOHN H	Direct Deposit	0.00	1,177,115.38
02/29/2024	48157	AFLAC	X1723	-823.59	1,176,291.79

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02/29/2024	48158	American River Benefit Administ...	8484	-171.50	1,176,120.29
02/29/2024	48159	Monterey County Sheriff's Office	Case#19CV000057, File#202406...	-401.00	1,175,719.29
02/29/2024	EFT	EFTPS	94-6001184	-59,077.14	1,116,642.15
02/29/2024	EFT	Employment Development Depa...	698-1507-4	-19,647.50	1,096,994.65
02/29/2024	48160	Local 2606		-6,998.62	1,089,996.03
02/29/2024	48161	VOYA Institutional Trust Co.	VK7065	-19,126.28	1,070,869.75
02/29/2024	48162	AMAZON CAPITAL SERVICES	A1BSA7JOSWO7KJ	-4,307.56	1,066,562.19
02/29/2024	48163	C.A.P.F.		-2,006.00	1,064,556.19
02/29/2024	48164	California Towing & Transport	275331784	-2,912.00	1,061,644.19
02/29/2024	48165	California Utilities Service	Acct #3433500	-164.90	1,061,479.29
02/29/2024	48166	Conway Shield	Cust # 00-0041137	-78.50	1,061,400.79
02/29/2024	48167	Donald Reed	Ambulance Ref- Donald Reed 3/1...	-123.59	1,061,277.20
02/29/2024	48168	Golden State Truck & Trailer Re...		-23,166.58	1,038,110.62
02/29/2024	48169	Hi-Tech Emergency Vehicle Ser...	Cust #10506	-10,650.60	1,027,460.02
02/29/2024	48170	L.N. Curtis & Sons	Cust #C32838	-331.12	1,027,128.90
02/29/2024	48171	LEHR (prev. EVS, Inc.)	Cust ID: 82037	-14,900.33	1,012,228.57
02/29/2024	48172	Liebert, Cassidy, Whitmore	Client: CA201	-3,611.00	1,008,617.57
02/29/2024	48173	Marilyn Borucki TTEE	Ambulance Ref- Marilyn Borucki ...	-109.27	1,008,508.30
02/29/2024	48174	MCFCA	2024 Dues-Sargenti,Ulwellng,Re...	-150.00	1,008,358.30
02/29/2024	48175	Scott Anderson	Reimb Ortho - Kate Anderson	-1,500.00	1,006,858.30
02/29/2024	48176	U.S. BANK-Cal Card	4246 0445 5565 2902	-8,393.57	998,464.73
02/29/2024	48177	VERIZON WIRELESS.		-1,155.89	997,308.84
02/29/2024	48178	Wittman Enterprises, LLC	Jan 2024	-6,180.96	991,127.88
02/29/2024	48179	AT&T MOBILITY	Acct #287267998050	-165.63	990,962.25
02/29/2024	EFT	CalPERS (Retirement)	Jan earnings	-218,642.77	772,319.48
02/29/2024	48180	Life Saving Certified LLC		-2,720.00	769,599.48
02/29/2024			Deposit	60.00	769,659.48
02/29/2024	4341636...	AMR.	AMR Jul-Sept 2023	50,000.00	819,659.48
02/29/2024	3989	COUNTY OF MONTEREY-RA...		1,180.60	820,840.08
02/29/2024	3504	WINKLEBLACK - PO BOX 729		675.00	821,515.08
02/29/2024	1623	EMERALD VALLEY PROP-202...		273.18	821,788.26
02/29/2024	1133	WOLTER FARM DEVELOPME...		1,094.54	822,882.80
02/29/2024	720	ANDERSON-ENCLAVE CT		1,242.72	824,125.52
02/29/2024	6176	CONRAD- RING LN		273.18	824,398.70
02/29/2024	087039	MERRILL FARMS-13650 RES...		546.36	824,945.06
02/29/2024	57765	GROWERS TRANSPLANTIN...		273.18	825,218.24
02/29/2024	001349	17 MIRAMONTE LLC		969.54	826,187.78
02/29/2024	3906	CUCURA- PIEDRAS BLANCAS		273.18	826,460.96
02/29/2024	4487	GRIGGS		273.18	826,734.14
02/29/2024	2434	MISC CUSTOMERS	multiple permits	956.13	827,690.27
02/29/2024			Deposit	69,798.85	897,489.12
02/29/2024			Deposit	66,075.60	963,564.72
02/29/2024			Deposit	14,730.11	978,294.83
02/29/2024			Deposit	1,956.29	980,251.12
02/29/2024			Deposit	1,769.13	982,020.25
02/29/2024			Deposit	94.50	982,114.75
02/29/2024	2436	MISC CUSTOMERS	multiple permits	3,414.75	985,529.50
Total 1006 - 1st Capital Bank - Main 2257				-713,133.41	985,529.50
1007 - 1st Capital Bank - Cannabis					0.00
01/02/2024		HLC x BSC INC	APN	227.59	227.59
01/02/2024			Funds Transfer	-227.59	0.00
01/11/2024		QUAIL CREEK FARMS	APN	5,000.00	5,000.00
01/11/2024			Funds Transfer	-5,000.00	0.00
01/24/2024		MONTEREY OCEAN GROWN...	APN	6,275.82	6,275.82
01/24/2024			Funds Transfer	-6,275.82	0.00
01/29/2024		MONTEREY VALLEY PRIDE, ...	APN	7,357.50	7,357.50
01/29/2024		FAITH & FAMILY FARMS, LLC	APN	3,600.00	10,957.50
01/29/2024			Funds Transfer	-15,469.92	-4,512.42
01/30/2024		RIVERVIEW FARMS - PARK R...	APN	10,640.53	6,128.11
01/30/2024		RIVERVIEW FARMS - PARK R...	APN	5,316.36	11,444.47
01/30/2024	1stCap0...	PACIFIC RESERVE NURSER...	APN	5,955.00	17,399.47
01/30/2024	1stCap0...	FUJI FIRE FLOWERS, LLC	APN	1,181.25	18,580.72
01/30/2024			Funds Transfer	-23,093.14	-4,512.42
01/31/2024		SALINAS SPENCE ROAD CA...	APN	4,512.42	0.00
01/31/2024		GREEN VIBE, INC.	APN	8,250.75	8,250.75
01/31/2024		WAVE RIDER NURSERY-PO ...	APN	6,216.39	14,467.14

Monterey County Regional Fire District Transactions by Bank Account As of February 29, 2024

Date	Num	Name	Memo	Amount	Balance
01/31/2024			Funds Transfer	-14,467.14	0.00
02/05/2024		KOLA SEED, LLC - S. MAIN ST	APN	1,140.00	1,140.00
02/05/2024			Funds Transfer	-1,140.00	0.00
02/07/2024	1stCap0...	QLORA GROUP, INC - 252 1S...	APN	10,500.00	10,500.00
02/07/2024			Funds Transfer	-10,500.00	0.00
02/08/2024		KIND OP CORP - ALISAL RD	APN	4,822.02	4,822.02
02/08/2024			Funds Transfer	-4,822.02	0.00
02/12/2024		LCG BUSINESS ENTERPRIS...	APN	6,840.00	6,840.00
02/12/2024			Funds Transfer	-6,840.00	0.00
02/26/2024		MD FARMS, LLC - 26500 ENCI...	APN	8,079.43	8,079.43
02/26/2024			Funds Transfer	-8,079.43	0.00
Total 1007 · 1st Capital Bank - Cannabis				0.00	0.00
1008 · 1st Capital Bank - Old 3041					0.00
Total 1008 · 1st Capital Bank - Old 3041					0.00
1010 · Cash in Bank at County					9,645,655.63
01/24/2024			Funds Transfer	-1,500,000.00	8,145,655.63
01/31/2024			Cnty Postings	911,283.59	9,056,939.22
02/12/2024			Funds Transfer	-1,500,000.00	7,556,939.22
02/28/2024			Cnty Postings	314,319.10	7,871,258.32
Total 1010 · Cash in Bank at County				-1,774,397.31	7,871,258.32
TOTAL				-2,487,530.72	8,856,787.82

STAFF SUMMARY REPORT

AGENDA ITEM NUMBER: 4.3

DATE: March 19, 2024

PREPARED BY: Marisela Arreguin

SUBJECT: Board Policy 2024-02 Reproductive Loss Policy

ISSUE AND STAFF REPORT

On October 10, 2023 Governor Newsom approved Senate Bill 848 which provides for leave for reproductive loss. The new law allows for employees to take up to 5 days of leave within 3 months of the event for losses due to failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction. This leave applies to a person, the person's current spouse or domestic partner, or another individual, if the person would have been a parent of a child born as a result of the pregnancy.

RECOMMENDATION

Approve Board Policy 2024-02 Reproductive Loss Policy.

ATTACHMENT

Draft Board Policy 2024-02.

I. POLICY

The District will provide reproductive loss leave for eligible employees as required by law. The California Fair Employment and Housing Act, makes it an unlawful employment practice for an employer to refuse to grant a request by any eligible employee to take up to 5 days of reproductive loss leave following a reproductive loss event.

Leave must be taken within 3 months of the event. If an employee experiences more than one reproductive loss event within a 12-month period, the employer is not obligated to grant a total amount of reproductive loss leave time in excess of 20 days within a 12-month period. The eligible employee may take unpaid leave or may choose to use his or her leave balances including accrued and available paid sick leave.

II. DEFINITIONS

1. “Assisted reproduction” means a method of achieving a pregnancy through an artificial insemination or an embryo transfer and includes gamete and embryo donation.
 - “Assisted reproduction” does not include any pregnancy achieved through sexual intercourse.
2. “Employee” means a person employed by the employer for at least 30 days prior to the commencement of the leave.
3. “Employer” means either of the following:
 - A person who employs five or more people to perform services for a wage or salary.
 - The state and any political or civil subdivision of the state, including but not limited to, cities and counties.
4. “Failed adoption” means the dissolution or breach of an adoption agreement with the birth mother or legal guardian, or an adoption that is not finalized because it is contested by another party. This event applies to a person who would have been a parent of the adoptee if the adoption had been completed.
5. “Failed surrogacy” means the dissolution or breach of a surrogacy agreement, or a failed embryo transfer to the surrogate. This event applies to a person who would have been a parent of a child born as a result of the surrogacy.

6. “Miscarriage” means a miscarriage by a person, by the person’s current spouse or domestic partner, or by another individual if the person would have been a parent of a child born as a result of the pregnancy.
7. “Reproductive loss event” means the day or, for a multiple-day event, the final day of a failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction.
8. “Reproductive Loss Leave” means the leave provided by subdivision
9. “Stillbirth” means a stillbirth resulting from a person’s pregnancy, the pregnancy of a person’s current spouse or domestic partner, or another individual, if the person would have been a parent of a child born as a result of the pregnancy that ended in stillbirth.
10. “Unsuccessful assisted reproduction” means an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure. This event applies to a person, the person’s current spouse or domestic partner, or another individual, if the person would have been a parent of a child born as a result of the pregnancy.

III. REASON FOR LEAVE

Leave is only permitted for the following reasons:

1. Failed adoption
2. Failed surrogacy
3. Miscarriage
4. Stillbirth
5. Unsuccessful assisted reproduction

IV. EMPLOYEES ELIGIBLE FOR LEAVE

1. Reproductive Loss leave is eligible for all Employee who have been employed at the District for at least 30 days.
2. To utilize Reproductive Loss leave, the employee shall contact the Human Resources Officer or Duty Chief with the dates and duration of leave and what type of paid leave will be utilized.
3. The Staffing Station will be notified, and the leave will be categorized as Admin Leave. Paid leave deductions will be administered by the Human Resources Officer.

V. EMPLOYEE’S RIGHT TO USE PAID ACCRUED LEAVES

If an employee has earned or accrued paid vacation, or compensatory time, that paid leave may be substituted for all or part of any (otherwise) unpaid leave under this policy.

The employer shall allow the days an employee takes for reproductive loss leave to be nonconsecutive.

It shall be unlawful for an employer to interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right provided under this policy.

Employer shall maintain the confidentiality of any employee requesting Reproductive Loss. Any information provided to the employer pursuant to this section shall be maintained as confidential and shall not be disclosed except to internal personnel or counsel, as necessary, or as required by law.

VI. FORMS

There are no forms associated with this policy.

STAFF SUMMARY REPORT

AGENDA ITEM NUMBER: 4.4

DATE: March 1, 2024

PREPARED BY: David Sargenti

SUBJECT: Presidio of Monterey Fire Department Automatic Aid Agreement

ISSUE AND STAFF REPORT

Staff has worked with the Presidio of Monterey Fire Department to update our current agreement and operational plan. We have enjoyed a great relationship with POM Fire and this agreement continues that relationship.

RECOMMENDATION

1. Adopt Resolution 2024-12 a Resolution approving the agreement for mutual exchange of services – automatic aid between the Monterey County Regional Fire Protection District and the United States Army Garrison, Presidio of Monterey; and
 2. Direct the President of the Board to sign the Automatic Aid Agreement; and
 3. Direct the Fire Chief to sign the Operational Response plan for the Automatic Aid Response to Emergency Incidents.
-

ATTACHMENTS

1. Draft Resolution 2024-12.
2. Automatic Aid Agreement between MCRFD and POM.
3. Operational Plan for Automatic Aid Response to Emergency Incidents.

**BEFORE THE BOARD OF DIRECTORS
OF THE MONTEREY COUNTY REGIONAL FIRE PROTECTION DISTRICT**

RESOLUTION NO. 2024-12

**RESOLUTION APPROVING THE AGREEMENT
FOR MUTUAL EXCHANGE OF SERVICES - AUTOMATIC AID
BETWEEN THE MONTEREY COUNTY REGIONAL FIRE PROTECTION DISTRICT
AND THE UNITED STATES ARMY GARRISON, PRESIDIO OF MONTEREY**

WHEREAS, the attached Agreement for Mutual Exchange of Services - Automatic Aid has been prepared; and

WHEREAS, the reason for this agreement is to enhance fire and life safety in the unincorporated area of Monterey County located along the boundary between the Monterey County Regional Fire Protection District and the United States Army Garrison, Presidio of Monterey.

NOW, THEREFORE, BE IT RESOLVED that the Agreement for Mutual Exchange of Services - Automatic Aid between the Monterey County Regional Fire Protection District and the United States Army Garrison, Presidio of Monterey is hereby approved and that the Fire Chief is delegated the responsibility to implement this Agreement through an Operational Plan.

PASSED AND ADOPTED by the Board of Directors of the Monterey County Regional Fire Protection District this 26th day of March 2024.

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

, President

, Secretary

**AUTOMATIC AID AGREEMENT FOR EXCHANGE OF FIRE PROTECTION
SERVICES BETWEEN THE
UNITED STATES ARMY GARRISON, PRESIDIO OF MONTEREY
AND
MONTEREY COUNTY REGIONAL FIRE DISTRICT**

This AGREEMENT, made and entered into on this 26th day of March, 2024 by and between the Garrison Commander, Presidio of Monterey, hereinafter referred to as POM, acting under the authority of the Secretary of the Army, according to section 1856a, title 42, United States Code, and the Monterey County Regional Fire District, hereinafter referred to as MCRFD, each being a legally organized jurisdiction providing fire protection. The parties are sometimes hereinafter referred to singularly as "Party" or collectively as "Parties."

WITNESSETH:

WHEREAS, the parties to this Agreement provide fire protection services and fire prevention services within their respective territorial limits; and are geographically located in proximity to each other within the County of Monterey, California. By this Agreement, the parties intend to exchange fire protection and response services only; and

WHEREAS, it is in the best interest of the citizens of POM and MCRFD to provide the most expeditious response to suppress fires; and

WHEREAS, it is to the mutual advantage and benefit of the parties that each agree to render a reasonable and reciprocal exchange of fire protection services; and

WHEREAS, this agreement is authorized and provided for by provisions of the Health and Safety, and Government Codes of the State of California and not covered by or within the scope of the California Office of Emergency Services and Civil Defense Master Mutual Aid Agreement, but constituting "Automatic Aid" arising out of convenience rather than out of extraordinary necessity, now

THEREFORE, in consideration of their mutual covenants, the parties agree as follows:

I. OPERATIONAL RESPONSE OF AUTOMATIC AID

An Operational Response Plan shall be mutually agreed upon by the Fire Chiefs of both agencies and attached to this agreement as "Attachment A". The Operational Response Plan shall include specific boundaries of response, emergency response guidelines, jurisdictional responsibility, communications, and automatic mutual aid resources.

- a. In accordance with the terms of the Operational Response Plan, on request to a representative of the POM Fire Department, by a party to the agreement, firefighting equipment and personnel of the POM Fire Department will be dispatched, when available, to any point within the requesting agency's normal firefighting jurisdiction.
- b. In accordance with the terms of the Operational Response Plan, on request to a representative of the MCRFD, by a party to the agreement, firefighting equipment

Commented [DS1]: We need to make this section applicable to both agencies. I have provided some edits to accomplish this.

Commented [DS2R1]:

and personnel of the MCRFD will be dispatched, when available, to any point within the requesting agency's normal firefighting jurisdiction.

Commented [DS3]: This is the same as A above.

- c. The rendering of assistance under the terms of this agreement shall not be mandatory, but the party receiving the request for assistance should immediately inform the requesting department if, for any reason, assistance cannot be rendered.
- d. Any dispatch of equipment and personnel pursuant to this agreement is subject to the following condition:
 1. Any request for aid under this agreement will specify who is making the request, what specific type of and amount of assets are being requested, when the assets are needed, the location to which the equipment and personnel are to be dispatched, and why aid is necessary.

Commented [DS4]: This is covered in A above.

Commented [DS5]: This is covered in the operational plan. This is also covered in the second paragraph in Section II.

II. COMMAND AUTHORITY

Responsible Jurisdiction to Have Command Authority

Whenever POM or MCRFD responds into the other party's jurisdiction under this agreement, the Fire Officer of the responsible jurisdiction shall be in command of all personnel and apparatus responding to the emergency. In those instances where the department of the aiding Party arrives before the jurisdictional department, the aiding Party's department shall take whatever reasonable action it deems appropriate. The responsible jurisdiction shall exercise said command through the Fire Officer of the jurisdiction providing aid. The FIRESCOPE Incident Command System shall be used at all incidents under this agreement. Personnel of the jurisdiction providing the equipment will ordinarily operate apparatus and equipment furnished under this agreement.

Judicious Use of Personnel and Equipment

It shall be the responsibility of the Fire Officer of the responsible jurisdiction to utilize personnel and equipment provided under this agreement only to the extent required to bringing the emergency under control. The aiding Party's department shall be released from the scene of the event by the jurisdictional Party's department as soon as reasonably practical.

All equipment used by any responding party to the agreement in carrying out this agreement will be owned by the responding party; and all personnel acting for the responding party under this agreement will be an employee or volunteer member of the responding party.

III. REPORTS

The responsible jurisdiction shall be responsible for completing all required reports, including but not limited to, reports mandated by local or state government agencies.

IV. WORKERS COMPENSATION INSURANCE

POM is a government entity, which is self-insured for all damages arising out of the performance of this Agreement. The United States government neither maintains worker's compensation nor liability insurance. MCRFD agrees to provide workers' compensation and liability insurance coverage for its own employees working under this Agreement Under the terms of this

agreement, MCRFD employees shall not be considered to be working for POM, and POM employees shall not be considered working for MCRFD.

VI. COMPENSATION

All services provided by either party under this agreement shall be provided without additional monetary compensation. The mutual advantages, benefits, and services afforded by this agreement are mutually agreed to be adequate compensation to both jurisdictions.

VII. LIABILITY / HOLD HARMLESS

Each party hereby waives all claims against every other party for compensation of any loss, damage, injury or death occurring as a consequence of the performance of this agreement except those claims authorized under 15 U.S.C. § 2210.

VIII. AGREEMENT NOT FOR BENEFIT OF THIRD PARTIES

This Agreement shall not be construed as or deemed to be an Agreement for the benefit of any third party or parties, and no third party or parties shall have any right of action hereunder for any cause whatsoever. Any services performed or expenditure made in connection with this Agreement by either party hereto shall be deemed conclusively to be for the direct protection and benefit of the inhabitants and property of the respective jurisdiction in which they are situated and defined herein.

IX. PLANNING

The chief fire officers and personnel of the fire departments of all parties to this agreement are invited and encouraged, on a reciprocal basis, to frequently visit each other's activities for guided familiarization tours consistent with local security requirements and, as feasible, to jointly conduct pre-fire planning inspections and drills.

X. TERM

This Agreement shall commence upon execution of the Agreement by both parties and shall remain in effect until termination. Either party may terminate this Agreement without cause upon written notice of termination to the other party at least thirty (30) days in advance of the effective date of termination. Notice of termination shall be personally served or mailed, postage prepaid, to the address designated beneath the signature of the parties hereto; or to such other address as may be designated by written notice.

XI. AMENDMENTS TO AGREEMENT

This Agreement contains all of the terms and conditions agreed to between the parties. Except as otherwise specified, this Agreement shall not be amended or altered without the written consent of the parties.

The Fire Chiefs of the parties to this Agreement shall have the authority to amend the Operational Response Plan, and to execute any documents required to implement such amendments.

Commented [DS6]: Do we really want to review this every two years.

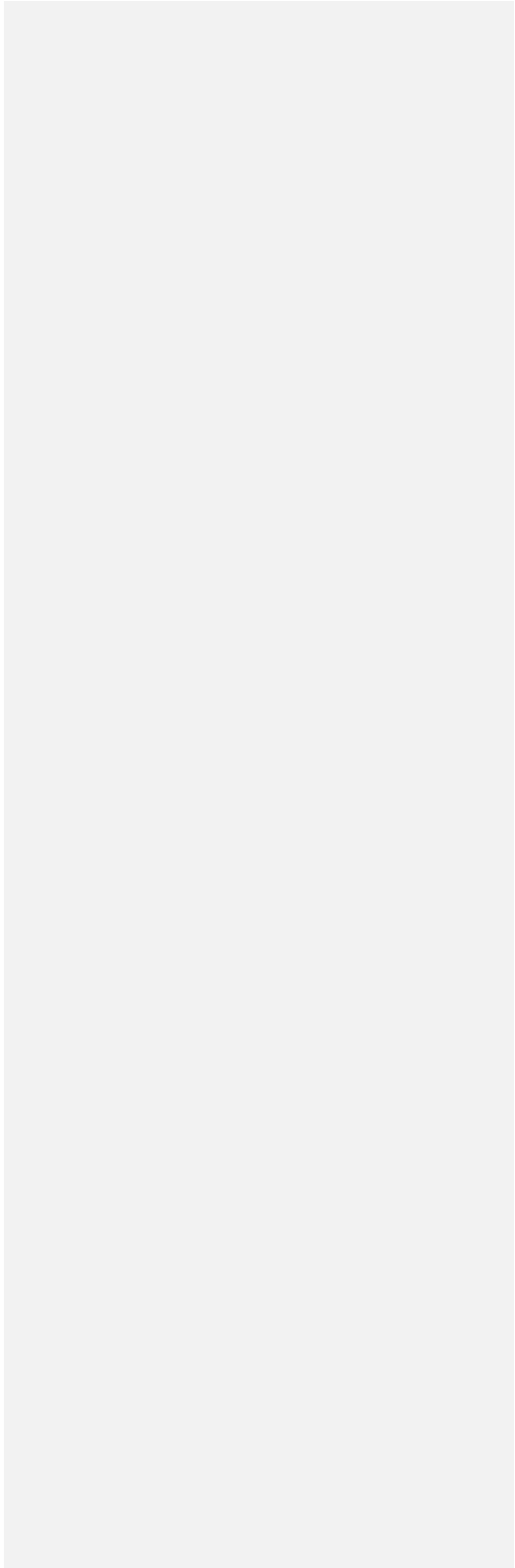
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the day and year heretofore written.

BY: _____ DATE: _____

President of the Board
Monterey County Regional Fire District

BY: _____ DATE: _____

Samuel W. Kline, Colonel
Garrison Commander
USAG POM



Attachment A:

OPERATIONAL RESPONSE PLAN
For
Automatic Aid Response to Emergency Incidents
Presidio of Monterey Fire Department
And
Monterey County Regional Fire District

I. Response Boundaries:

The response boundaries of this agreement shall include those areas of the Presidio of Monterey Community outlined in the attached map as Area's C, D and E. And those areas of the Monterey County Regional Fire District outlined on the attached map as Area's A and B.

A. AREA A is generally known as the Fort Ord National Monument:

North of the Impact Area and the Laguna Seca Recreational Area. East of the Seaside City Limits and Barloy Canyon Road. South of Giggling Road and the East Garrison Subdivision. West of Reservation Road and the Toro Creek. This area includes the MOUT facility.

B. AREA B is generally known as the Schoonover Park subdivision:

North of Giggling Road to Watkins Gate, East of 7th Avenue (excluding 7th Avenue). South of Imjim Parkway and Reservation Road (excluding Imjim Parkway), West of West Camp Road and Intergarrison Road.

C. AREA C is generally known as Joy Lloyd Way:

East of 8th Ave

D. AREA D is generally known as the Impact Area:

North of South Boundary Road, East of General Jim Moore Boulevard, South of Eucalyptus Road West of Barloy Canyon Road

E. AREA E is generally known as Marshall Park Housing and DMDC Center:

East of General Jim Moore Boulevard, West of 7th Ave, North of Normandy Rd., South of Giggling

II. Types of Incidents Included:

This agreement is intended for structure fires, vegetation fire, and medical/rescue emergencies. Response to any other type of incident shall be by request, and in accordance with the Monterey County Mutual Aid Plan. Unless otherwise requested at the time of dispatch, the following resource(s) shall respond to emergency incidents pursuant to this agreement:

A. Presidio of Monterey Fire Department Single Company and Chief Officer Automatic Aid Response to Monterey County Regional Fire District areas delineated on the attached map as AREA A and AREA B.

Area "A"

1. Wildland Response: (1) ICS Type-III Engine, (1) Chief Officer
2. Medical/Rescue Response: (1) ICS Type-III Engine or Utility

Commented [DS7]: Just due to the location of the incidents.

Area “B”

- 1. Structure Fire Response: (1) ICS Type-I Engine or Truck Company, (1) Chief Officer
- 2. Wildland Response: (1) ICS Type-III Engine, (1) Chief Officer
- 3. Medical/Rescue Response: (1) ICS Type-III Engine or Utility

B. Monterey County Regional Fire District Single Company Automatic Aid Response to USAG Presidio of Monterey areas delineated on the attached map as AREA C, D and E.

Area “C”

- 1. Structure Fire Response: (1) ICS Type-I Engine, (1) Chief Officer

Area “D”

- 1. Wildland Response: (1) ICS Type-III Engine, (1) Chief Officer

Area “E”

- 1. Structure Fire Response: (1) ICS Type-I Engine, (1) Chief Officer

III. Resource Availability

Neither agency is obligated to send resources to an incident if it depletes resources below an acceptable level as determined by that agency. If an agency is unable to respond it will notify the Communication Center immediately by radio of that fact. During an extended period of time when an agency is unable to commit, they will notify the other indicating the time period and/or type of resource(s) involved.

V. Communications:

The jurisdiction requesting Automatic Aid pursuant to this Agreement shall be responsible for proper and timely notification of the other jurisdiction's dispatch facility as follows:

<u>Jurisdiction</u>	<u>Dispatch Facility</u>
POM Communications	POM Center
Monterey Communications	FIRE COMM - Monterey County

Alarm processing time shall address the coordination between the two dispatch centers to reduce the hand off time between dispatch centers.

Emergency responses, in which MCRFD or POM-FD responds will generate incident numbers based upon AHJ. In cases where one fire agency responds into their own area, without the response of an automatic aid unit, then only the incident number for the AHJ response company will generate an incident number.

Notification shall include (1) Location of Incident, (2) Type of Incident, (3) Tactical Frequency if assigned, and (4) any other pertinent information.

Unless otherwise advised, automatic aid resources shall utilize the following Command and Tactical frequencies when responding pursuant to this agreement:

<u>Jurisdiction</u>	<u>Command Frequency</u>	<u>Tactical Frequency</u>
POM	POM Red Command (VHF 143.7125)	POM Tactical 1-2
MCRFD	XMY Command 31 (VHF 158.8500)	XMY Tactical 41-46

VI. Command Authority:

The Company Officer of the first arriving resource, regardless of jurisdiction, shall assume responsibility as the Incident Commander until relieved by the AHJ. In the event that the single fire engine or company arrives at the incident and determines that more fire units are needed, the request will be forwarded through FIRECOM-Monterey County to have the authority having jurisdiction respond and assume command of the incident to include the ability to request or release additional resources.

VII. Release of Resources:

Automatic Aid resources utilized pursuant to this agreement shall be made available and released to their home jurisdiction as early as possible.

VIII. Training:

Both parties agree to schedule a minimum of one (1) joint-training drills per year. These drills are intended to familiarize personnel with the other agencies' apparatus, equipment, personnel, and procedures, and to improve joint-agency responses and interoperability.

IX. Effective Date:

This Operational Response Plan shall be effective at 0001 hours on Monday, November 02, 2020 and shall remain in effect until modified or canceled pursuant to the Provisions' of this agreement.

X. Approvals:

Signed: _____
David E. Wilcox, Interim Fire Chief
USAG, Presidio of Monterey

DATE: _____

Signed: _____
David J. Sargenti, Fire Chief
Monterey County Regional Fire District

DATE: _____

Monterey County Regional Automatic Aid/ Operational Response: Area's "A" & "B"



Presidio of Monterey-OMC Automatic Aid/ Operational Response Plan: Area "D"



Presidio of Monterey-OMC Automatic Aid/ Operational Response Plan: Area's "C" & "E"



STAFF SUMMARY REPORT

AGENDA ITEM NUMBER: 6.1

DATE: February 24, 2024

PREPARED BY: David Sargenti

SUBJECT: Public Hearing to update the Fire Capital Facilities and Equipment Plan and to set the Fire Mitigation Fees for Fiscal Year 2024-2025

ISSUE AND STAFF REPORT

California State law and the Monterey County Ordinance requires that the District annually update our Capital Facilities and Equipment plan and establish the Fire Mitigation Fee for the next fiscal year. These actions must take place at a public hearing. This hearing was noticed as required by law.

The mitigation fees for fiscal year 2024-2025 will remain unchanged as detailed in “Attachment A”.

Staff has updated the Fire Capital Facilities and Equipment Plan, “Attachment B”, to include our vehicle and apparatus replacement plan, additional future apparatus and support vehicle needs, and improvements to existing facilities and new facilities.

RECOMMENDATION

1. Open public hearing, accept public comments, discuss the updated Fire Capital Facilities and Equipment Plan, Resolution 2024-09 findings and the proposed Fire Mitigation fees for fiscal year 2024-2025; and
 2. Close public hearing; and
 3. Adopt Resolution 2024-09 updating the Fire Capital Facilities and Equipment plan and setting the Fire Mitigation Fees for fiscal year 2024-2025; and
 4. Direct staff to complete any administrative tasks for final action by the County Board of Supervisors.
-

ATTACHMENTS

1. Resolution 2024-09
2. Attachment A—Mitigation Fees for fiscal year 2024-2025
3. Attachment B—Fire Capital Facilities and Equipment Plan

**BEFORE THE BOARD OF DIRECTORS
OF THE MONTEREY COUNTY REGIONAL FIRE PROTECTION DISTRICT
OF MONTEREY COUNTY**

RESOLUTION 2024-09

RESOLUTION UPDATING THE FIRE CAPITAL FACILITIES
AND EQUIPMENT PLAN AND SETTING THE FIRE MITIGATION FEES
FOR FISCAL YEAR 2024-2025

WHEREAS, the Monterey County Regional Fire Protection District (hereafter “District”) is a public agency located in the County of Monterey, State of California; and

WHEREAS, the District conducted a Fire Capital Facilities and Equipment Mitigation Analysis and Financing Plan (Nexus Study) in accordance with AB 1600, which analyzes the reasonable relationship to the development project in the Monterey County Regional Fire Protection District; and

WHEREAS, the Fire Capital Facilities and Equipment Mitigation Analysis and Financing Plan (Nexus Study) was adopted by the Board of Directors on March 20, 2007 as indicated in Resolution 2007-04; and

WHEREAS, the Long-Term Vehicle Replacement and Large Capital Equipment Cost Identification Plan was adopted by the Board of Directors on November 25, 2014; and

WHEREAS, the District does not have existing adequate fire protection facilities and equipment which could be used to provide an appropriate level of service to new development within the District’s boundaries, as documented in the Fire Capital Facilities and Equipment Mitigation Analysis and Financing Plan; and

WHEREAS, the District does not have sufficient funds available to construct additional facilities and purchase additional equipment from fund balances, capital facility funds, property tax sources, or any other appropriate sources; and

WHEREAS, the lack of fire protection facilities and equipment to serve new development would create a situation perilous to the public health and safety; and

WHEREAS, the District does not charge any other development fees that can be included as a payment toward the costs of the capital facility and equipment expansion necessary as a result of new construction, and, therefore, the fire mitigation fee is necessary; and

WHEREAS, the District finds pursuant to the California Environmental Quality Act (“CEQA”), this action is not a ‘project’ because the Resolution provides a mechanism for funding fire protection and emergency response facilities, apparatus, and equipment but does not involve a commitment to any specific project for such purposes that may result in a potentially significant impact on the environment. (CEQA Guidelines 15378)

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors approve the Fire Capital Facilities and Equipment Mitigation Analysis and Financing Plan dated March 2007 and the Fire Capital Facilities

and Equipment Plan as shown on Attachment “A,” attached hereto, as the plans for Fiscal Year 2024-2025; and

BE IT FURTHER RESOLVED that in accordance with Monterey County Code Chapter 10.80, therein known as the “Fire Mitigation Fee Ordinance” as established through Monterey County Ordinance #3602, amended by Monterey County Ordinance #3931 and further amended by Monterey County Ordinance #5087, the mitigation fees set for the Monterey County Regional Fire District by the Fire Capital Facilities and Equipment Mitigation Analysis and Financing Plan and this Resolution, shall prevail. These mitigation fee rates are set forth in Attachment “A”, attached hereto and, upon adoption of this Resolution, shall become the rates of the Monterey County Regional Fire District starting July 1, 2024; and

BE IT FURTHER RESOLVED that the Fire Chief of this District is hereby authorized to take all actions and execute any documents necessary to implement the intent of this Resolution.

PASSED AND ADOPTED by the Board of Directors of the Monterey County Regional Fire Protection District of Monterey County this 26th day of March 2024.

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

, President

, Secretary

“ATTACHMENT A”

Residential and Light/Low Hazard Classification Fire Mitigation Fee

\$0.55 per square foot

Commercial/Industrial with Moderate Hazard Classification Fire Mitigation Fee

\$1.10 per square foot

Commercial/Industrial with High and Severe Hazard Classification Fire Mitigation Fee

\$1.65 per square foot

The following fee ceilings established by County Ordinance #3602 and #3931 are hereby adopted by the Monterey County Regional Fire District:

- 1. For agricultural buildings as defined in the building code, which are poultry houses and rabbitries, the ceiling is \$.22 per square foot.***
- 2. For standard type greenhouses, as defined in the building code, the ceiling is \$.06 per square foot.***
- 3. Cold-frame type greenhouses, as defined in the building code are exempt. However, the use of cold-frame type green houses for storage of any related or non-related projects or equipment (lighting) subjects the structure to the mitigation fee.***

“ATTACHMENT B”

FIRE CAPITAL FACILITIES AND EQUIPMENT PLAN

In May of 1987 the Monterey County Regional adopted an Apparatus Replacement Plan. This plan was updated in March of 1992, 1997, 2003, 2011 and November 2014. The purpose of the plan is to develop a methodology for replacing the District’s vehicle fleet.

The criteria used to determine the life expectancy of each type of apparatus is:

- operational history
- reliability
- maintenance and operational costs
- operational adequacy and flexibility

The basic life expectancy in years for each type of vehicle is:

Type of Vehicle	First Out	Reserve Status	Mileage
Type I	15 years	5 years	150,000 miles
Type III	15 years	5 years	150,000 miles
Water Tenders	20 years	N/A	150,000 miles
Support Vehicles	25 years	N/A	150,000 miles
Chief’s Vehicles & Ambulances	10 years	N/A	120,000 miles
Station Utilities & Prevention Vehicle	12 years	N/A	150,000 miles

REPLACEMENT OF CURRENT APPARATUS, SUPPORT AND STAFF VEHICLES

The following outlines the replacement plan for the current fleet of apparatus, support, and staff vehicles:

Vehicle	ID	Mileage	Purchase Price	1 st Out	Reserve	Replacement Costs	Net Difference
2023 Chevy Tahoe	5500	1,434	\$75,000	2024-2034	NA	\$75,000	\$0
2023 Chevy Truck	5501	19,801	\$75,000	2023-2033	2034-2036	\$75,000	\$0
2022 Chevy Truck	5502	13,104	\$75,000	2023-2033	2034-2036	\$75,000	\$0
2022 Chevy Truck	5503	15,379	\$75,000	2023-2033	2034-2036	\$75,000	\$0
2019 Chevy Truck	5504	89,995	\$45,000	2019-2029	2030-2032	\$75,000	\$30,000
2021 Ford Ranger	5581	44,861	\$45,000	2021-2033	NA	\$50,000	\$5,000
2015 Ford Explorer 4x4	5582	67,315	\$30,559	2015-2027	NA	\$50,000	\$19,441
2015 Chevy Truck	5591	98,361	\$40,000	2015-2025	2026-2028	\$75,000	\$35,000
2017 Dodge Truck USAR	5592	98,225	\$45,000	2017-2027	2028-2030	\$75,000	\$30,000
2015 Dodge Ram 4x4	5594	80,837	\$40,000	2015-2025	2026-2028	\$75,000	\$35,000
2018 Chevy Truck	5595	109,670	\$45,000	2018-2028	2029-2031	\$75,000	\$30,000
2017 Dodge Truck US&R	5597	22,852	\$84,184	2017-2027	2028-2030	\$90,000	\$5,816
2017 Spartan Type 1	5511	58,402	\$560,000	2017-2032	2033-2038	\$950,000	\$390,000
2020 Spartan Type 1	5512	26,660	\$660,000	2020-2035	2036-2041	\$950,000	\$290,000
2015 Spartan Type 1	5513	69,963	\$550,000	2015-2030	2031-2036	\$950,000	\$400,000
2022 Spartan Type I	5514	11,999	\$693,618	2022-2037	2037-2042	\$950,000	\$256,382

2021 Spartan Type 1	5515	15,996	\$674,000	2021-2036	2037-2042	\$950,000	\$276,000
2003 HME Type 1	5516	31,107	\$250,000	2003-2018	2019-2024	\$950,000	\$700,000
2018 Spartan Type 1	5517	34,892	\$640,000	2018-2033	2034-2039	\$950,000	\$310,000
2002 Ferrera Type I	5521	99,631	\$319,983	2002-2017	2018-2023	\$950,000	\$630,017
2002 Ferrera Type 1	5525	104,141	\$319,983	2002-2017	2018-2023	\$950,000	\$630,017
2017 International Type III	5531	21,278	\$335,000	2017-2032	2033-2038	\$500,000	\$165,000
2000 International Type III	5532	70,871	\$225,000	2000-2015	2016-2021	\$500,000	\$275,000
2007 International type III	5533	30,371	\$297,298	2007-2022	2023-2028	\$500,000	\$202,702
2000 International Type III	5534	39,775	\$225,000	2000-2015	2016-2021	\$500,000	\$275,000
1998 International "14"	5535	43,883	\$153,130	1998-2013	2014-2019	\$500,000	\$346,870
2019 Dodge Type VI	5537	12,233	\$240,000	2019-2034	2035-2040	\$400,000	\$160,000
2004 S&S Water Tender	5541	26,339	\$221,975	2004-2024	NA	\$350,000	\$128,025
2001 S&S Water Tender	5542	29,597	\$224,844	2001-2021	NA	\$350,000	\$125,156
2001 S&S Water Tender	5545	27,541	\$181,641	2001-2021	NA	\$350,000	\$168,359
1999 Ford 550 Type VI	5556	58,346	\$101,366	1999-2014	2015-2020	\$350,000	\$298,634
2010 International Air & Light	5560	18,125	\$250,000	2010-2035	NA	\$450,000	\$200,000
2013 Ford Ambulance	5563	61,098	\$85,000	2013-2023	NA	\$300,000	\$215,000
2015 Ford Ambulance	5564	65,407	\$120,000	2015-2025	NA	\$300,000	\$180,000
2018 Ford Ambulance	5565	95,483	\$140,000	2018-2028	NA	\$300,000	\$160,000
2017 Ford Ambulance	5566	78,393	\$135,000	2017-2027	NA	\$300,000	\$165,000

Total Replacement Costs in 2023 \$15,415,000

Total Net Cost in 2023 \$7,137,419

Funding for the replacement of the vehicles must come from a combination of the normal operating funds of the District and the fire mitigation fees. The Board of Supervisors indicated in Ordinance #5087 that the fees are to be used to finance the actual or estimated costs of fire protection facilities and equipment necessitated by new development. As new developments occur, the wear and tear on our apparatus and facilities are impacted due to increasing calls for service and support.

It is reasonable to assess the difference between the original cost (of the apparatus, equipment, facility) and a replacement cost (new unit, repair, replacement), against the mitigation fee. The remaining cost (the original purchase price) would come from the District's normal tax revenue.

ADDITIONAL FUTURE APPARATUS AND SUPPORT VEHICLE NEEDS

In addition to the above, growth within the District will require additional apparatus and equipment purchases. The existing growth pattern shows an order of priority for purchases as follows:

1. Type 1 Engine for a new station in the contract area; the total cost for a new Advanced Life Support equipped engine is \$950,000 plus \$150,000 for equipment.
2. Type III Engine for a new station in the north area of the District. Total cost for a fully equipped wildland engine is estimated to be \$500,000.00.
3. Type III Engine for the Mid-Valley fire station to replace the end-of-life type III engine and to ensure reliable response to vegetation and wildland urban interphase incidents. Estimated cost to be \$500,000.00.

Total Estimated Costs in 2023 Dollars \$2,100,000.00

IMPROVEMENTS TO EXISTING FACILITIES AND NEW FACILITIES

1. Replacing the roof of the Mid Valley fire station to include the Station, living quarters, and apparatus rooms costing \$175,000.00.
2. Replacing the siding on the living quarters of the Village fire station at a cost of \$225,000.00.
3. New 7,000 square foot fire station in the north area of the District (contract area) to house an engine company, at \$ 800.00 per square foot, costing \$5,600,000.00
4. Remodel of the Laureles fire station to include necessary updates to the alerting, communications, internet access, ADA restrooms and modernization. Total project costs \$300,000.00

Total Estimated Costs in 2023 Dollars \$6,300,000.00

STAFF SUMMARY REPORT

AGENDA ITEM NUMBER: 7.1

DATE: March 1, 2024

PREPARED BY: David Sargenti

SUBJECT: Election of Board Officers for 2024

ISSUE AND STAFF REPORT

It is customary in March for the Board of Directors to elect its officers to serve for the next 12 months.

RECOMMENDATION

Discuss and elect a President and Secretary of the Board of Directors.

STAFF SUMMARY REPORT

AGENDA ITEM NUMBER: 7.2

DATE: March 14, 2024

PREPARED BY: David Sargenti

SUBJECT: 2023 Annual Report

ISSUE AND STAFF REPORT

The 2023 Annual Report has been created to provide information and display the highlights for the various District project areas.

RECOMMENDATION

Accept and file the 2023 Annual Report.

ATTACHMENT

2023 Monterey County Regional Fire Protection District Annual Report



Monterey County Regional Fire Protection District



ANNUAL REPORT 2023



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New Hires	10	Community	24
Promotions	11	Thank You	25



Chief's Message



The Monterey County Regional Fire Protection District takes pride in providing excellent all hazard services to the residents, businesses, and visitors of the District's 400 square miles. Daily, our professional firefighters and administrative staff mitigate emergencies and provide customer services to support our 45,000 residents. We are pleased to present the 2023 MCRFD annual report showcasing the many highlights from all the District program areas.

As you will see in the following pages, our Fire District has responded to many calls for service in 2023. These numbers reflect not only the calls within our community but also the auto and mutual aid responses to our local and state partners. MCRFD is proud to be apart of an elaborate system that ensures the necessary resources are available to respond and provide support regardless of the type of incident or location of the emergency.

The winter of 2023 brought multiple atmospheric rivers events to the County of Monterey. These storms inundated the watersheds of both the Salinas and Carmel rivers resulting in the flooding of neighborhoods, agricultural fields and commercial areas. The Fire District implemented our Emergency Operations Plan and worked with our fellow public safety partners to evacuate and rescue residents in low lying areas along the rivers and provide support to homeowners in protecting their properties.

In May, the District adopted a new Strategic Plan. This multi-year plan consists of eight strategic initiatives that include enhancing the organization's ability to meet its mission, build community risk reduction capabilities, stabilize funding, and strengthen it most important asset: the personnel of the District. Work has already begun on many of the initiatives within each of the Divisions and responsibility areas of the District.

In closing, it is my honor and privilege to serve this community and the employees of the Monterey County Regional Fire Protection District. We will continue to strive to meet the expectations and challenges of the community through our highly trained and motivated team.

David J Sargenti

David Sargenti
Fire Chief



Who We Are

**Serving the Northern Salinas Valley, Highway 68 Corridor,
Communities of Chualar, East Garrison, Carmel Valley,
Mid Carmel Valley & Santa Lucia Preserve**

400 Square Miles Served

45,000 Population Served

70 Active Employees

7 Stations

3,907 Calls for Service in 2023

**FY2022/2023 Budget
\$24,144,805.00**



Our Mission

We protect the lives, property and environment by providing excellent and fiscally responsible emergency medical and fire response, prevention, training and public education



District Overview

In 1934, the Salinas Rural Fire District was established to respond to rural emergencies outside of the City of Salinas. It was renamed the Monterey County Regional Fire Protection District in 2009. In 1946 the Tularcitos Fire Protection District was formed and later renamed the Carmel Valley Fire District. In 1973, the Mid-Valley Fire District was formed and consolidated with Carmel Valley in 2001.

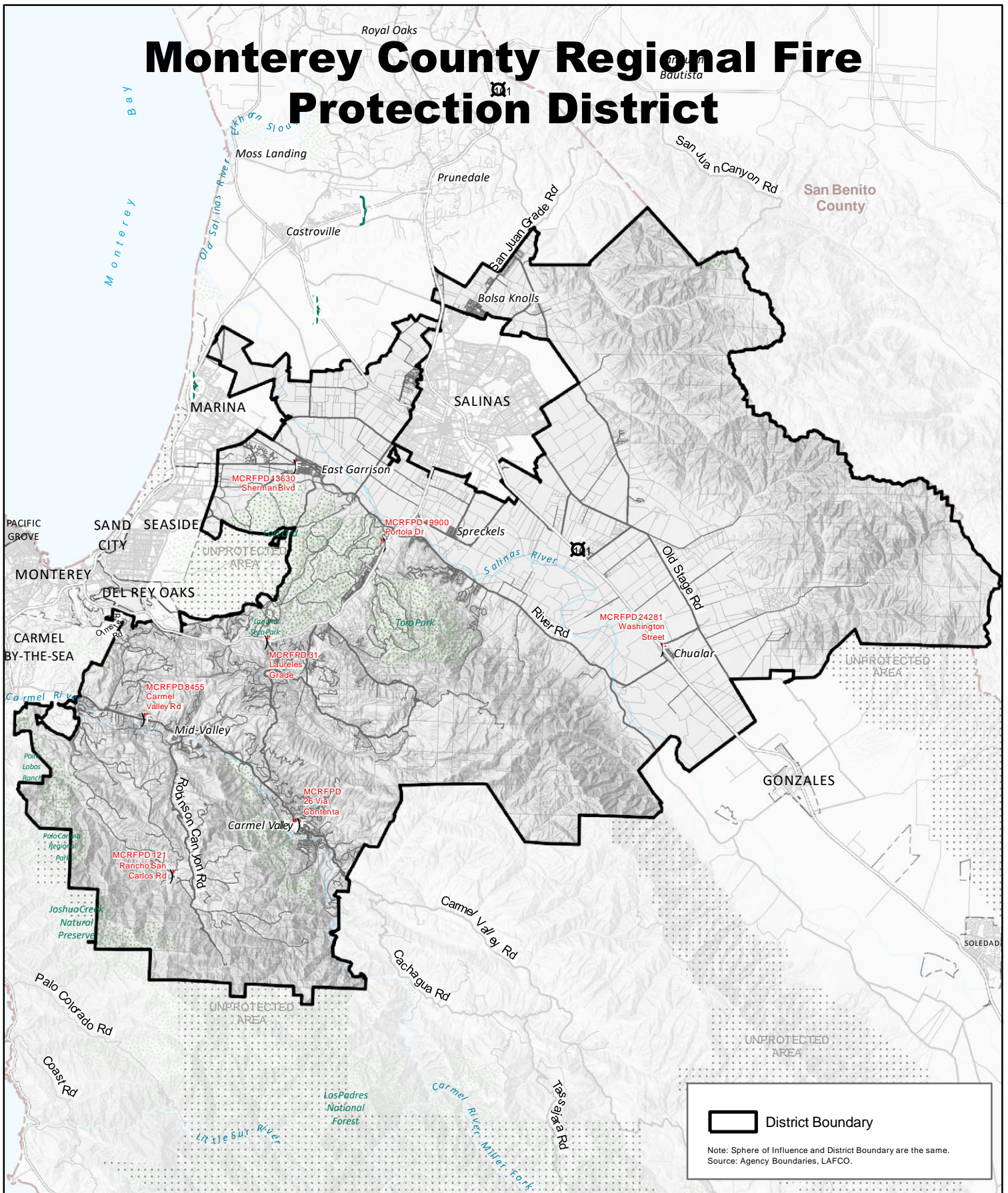
On October 25, 2010 the Monterey County Regional Fire Protection District and the Carmel Valley Fire District consolidated into the Monterey County Regional Fire Protection District


Monterey County Regional Fire serves the Northern Salinas Valley, Highway 68 Corridor, Communities of Chualar, East Garrison, Carmel Valley, Mid Carmel Valley & Santa Lucia Preserve

The District operates seven fire station, an Administrative Office, Training Division, Fire Prevention Division and Emergency Medical Division.

The District is governed by five Board of Directors who are appointed to four-year terms.

Monterey County Regional Fire Protection District



 District Boundary

Note: Sphere of Influence and District Boundary are the same.
Source: Agency Boundaries, LAFCO.

LAFCO of Monterey County
LOCAL AGENCY FORMATION COMMISSION

P.O. Box 1369
Salinas, CA 93902
Telephone (831) 754-5838

132 W. Gabilan St., Suite 102
Salinas, CA 93901
FAX (831) 754-5831

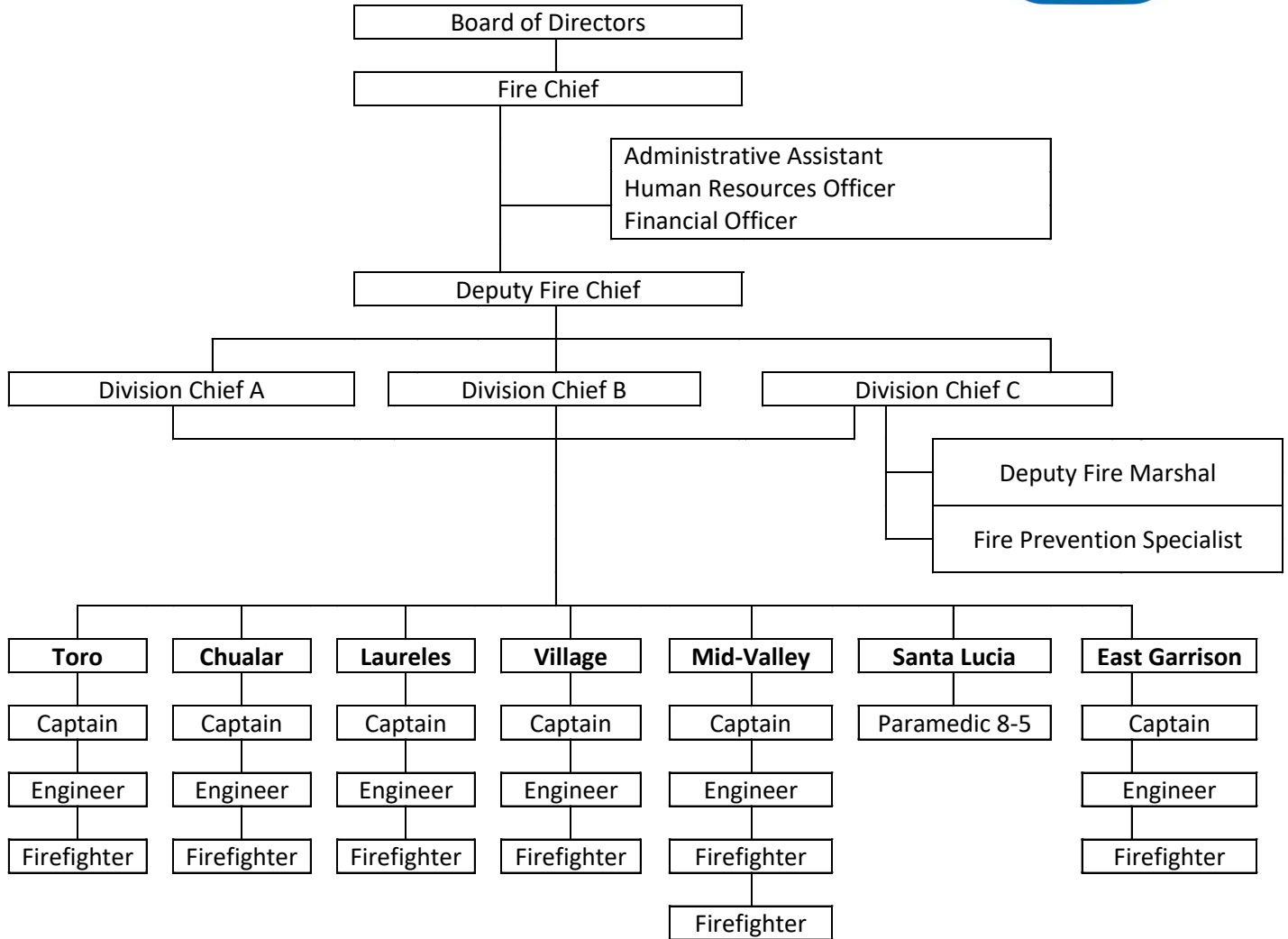


FIRE PROTECTION DISTRICTS

MONTEREY COUNTY REGIONAL
FIRE PROTECTION DISTRICT

Last LAFCO-Approved Change: 8/27/2018
Sphere of Influence Affirmed: 8/22/2020
Map Produced: 7/16/2020 Page 62 of 141

Monterey County Regional Fire Protection District 2023 Organizational Chart



Board of Directors 5
Fire Chief 1
Deputy Chief 1
Administrative Assistant 1
Human Resources Officer 1
Finance Officer 1

Division Chief 3
Fire Captain 18
Engineer 18
Fire Fighter 24
Deputy Fire Marshal 1
Fire Prevention Specialist 1

On To The Next Adventure 2023 Retirees



Board of Director George Haines

9 years

Division Chief Kevin Kamnikar

31 years

Fire Captain Dave Jensen

36 years

Fire Captain Dale Williams

35 years

Fire Engineer Rich Rotharmel

31 years

Welcome Our 2023 New Hires



Kelly Cimino



Julian Medoza



Adam Lewis



Hayden Alvernaz



Anthony Trujillo



Martin Jimenez



Anthony Allen



Noah Friedman



Skyler Fuss



James Meeks



Pat Moore



Promotions in 2023



Fire Engineer Juan Carlos Cabrera Guillen
Fire Engineer Shane Calender
Fire Captain Wyatt Uribe
Fire Captain Justin Keisling



2023 Firefighter of the Year



Firefighter Corey Drivon



Quick Facts 2023

Total
Incidents
3907

Response
Time AVG
8:59

Fire
Incidents
1552

EMS
Incidents
2355

Auto/Mutual
Aid Given
361

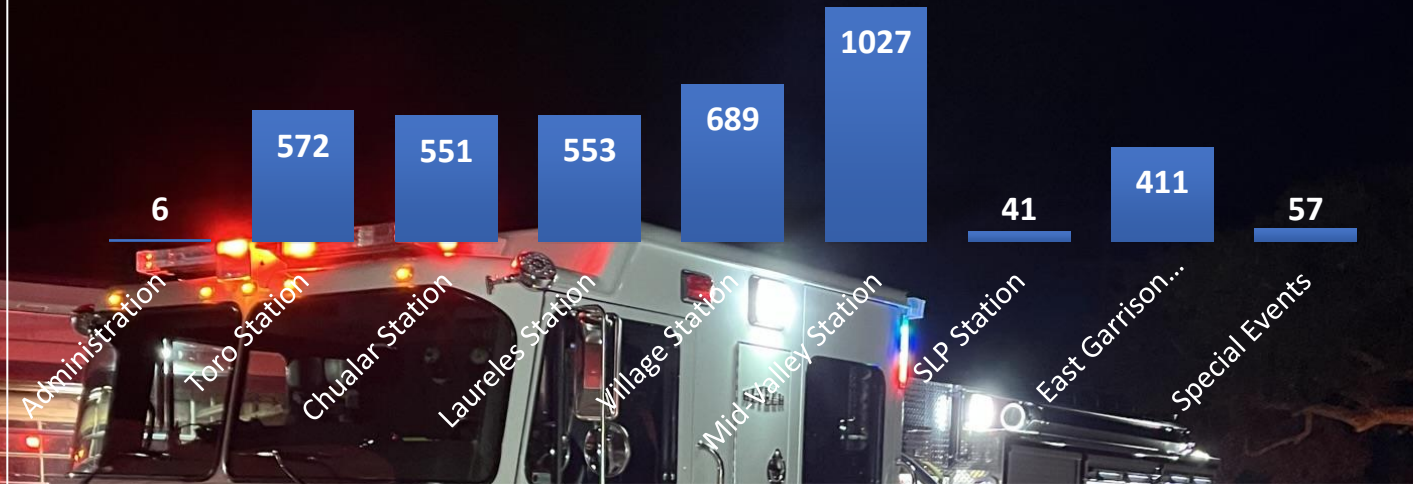
Auto/Mutual
Aid Received
77

Ambulance
Transports
1041

ALS
Contacts
811

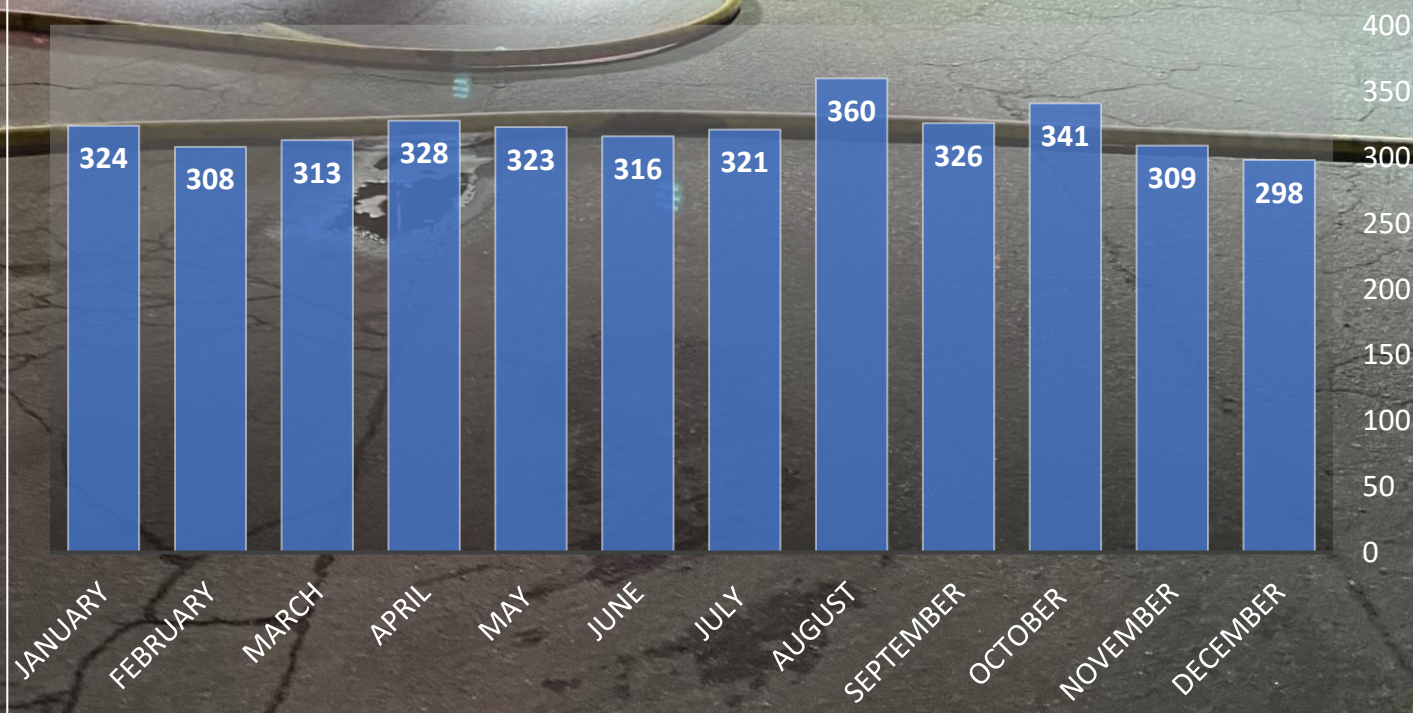
Responses by Station

■ 2023



Responses by Month

■ 2023





Administration



The Administration of the District oversees strategic planning, policy development, personnel management, risk management, budget development and fiscal oversight. The Administration encompasses the roles of the Fire Chief, Administrative Services, Human Resources and Finance.

The Fire Chief is the top rank of the Fire District reporting directly to the Fire District Board of Directors. The Fire Chief is responsible for the administration, supervision and technical work in planning, budgeting, coordinating and directing the District personnel, apparatus, and equipment.

The District administrative services provides direct customer service and support for the District general business. They also provide support to the Board of Directors, Fire Chief, Fire Prevention Division, and Emergency Medical Division in the administrative tasks associated with each area.

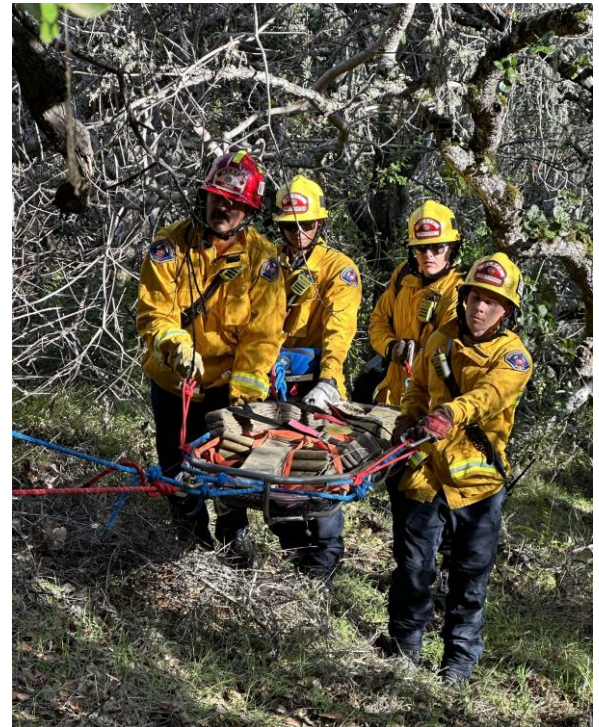
Human Resources provide support to District employees with labor relations, benefit administration, workforce training/development, retirement, and workers compensation. They also conduct recruitment, assessment, and orientation for new employees.

Finance oversees and performs all fiscal activities of the District to include payroll, accounts payable, invoicing, reimbursements and debt obligations. They lead the annual budget development process and manage the budget throughout the fiscal year.

ADMINISTRATION

2023 HIGHLIGHTS

- Transitioned responsibilities between administrative staff to better align with program areas and common work paths.
- Conducted seven Board meetings with associated staff reports, project details, fiscal reports, and responsibility report outs.
- Completed Board of Directors ethics and sexual harassment training.
- Conducted three firefighter recruitments and testing processes, an open recruitment and testing process for a Division Chief position, and an open recruitment for a part time contract bookkeeper.
- Hired 13 new employees which included: 1 Division Chief and 3 Firefighter Paramedics and 9 Firefighter EMTs.
- Promoted 4 employees which included: 2 Fire Captains and 2 Fire Engineers.
- Processed with CALPERS the retirement of 4 paid employees for service retirements.
- Provided support and data for the District chief negotiator to complete a new Memorandum of Understanding with the MCRFD Administrative Bargaining Unit.
- Held the annual employee recognition events to honor new hires, promotions, service milestones, retirements and service recognitions.
- Built relationships with the various Board of Supervisors detailing unique challenges and issues within their respective supervisorial districts.
- Completed the initial onboarding and training with the contract bookkeeper.
- Processed over \$10.9 million in payroll, over the course of 24 pay periods.
- Coordinated with the District's auditing firm to complete the annual audited financial statements.
- Conducted monthly staff meetings to create cohesion and to better understand the various challenges affecting staff.
- Worked with the Board of Supervisors and County CAO to develop a standard process for filling vacant Board of Directors positions.
- Worked with the County Agricultural Commissioner and Ranch/Farm stakeholders to develop and implement an Emergency Ag permit program to allow access for property owners during emergency incidents.



Training Division

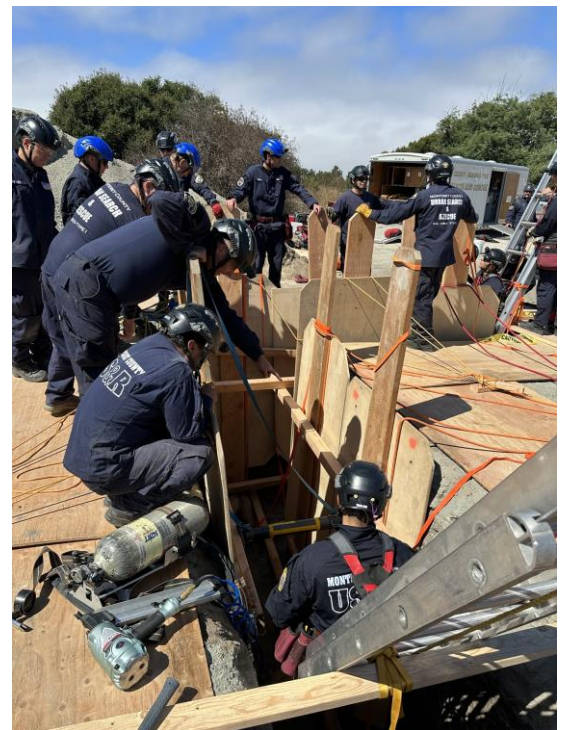
Training is one of the most important functions of the fire service. It is intended to prepare our district to serve our community in the most efficient and safest means possible. MCRFD will strive to provide the highest quality training, instruction and evaluation to our personnel and to ensure personal safety as we deliver this service.

The training division provides valuable training before a firefighter faces the many different types of emergency and non-emergency calls for service. Training provided to the District employees fulfills local, State and Federal mandates.

TRAINING

2023 HIGHLIGHTS

- Conducted three new hire academies for a total of 10 new firefighters. The academy was administered by current employees to provide a foundation of fire, rescue and emergency medical skills.
- Completed new firefighter certification in hazardous materials First Responder Operational level, Driver Operator 1A, and Pacific Gas and Electric awareness training.
- Our employees received training on the new California Office of Emergency Services Type 1 engine, OES 2124. It is now in service and is a resource for us and the state.
- The Training Committee expanded to 8 members. The members are a cross section of various ranks and experience within our organization. Their primary role is to provide standardization and support to the Training Division.
- The ventilation prop at the Mid Valley Station and a forceable entry prop at the Toro Station were put into service.
- The Division continues to expand resources for our YouTube channel to provide information and standardization of District operations and evolutions.
- Our online training platform was modified to provide a better user experience and ease in the auditing and tracking of annual required training.
- Evaluation sheets were developed to better test our probationary employees. This will assist us with standardizing our training for our recruits as well as our probationary employees.
- Live fire training was conducted at the Santa Lucia Preserve with an acquired structure. This opportunity provide all participants with scenario-based training focusing on size up, fire suppression, communication, Incident command and firefighter rehabilitation.
- Live wildland fire training was conducted at Camp Roberts providing for opportunities of mobile attack, progressive hose lays, firing operations and off-road driving.
- Three Captains, three Engineers and four Firefighters successfully completed their probationary task books and evaluations.
- Annual RT-130 training to prepare for the wildland firefighting season was conducted.
- Several of our members attended SFT Company Officer classes in preparation for the 2024 promotional testing.



Urban Search and Rescue



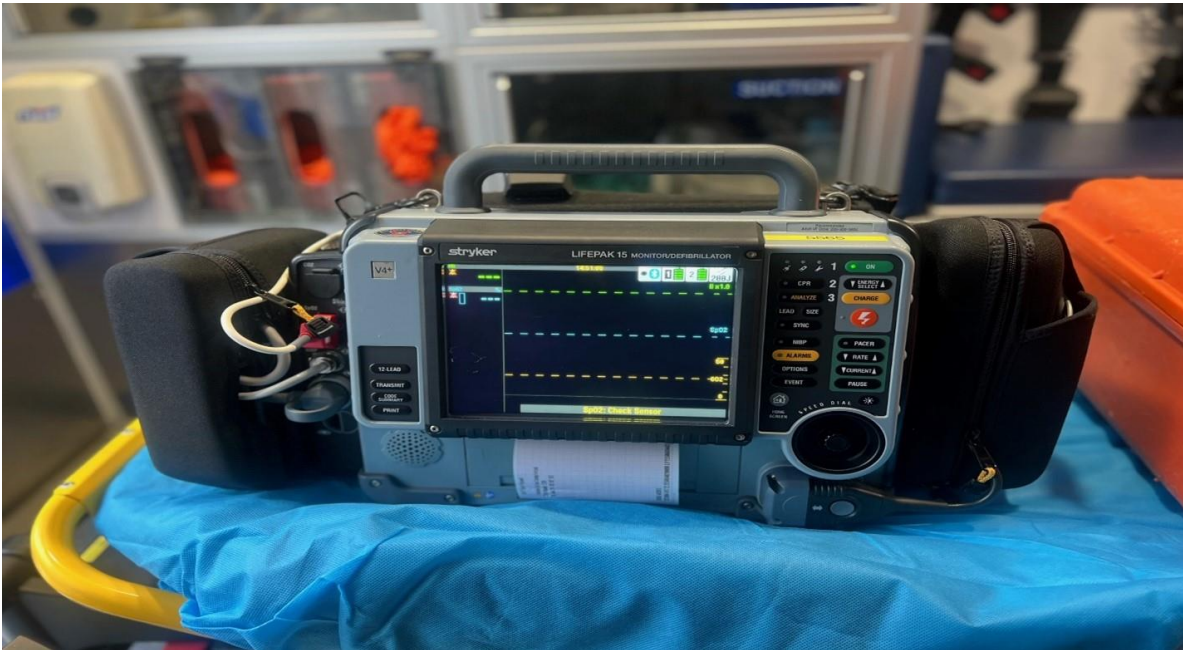
The Monterey County Urban Search and Rescue team (US&R) specializes in technical rescues that exceed the capabilities of the local responders. The US&R team are trained and equipped for the following situations: Rope Rescue, Confined Space Rescue, Trench Rescue, Emergency Shoring and Breaching, Building Collapse, Tower Rescue, and Backcountry search and rescue.

The US&R team is comprised of 10 members each from the Monterey City Fire Department, Monterey County Regional Fire Protection District, and the North County Fire District. In 2003, the US&R team was tasked by the California Office of Emergency Services as a Type I heavy company. The team is available and staffed with on duty personnel for local, regional, and statewide responses.

US&R

2023 HIGHLIGHTS

- Our US&R team secured a grant through the Department of Homeland Security to purchase replacement equipment, new technology to support operations, along with maintaining our current cache of rescue tools.
- The US&R team also took delivery of a Utility Task Vehicle (UTV), supplied for by a grant. MCRFD provided the training to put it into service. The UTV can be used for Rapid Extraction Modules Support Teams (REMS) on campaign wildfire incidents statewide.
- With the assistance of Urban Areas Security Intuitive (UASI) funding, one member completed the Structural Control Specialist 2 FEMA class.
- The US&R team took steps towards expansion with the possible addition of Cal Fire. Cal Fire provides additional resources available from the State. They also have access to training and instructors for us locally.
- The US&R team conducted training in all the US&R responsibility disciplines through basic skill review and scenario-based exercises. This training involved coordination with our local first responders.
- We continue to develop succession plans for continuity of operations by securing funding for core level classes for new members and advance training for our seasoned rescuers.



EMS and Safety Division



The Fire District staffs all fire stations with advanced life support paramedics each day. Additionally, within the Carmel Valley response zones, ambulance transport is provided by the Fire District.

The Emergency Medical Services (EMS) and Safety Division encompasses quality improvement, ambulance transport, engine based medical response, narcotic control, EMS supplies, EMS training/licensing/certification and safety adherence to the District's daily operations.

2023 brought changes to this Division that benefited the organization and its constituents it serves. This report will highlight some of the changes as well as reflecting on the busiest year we've had to date with 3,907 calls for service

EMS/SAFETY

2023 HIGHLIGHTS

- 2,203 total patient contacts by District Emt's and Paramedics
- 1,163 Regional Fire Ambulance transports to area hospitals including Community Hospital of the Monterey Peninsula, Salinas Valley Hospital and Natividad Medical Center.
- Generating \$926,311.42 in transport revenue.
- Inhouse peer review quality improvement (QI) team maintained.
- Completed 100% QI of all patient care reports providing instant feedback on the care provided.
- Updated QI plan with approval by the Local Emergency Medical Services Agency (LEMSA)
- 2 new MCRFD Paramedics accredited with the LEMSA
- Implemented EMT Expanded Scope with approval from the LEMSA bringing all of our EMT to the expanded scope level.
- Replaced 6 cardiac monitors with new LifePack 15 monitors.
- Streamlined EMS supply restocking by implementing an EMS supply vending machine to service stations 1, 3 & 7.
- Hosted annual ACLS/PALS/PHTLS certification courses.
- Spearhead Health Data Exchange with local hospitals. Now sharing bidirectional PT information with Natividad Medical Center.
- Continued update to our Covid policy with changes from CALOSHA and the California Department of Health Services.
- Conducted safety inspections all District facilities.
- Installed public access AEDs and Narcan in District community rooms.
- Crews participated in the annual Safety Stand Down. This year's event focused on Behavioral Health.
- All personnel completed the OSHA mandated workplace harassment and injury and illness prevention program training requirements.
- All Firefighters completed our annual medical physical examinations.



Fire Prevention Division

The principal responsibilities of the Fire Prevention Division include construction permit and design reviews, inspections of new construction, inspections of sprinkler installations, business inspections, defensible space inspection and education, school inspections, cannabis growing and cultivation code compliance inspections and all other code compliance inspections. Along with these inspections, the Prevention Division delivers and coordinates public education opportunities for the residents and visitors of the District, coordinates projects with the Firesafe Council of Monterey County, assists residents in becoming Firewise Communities, conducts water system checks and maintains fire hydrants. Special events that occur in the District receive fire and life safety inspections from the prevention team, which include all the races and events held at the Weathertech Raceway at Laguna Seca.

PREVENTION

2023 HIGHLIGHTS

- Continued to foster relationships with our Firewise communities and assist residents in pursuing the same level of safety and recognition for their neighborhoods. To date there are 32 Firewise Communities within the boundaries of MCRFD.
- Assisted all the current MCRFD Firewise Communities from 2023 with renewing their 2024 certificates to remain in good standing. 100% success rate!
- Participated in numerous community events and meetings which focused on life safety, wildland/urban fuel reduction and management, community risk reduction, disaster preparedness and other educational programs.
- Pre-incident plans for target hazard occupancies are being updated to include new technology which will better assist engine companies while responding to incidents.
- Implemented compliance software for fire and life safety protection systems covered in the adopted fire code. Contractors who inspect any system, such as fire sprinklers, hood systems, and fire alarms, must now report the status electronically to the fire department. This tracking software will help us collect, organize, and track all fire and life safety test results.
- Completed 2,375 total inspections throughout the year, including: School inspections, AB-38 Defensible Space inspections, Business inspections, Residential apartment inspections, Wildland inspections, Cannabis facility inspections.
- Over 1,800 plan checks were completed over the year. This process includes collaborating with local architects, landscape designers and contractors on hundreds of construction projects, both residential and commercial.
- 100 % of the 1,800 fire hydrants in the District were inspected and maintained by engine companies.
- Applied for a community wildfire prevention grant to assist neighborhoods with fuels reduction, defensible space, chipper days, and roadway clearance. This grant is currently in the review period.
- MCRFD hosted two open house events, taking place at the fire stations. The annual open house events focus on public education, interaction with our residents, demonstrations, and a little fun and games. Inviting the public into our homes to see all of the fire equipment and how it is used is always a great time to show how the fire service works.



Fleet Services

The Fire District maintains and operates over forty department vehicles, ranging from fire engines to staff vehicles. With this number of vehicles in the fleet, maintenance is an ongoing, never-ending task in which employees have the responsibility to ensure each vehicle remains in an operational and mechanical state of readiness. Over the last year, this task was accomplished behind the scenes and seamlessly while fire engines were shuffled around to ensure each station remained “operationally ready” to respond to all emergencies with the proper equipment.

FLEET

2023 HIGHLIGHTS

- Fire apparatus pump testing completed on all first out and reserve equipment.
- Fire hose testing completed for all fire engines and station reserve supply.
- All fire service ladders were tested.
- The electric rescue tools were all serviced and maintained. These tools are found on all the first out fire engines.
- A new Type III engine has been ordered.
- A new ambulance has been ordered, which expands the District fleet to five ambulances.
- Smog testing completed on all applicable apparatus.
- Continued to maintain quick turnaround times for repairs through multiple vendors.
- Made repairs and restorations to the 1962 American La France Parade engine, allowing personnel to continue to use this apparatus in community wide events.

COMMUNITY



STAFF SUMMARY REPORT

AGENDA ITEM NUMBER: 7.3

DATE: March 17, 2023

PREPARED BY: David Sargenti

SUBJECT: Revisions to District Drug and Alcohol Policy and Testing Procedure Policy

ISSUE AND STAFF REPORT

The District's Drug and Alcohol Policy and Testing Procedure Policy was last adopted in May of 2018. In September of 2022, Governor Newsom signed AB 2188 expanding the California Fair Employment and Housing Act to include use of cannabis as a protected status so long as that cannabis use is away from the workplace. These provisions went into effect on January 1, 2024.

AB 2188 provides that it is unlawful for an employer to discriminate against a person in hiring, termination, or any term or condition of employment, or otherwise penalizing a person, if the discrimination is based upon any of the following:

1. The person's use of cannabis off the job and away from the workplace
2. An employer-required drug screening test that has found the person to have nonpsychoactive cannabis metabolites in their hair, blood, urine, or other bodily fluids.

Meetings were held beginning in October with both the labor bargaining units to discuss necessary changes to the existing policy to comply with AB 2188. A redline version of the draft policy is attached detailing the revisions and concerns. The proposed policy removes cannabis testing due to the lack of an acceptable and reliable testing method that is specific in determining the tetrahydrocannabinol (THC) level concentration. A note has been added that once an acceptable and reliable test for THC has been identified, it will be incorporated into the policy.

RECOMMENDATION

Approve Board Policy 2024-01 Drug and Alcohol Policy and Testing Procedure Policy and rescind Board Policy 2018-04.

ATTACHMENTS

1. Draft Board Policy 2024-03 redline.
2. Draft Board Policy 2024-03 final version.

I. BACKGROUND AND PURPOSE

The Monterey County Regional Fire District (“District”) is ~~a committed to a~~ drug and alcohol-free workplace. In order to ensure the safety of its employees and the general public, the Board of Directors have adopted this policy.

~~The District takes pride in its employees who perform critical duties in a truly effective manner with safety foremost in their minds. This policy strengthens our commitment to a safe workplace.~~

Commented [d1]: The deletion was requested by admin unit as this is implied by the document

Health risks: It is widely recognized that misuse and abuse of drugs (~~“controlled substances”~~)^{*} and ~~the abuse of~~ alcohol are major contributors to serious health problems as well as to social and civic concerns. The health risks associated with the abuse of ~~drugs~~ and alcohol include various deleterious physical and mental consequences including addiction, severe disability, and death.

Federal and State Legislation: In response to these concerns, the U.S. Congress passed the “Drug-Free Workplace Act of 1988”, the “Drug-Free Schools and Communities Act Amendments of 1989”, and the “Omnibus Transportation Employee Testing Act of 1991”. The California legislature passed the “California Drug Free Workplace Act of 1990” and expanded the California Fair Employment and Housing Act to protect the ~~include off duty~~ use of cannabis ~~as a protected status~~.

In accordance with these Acts, the Monterey County Regional Fire Protection District enacts the following policy.

II. PROGRAM ADMINISTRATOR

The Fire Chief or designee is designated by the Board of Directors as the Alcohol/ Drug Testing Program Administrator (“Program Administrator”). The Program Administrator is responsible for answering questions from employees or the public in general about topics covered by this policy. The Program Administrator may provide such information as necessary to enable the appropriate supervisor to take appropriate action to ensure compliance with this policy.

III. SCOPE OF POLICY

This policy applies to all regular full-time, part-time, seasonal, on call or temporary District employees, regardless of rank, whether they are on District property or they are performing District-related business elsewhere. This policy applies to ~~with respect to~~ alcohol and drugs, including controlled substances, narcotics, marijuana/cannabis, lawfully prescribed medications and any and all other substances, ~~drugs, or medications, whether legal or illegal, which that~~ could impair an employee’s ability to effectively and safely perform the functions of their job (collectively referred to herein as “alcohol and drugs”).

~~** Controlled Substances are those defined in 21 U.S.C. section 812, and include, but are not limited to, such substances as marijuana, heroin/opiates, cocaine, phenylelidine, and amphetamines/ methamphetamines. Federal and State Legislation: In response to these concerns, the U.S. Congress passed the “Drug Free Workplace act of 1988”, the “Drug Free Schools and Communities Act Amendments of 1989”, and the “Omnibus Transportation Employee Testing Act of 1991”. The California state legislature passed the “California Drug Free workplace Act of 1990”. In accordance with these Acts, the Monterey County Regional Fire Protection District enacts the following policy covering all employees and volunteers.~~

~~Individuals who are not District employees, but perform work for the District for its benefit (e.g. Board of Directors, independent contractors, job shoppers, temporary employees provided by agencies and visitors engaged in joint projects at the District and so forth) are required to comply with this policy. Individuals who are not District employees are not subject to the EAP, post assignment testing, or disciplinary procedures described in this policy, and they may be relieved of all responsibility toward the District as a consequence of a suspected policy violation. Nothing in this policy gives individuals who are not District employees any property right to any District position.~~

IV. AB 2188 – OFF DUTY CANNABIS USE

Effective January 1, 2024, California law prohibits discrimination against employees based on the person’s off duty cannabis use or because an employee has tested positive for nonpsychoactive cannabis metabolites. However, employers may still take adverse employment action against employees who possess, use, or are impaired by cannabis in the workplace and may still enforce drug and alcohol free workplace policies.

State or federal laws requiring drug testing for employees or applicants for employment as a condition of employment, receiving federal funding or federal licensing related benefits, entering into a federal contract, or laws regulating the manner of testing, take precedence over the California law on off duty cannabis use.

~~Changes to the law on the regulation of employee cannabis use shall be automatically incorporated into this policy.~~

Commented [d2]: This will be removed from the policy as requested by 2606.

IV. POLICY

The District is committed to providing a work environment that is safe, healthy and free of any adverse effects caused by alcohol or drug use~~controlled substances.~~ ~~The District recognizes that substances such as alcohol and drugs are used by individuals, sometimes to~~

~~an extent that their abilities and senses are impaired. The District's position regarding substance abuse is the same whether alcohol, marijuana, illegal drugs, prescription drugs or controlled substances are involved ("substances").~~

It is the intention of this policy to eliminate substance abuse and its effects in the workplace. While the District has no intention of intruding into the private lives of its employees, even involvement with drugs and alcohol off the job can take its toll on job performance, ~~and~~ employee safety, and the safety of the public. Our objective is for employees to be in a condition to perform their duties safely and efficiently, in the interest of their fellow workers and the public, as well as themselves. The presence of drugs and alcohol on the job, and the impairing influence of these substances on employees during work hours, are inconsistent with this objective.

This policy is implemented because the District believes that the impairment of any District employee due to the use of substances is likely to result in the risk of injury to other employees, the impaired employee, or to third parties, such as the public. Moreover, substance abuse adversely affects employee productivity.

As a condition of employment, all District employees are required to follow this policy.

A. Prohibited Conduct

- 1) The manufacture, distribution, sale, dispensation, possession, or use of alcohol, controlled substances, narcotics, prescription drugs (including those lawfully prescribed), or other impairing substances in or on District property or wherever District business is performed is prohibited.
- 2) Working or responding to recall if impaired by alcohol, controlled substances, narcotics, prescription drugs (including those lawfully prescribed), or other impairing substances is prohibited.
- 3) Failing to notify a supervisor before beginning work when taking controlled substances, narcotics, prescription drugs (including those lawfully prescribed), or other impairing substances which could interfere with the safe and effective performance of duties or operation of the District is prohibited.

~~— Failure to notify Human Resources of any criminal conviction for a drug violation that occurred in the workplace within five days after such conviction is prohibited.~~

~~— An employee's criminal conviction for a drug violation that occurred in the workplace is prohibited.~~

~~Any employee of the District, who begins work while impaired by substances, is absent from duty due to impairment, or who becomes impaired while at work, violates District rules, and is subject to disciplinary action, up to and including termination.~~

Commented [d3]: These items will be removed from the policy as requested by 2606.

~~District employees shall not be permitted to manufacture, possess, distribute, dispense or use alcohol or controlled substances while on duty for the District, while on District property, or using District equipment. District employees are not permitted to perform services and/or operate motor vehicles while under the influence of those substances, or under the influence of any prescription drug that impairs the employee's ability to safely and efficiently work. Consumption of alcohol or controlled substances at rest or on meal breaks prior to returning or going to work shall be prohibited.~~

~~The sale, attempted sale, purchase, attempted purchase, transfer attempted transfer, use or possession of any controlled substance by any District employee while on District premises, assigned worksites, while on District business, or at any District function or event is prohibited. This prohibition applies to any and all forms of controlled substances as outlined by state and federal laws which prohibit or restrict the sale, purchase, transfer, use or possession of said substances.~~

~~Any employee of the District found engaging in the sale or attempted sale of controlled substances on District premises or while on District business will be relieved of duty immediately and referred to local law enforcement authorities. Conviction of this offense will generally result in termination of employment.~~

~~Any employee of the District found purchasing, attempting to purchase, transferring, attempting to transfer, possessing, or using controlled substances on District premises, assigned worksites, while on District business, or at any District function or event is subject to disciplinary action, up to and including termination.~~

The District shall not sanction any private parties, functions and/or events which may involve use of alcohol and/ or drugs.

A.B. Definitions

Chemical/ Alcohol Dependency: The inability to discontinue the use of drugs, alcohol or other intoxicants or substances without medical treatment.

Controlled Substance: [A drug, substance, immediate precursor, or synthetic drug listed](#) ~~Substances as listed in the~~ [Controlled Substance Act, 21 U.S.C. Section 812](#) ~~Code of~~ [Federal Regulations 21 CFR section 1308](#), including but not limited to: ~~-~~ marijuana, cocaine, opiates, amphetamines, methamphetamines, and phencyclidine.

Employees: All paid employees ~~employed by the District, whether full-time, part-time, temporary or interim shall be deemed "employee" and/or "employees" for all purposes relating to this policy only.~~

Impairment: [When an individual's mental and/or physical faculties and abilities are decreased, lessened, weakened, damaged and/or not functioning properly.](#) ~~A person's normal physical and/or mental abilities or faculties being detrimentally affected by the use of drugs or alcohol.~~

Manager/ Supervisor: A manager is a member of the management team including all Chief Officers. Supervisors are the rank of Chief Officers, Captains, and Engineers. These include any employee appointed by the Fire Chief to act in one of these capacities.

Narcotics: [Natural or synthetic opium, opiates, and/or opioids, such as heroin, fentanyl, morphine, codeine, and methodone.](#)

Reasonable Suspicion Factors: [Nonexclusive list of objective facts, Are any of the following, or similar objective facts, alone or in combination,](#) which support a reasonable suspicion that a person is under the influence of a substance:

- Slurred or altered speech;
- Euphoria or paranoia;
- Unusual, erratic, agitated, confused or incoherent behavior;
- Tremors or trembling;
- Dilatated or constricted pupils;
- Dry mouth, runny nose;
- Red or watery eyes;
- Unkempt appearance;
- Puncture marks or sores on skin;
- Inappropriate wearing of sun glasses;
- Body odor;
- Alcohol, [cannabis, or other](#) ~~odor on breath;~~
- Unsteady walking or movement and/or lack of coordination;
- An accident involving District property or equipment-;
- Physical or verbal altercation; and/ or,
- Possession of alcohol or drugs.

Reasonable Suspicion: A belief based on reasonable suspicion factors sufficient to lead two managers, [officers](#), or supervisors to suspect that an employee is under the influence of a substance(s) to the extent that the employee's ability to perform the functions of the job is impaired; or, that the employee's ability to perform the job safely is in question.

Commented [d4]: Officers added to reflect the District's chain of command

Substances: [Any substance in any form that could be used in a way that could cause impairment, including but not limited to alcohol, controlled substances, narcotics, prescription drugs \(including those lawfully prescribed\), or other impairing substances.](#) ~~Alcohol, marijuana, illegal drugs, prescription drugs, or controlled substances as defined by the Controlled Substance Act at 21 U.S.C. section 812.~~

Substance Abuser: A person who uses substances, -and this use detrimentally affects job performance, job safety, or interferes with normal social adjustment at work.

B.C. General Employee Assistance Program

~~This policy provides guidelines for the detection and deterrence of substance abuse. It also outlines the responsibilities of District managers, supervisors, employees. In this regard, the District will act to eliminate any substance abuse (alcohol, illegal drugs, prescription drugs or any other substance which could impair an employee's ability to safely and effectively perform functions of their particular job) which increases the potential for accidents, absenteeism, substandard performance, poor employee morale or damage to the District's reputation.~~

~~The District provides reasonable accommodation to recovering alcohol abusers and/or leave for rehabilitation for substance abusers, as required under Federal and/ or State law.~~

~~1. Employee Assistance Program~~

~~The District's has established a voluntary Employee Assistance Program ("EAP") offers counseling and treatment of drug- or alcohol-related problems to District employees. ~~to assist those employees who voluntarily seek help for alcohol or drug problems. Employees should contact an EAP Counselor or their supervisor for additional information about the District's EAP. Employees are encouraged to suggest assistance through the EAP to co-workers that they suspect to be in violation of this policy.~~~~

Commented [d5]: This provision will be removed from the policy as requested by 2606.

~~If an employee voluntarily seeks assistance from the EAP and if such assistance results in inpatient treatment and counseling, the employee may be eligible for paid or unpaid leave time under District policies or law.~~

~~Alternatively, if the employee is treated as an outpatient and continues to work, a management referral to the EAP will be made to determine if the employee is safe to be at work. The District will consider the recommendations of the EAP.~~

~~The District will be supportive of, and The District will not discipline employees because they have sought counseling or treatment for drug- or alcohol-related problems. ~~help for their substance abuse problem. However, the District will be equally firm in identifying and disciplining employees who abuse substances, or who continue to be substance abusers and do not seek help, or continue to abuse, even while enrolled in counseling or rehabilitation programs.~~~~

~~Appendix -A lists the name, Address and Phone number of the District's current EAP provider~~counselor.~~~~

~~**C.D. 2. Prescription or Over-the-Counter Drug Use**~~

~~The use of valid prescribed medications and over-the-counter drugs that do not impair work functions or safety does not violate this policy. Failure by an employee to notify the supervisor, before beginning work, when taking medications or drugs which could potentially interfere with the safe and effective performance of duties, including the operation of District equipment, can result in discipline up to and including termination. In~~

the event there is a question regarding an employee’s ability to safely and effectively perform assigned duties while using such medications or drugs, clearance from qualified physician may be required. The District will determine in good faith if it can make reasonable accommodations to those employees who must use legal drugs to treat a disability without the drug compromising safety.

3. ~~Types of Substance Testing~~ Substance Testing

There are ~~five~~ four types of testing used by the District for employees.

~~1) **Pre-Employment Testing** – All external candidates for safety sensitive jobs new members are required to pass a urine drug test after a conditional offer of employment and prior to starting work.~~

~~2) **Random Testing** – Random testing is conducted twice a year with three names chosen for each test. This is accomplished by submitting the name of every safety-sensitive employee in the random selection pool. The random selection is made by an independent testing facility, without District participation or influence. Random selection may result in individual employees being selected more than once a calendar year, or even in successive selection. Or, some employees in the selection pool may not be selected at all during a given calendar year.~~

~~3) **Post-Accident Testing** – Testing may be conducted on all safety sensitive employee involved in any on-the-job accidents that may have involved human error and which cause a fatality, a serious injury requiring immediate treatment away from the scene, if a driver is cited with a moving violation, or an accident involving disabling vehicle damage or property damage. The purpose of this testing can be to rule out of the possibility of drugs or alcohol as a factor in the incident.~~

~~4) **Follow-up Testing** – Testing may be conducted on an employee who has violated this policy but was not terminated. The employee must agree to submit to this testing as a condition of keeping employment following a violation of this policy. Specifics on duration and frequency of testing will be detailed in disciplinary agreement.~~

~~5) **Reasonable Cause/Suspicion** – Testing may be conducted on any employee who the District reasonably suspects is impaired by a substance based on objective factors described in this policy.~~

Employees reasonably suspected of being under the influence of any substance shall be relieved from duty, transported to a testing facility, and then to the employee’s home after the test. The employee will be placed on administrative sick or other leave until the District receives the test results.

Refusal to immediately submit to an alcohol and/ or drug analysis when requested by District management or law enforcement personnel, or tampering with or substituting a test sample, may constitute insubordination and be grounds for discipline up to and including termination.

Commented [d6]: EA comment: three

Commented [d7R6]: See comment below.

Commented [d8]: EA comment: We would like to eliminate random drug testing

Commented [d9R8]: Please provide reasoning or justification as to why the association would like this provision eliminated from the policy

Commented [d10]: This information has been added as requested by 2606.

Commented [d11]: EA comment: and found at fault

Commented [d12R11]: I don’t know if the law enforcement agency (CHP or Local PD) with the investigative authority would be able to provide an “at fault” determination at the scene of the accident. This protects the employee from any later allegations that drugs or alcohol was a factor in the accident.

Commented [d13]: EA comment: Eliminate this portion.

Commented [d14R13]: This protects the employee from any later allegations that drugs or alcohol was a factor in the accident.

Commented [d15]: This information has been added to provide clarity for follow-up testing

Commented [d16]: EA comment: DOCUMENTS FURNISHED TO RELIEVED OF DUTY EMPLOYEES:

Whenever the chief or designee relieve a test subject of duty, they shall furnish the test subject with the following documents:

- A copy of the Laboratory Report;
- The DSPT’s written report; and,
- A written notice of his or her right to have the split sample tested at a second DHHS certified laboratory with no affiliation with the laboratory that analyzed the primary specimen.

The documents may be obtained by request from the Human Resources Officer, who will have access to the documents from the DSPT.

Commented [d17R16]: What laboratory report is referenced here?

I am not familiar with the acronym DSPT. The written notice with the rights and requirements of the 49 CFR Part 40 can be attached to this policy.

Commented [d18]: The term sick or has been replaced with administrative

The District will give employees an opportunity to list any prescription or over-the-counter medicine or substances that the employee or candidate is using that may yield a false positive result. The Firefighter Bill of Rights notice and representation offer will apply.

Commented [d19]: This information has been added as requested by 2606.

D.E. 4 — Workplace Searches

The District may conduct a reasonable workplace search as defined in Government Code Section 3259, when there is a legitimate business need to maintain a drug and alcohol-free workplace, when there is reasonable suspicion, and/or to meet the goals of this policy.

Commented [d20]: This information has been added as requested by 2606.

The District reserves the right to search without employee consent, all areas and property in which the District maintains control or joint control with the employee provided: the employee is present; or a valid search warrant has been obtained; or the employee has been notified that a search will be conducted. Otherwise, the District may notify appropriate law enforcement agencies that an employee may possess substances in an area not jointly or fully controlled by the District.

5. — Drug Testing

~~Employees reasonably suspected of being under the influence of any substance shall be relieved from duty, transported to a testing facility, and then to the employee's home after the test. The employee will be placed on sick or other leave until the District receives the test results.~~

~~Refusal to immediately submit to an alcohol and/or drug analysis when requested by District management or law enforcement personnel, or tampering with or substituting a test sample, may constitute insubordination and be grounds for discipline up to and including termination.~~

E.F. 6. — Discipline

A violation of this policy is grounds for disciplinary action, up to and including termination.

Voluntary, successful participation in a recovery or rehabilitation program by an employee may be a mitigating factor in the District's assessment of any disciplinary action, depending upon the facts and circumstances of each individual case. The District has the discretion to suspend disciplinary action, or place the employee on probation pending successful completion of a recovery program.

F. — Employee Responsibilities

~~As a condition of continued employment with the District, an employee must:~~

- ~~1. Follow this policy and manage their behavior in compliance with this policy.~~

- ~~2. Be alert while on duty and not report to work while their ability to perform job duties is impaired due to on or off duty alcohol and/or drug use.~~
- ~~3. Not possess or use alcohol or impairing drugs, including controlled substances, over the counter, or prescription drugs, during working hours, on breaks, during meals period or at anytime while on District property.~~
- ~~4. Not directly or indirectly sell or provide controlled substances or prescription drugs or alcohol to any person, including any employee, while either or both people are on duty or on District property.~~
- ~~5. Submit immediately to an alcohol and/or drug test when requested by a District representative as described in this policy or as part of an agreed upon follow up program.~~
- ~~6. Notify their supervisor, before beginning work, when taking any medications or drugs, prescription or non prescription, which may interfere with the safe and effective performance of duties or operation of District equipment and vehicles.~~
- ~~7. Provide bona fide verification, when requested, of a current valid prescription for any potentially impairing drug or medication identified when a drug screen/ test is positive. The prescription must be in the employee's name.~~
- ~~8. Notify the District of any alcohol or drug related conviction within 5 days of the conviction.~~

G. Management Responsibilities and Guidelines

1. Managers may request that an employee submit to a drug and/or alcohol test after two managers or supervisors have “reasonable suspicion” that an employee is intoxicated, impaired, and/or under the influence of drugs or alcohol while on duty. Supervisors are required to investigate, document and inform managers of any reasonable suspicion that an employee is intoxicated, impaired, and/or under the influence of drugs or alcohol while on duty.
2. Any manager requesting an employee to submit to a drug and/ or alcohol test shall document, in writing, the facts constituting reasonable suspicion that the employee in question is intoxicated, impaired, and/-or under the influence of drugs including any statements and/ or documentation from witnesses and/ or supervisors.
3. Managers and/ or supervisors must inform an employee who is under suspicion of alcohol or drugs and/ or substance abuse that they have the right to representation during any questioning or interview relating to this issue. The represented employee will also have the right to have union representation accompany them to a collection site during testing. The union agrees to supply representation without

causing delays to the process. A represented employee will be notified of these rights at the beginning of the initial meeting or interview.

4. Any manager encountering an employee, who refuses an order to submit to a drug and/ or alcohol analysis upon request, shall remind the employee of the requirements and disciplinary consequences of this policy.
5. Managers and supervisors shall notify the Chief or designee when they have reasonable suspicion to believe that an employee may have substances on the employee's person, or in an area not jointly or fully controlled by the District, or in the course of investigation after an accident. –If the Chief or designee concurs that there is reasonable suspicion of –possession of controlled substances, the appropriate law enforcement agency shall be notified.
6. If a supervisor or manager is approached by an employee who is voluntarily seeking help for a drug or alcohol problem, the supervisor or manager shall report the matter to a superior, assist the employee in contacting the EAP counselor, and provide such other assistance as the superior directs.
7. **Managers** and supervisors are responsible for the enforcement of this policy. Managers and supervisors will be provided training in identifying and addressing drug and alcohol related problems as part of the drug and alcohol free awareness program.

Commented [d21]: 2606 wants to make sure that folks are trained on the policy and items identified here. We will assign the policy for review as well as alcohol and drug related identification and awareness training.

H. Procedures to be Used for Detection of Drugs and Alcohol

1. **Drug Testing.** The collection and analysis of urine samples used for drug testing will be conducted consistent with the procedures set forth in 49CFR Part 40, as amended. The employee shall be transported to the District's Drug Screening Test provider where a saliva test will be screened for tetrahydrocannabinol (THC) and a urine specimen will be tested for the presence of the following:
 - a. Amphetamines
 - b. Cocaine
 - c. Opiates (narcotics)
 - d. Phencyclidine (PCP)
2. ~~Collection and drug testing procedures shall be performed in accordance with the District policy for pre-employment drug screening and testing. (Appendix E)~~ Note: The legalization of recreation Marijuana use and the passage of AB2188 precludes the District from testing employees for nonpsychoactive cannabis metabolites THC. As of the passage of this policy, there is not an acceptable test that is specific in determining the THC level concentration. It is anticipated that such a test will become available in the coming months at which time the District will incorporate the testing of THC as part of this procedure. Cut off concentrations are adopted from and specified in the Department of Transportation Rule 49 CFR Part 40 Section 40.85 and 40.91. ~~Mandatory Guidelines for Federal Workplace Drug Testing Programs~~, as may be amended

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Commented [d22]: This information has been added as requested by 2606.

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Commented [d23]: See note below.

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Commented [d24]: New note to address current lack of available testing.

Commented [d25]: EA comment: There is a requirement to meet and confer over any changes that would be made after acceptance and implementation of this policy. There needs to be language stating such.

Commented [d26R25]: Agreed

Commented [d27]: The two DOT Sections (one for oral fluids samples and one for urine samples) were added and replaced the Mandatory Guidelines for Federal Workplace Drug Testing Programs. The cutoffs were identical for urine samples between the two documents.

from time to time. The following cutoff concentrations are currently used by certified laboratories to test urine specimens:

Initial Test Cutoff Concentrations (nanograms/milliliter):

Marijuana metabolites	50
Cocaine metabolites	300
Opiate metabolites	2000
Phencyclidine	25
Amphetamines	1000

Confirmatory Test Cutoff Concentrations (nanograms/ milliliter):

Marijuana Metabolite (1)	15
Cocaine metabolite (2)	150
Opiates:	
— Morphine	2000
— Codeine	2000
— 6-Acetylmorphine(4)	10
Phencyclidine	
Amphetamines:	
— Amphetamine	500
— Methamphetamine(3)	500

- (1) Delta 9 tetrahydrocannabinol 9carboxylic acid
- (2) Benzoylcegonine
- (3) Specimen must also contain amphetamine at a concentration ≥ 200 nanograms/milliliter
- (4)(1) Test for 6-AM when morphine concentration exceeds 2000 nanograms/milliliter

2. **Alcohol Testing:** Testing procedures shall include the following:

A breathalyzer or similar test equipment shall be used by medical or law enforcement personnel to screen for alcohol use. If positive, the results will be confirmed by the laboratory.

Tests for breath alcohol concentration will be conducted utilizing a National Highway Traffic Safety Administration (NHTSA) approved Evidential Breath Testing device (EBT) operated by a trained Breath Alcohol Technician (BAT). Alcohol screening tests may be performed using a non-evidential testing device which is also approved by the NHTSA. If the initial test indicates an alcohol concentration of 0.02 or greater, a second test will be performed to confirm the results of the initial test. The confirmatory test will be conducted at least fifteen minutes after the completion of the initial test, using a NHTSA approved EBT operated by a trained BAT. The EBT will identify each test by a unique sequential

Commented [d28]: Tests for breath alcohol concentration will be conducted utilizing a National Highway Traffic Safety Administration (NHTSA) approved Evidential Breath Testing device (EBT) operated by a trained Breath Alcohol Technician (BAT). Alcohol screening tests may be performed using a non-evidential testing device which is also approved by the NHTSA. If the initial test indicates an alcohol concentration of 0.02 or greater, a second test will be performed to confirm the results of the initial test. The confirmatory test will be conducted at least fifteen minutes after the completion of the initial test, using a NHTSA approved EBT operated by a trained BAT. The EBT will identify each test by a unique sequential identification number. This number, time, and unit identifier will be provided on each EBT printout. The EBT printout, along with an approved alcohol testing form, will be used to document the test, the subsequent results, and to attribute the test to the correct employee. The test will be performed in a private, confidential manner as required by 49 CFR Part 40, as amended. The procedure will be followed as prescribed to protect the employee and to maintain the integrity of the alcohol testing procedures and the validity of the test result.

An employee who has a confirmed alcohol concentration of 0.04 or greater will be considered a positive alcohol test and in violation of this policy. An employee who has a confirmed alcohol concentration greater than 0.02 but less than 0.04 is not considered positive, the employee will be removed from his/her position for eight hours unless a retest results in a concentration of less than 0.02. An alcohol concentration less than 0.02 will be considered a negative test.

The Alcohol Testing Form (AFT) required by 49 CFR 40, as amended, shall be used for all FTA required testing. Failure of the employee to sign step 2 of the AFT will be considered a refusal to submit to testing.

Commented [d29]: EA comment:
This too vague. What results would be confirmed? How would it be confirmed?

Commented [d30R29]: The results of the breathalyzer would be confirmed with a blood test sent to a laboratory.

Commented [d31R29]: This has been removed as requested by 2606

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identification number. This number, time, and unit identifier will be provided on each EBT printout. The EBT printout, along with an approved alcohol testing form, will be used to document the test, the subsequent results, and to attribute the test to the correct employee. The test will be performed in a private, confidential manner as required by 49 CFR Part 40, as amended. The procedure will be followed as prescribed to protect the employee and to maintain the integrity of the alcohol testing procedures and the validity of the test result.

An employee who has a confirmed alcohol concentration of 0.04 or greater will be considered a positive alcohol test and in violation of this policy. An employee who has a confirmed alcohol concentration greater than 0.02 but less than 0.04 is not considered positive, the employee will be removed from his/her position for eight hours unless a retest results in a concentration of less than 0.02. An alcohol concentration less than 0.02 will be considered a negative test.

The Alcohol Testing Form (AFT) required by 49 CFR 40, as amended, shall be used for all FTA required testing. Failure of the employee to sign step 2 of the AFT will be considered a refusal to submit to testing.

Commented [d32]: This information has been added as requested by 2606.

I. Drug Screening Test Provider ~~Medical Review Physician~~

The Drug Screening Test Provider (“DSTP”), Agile Occupational Medicine has ~~Medical Review Physician (“MRP”) will be chosen~~ by the District for work day situations. The Salinas Valley Hospital will be utilized for after-hours situations. (~~currently through Workwell Medical Group~~). The ~~DSTP~~MRP is responsible for receiving, evaluating and interpreting all test results from laboratory. The ~~DSTP~~MRP assesses the reasonableness of reported positive test results; reviews medical histories; discusses positive results with the tested individual; assess/ verifies whether a legitimate medical explanation exists; and determines whether the test will be reported to the District as positive (i.e. whether or not the employee passes a test). The ~~DSTP~~MRP reports these ~~his~~ determinations to the Human Resources Officer and Fire Chief in a confidential manner.

Commented [d33]: This information has been added as requested by 2606.

Commented [d34]: This was changed from Natividad Medical Center to Salinas Valley Hospital.

LG. Future Revisions.

In order to ensure full reliability and accuracy of drug and alcohol tests, the accurate reporting of test results, and the integrity and efficiency of drug testing programs, the District may make changes to these testing procedures to reflect improvements in the available science and technology. Any revisions to this policy that are within the scope of representation will require a meet and confer process with the associated labor units.

Commented [d35]: This information has been added as requested by 2606.

HM. Testing Program Costs

The District will pay for the cost of the ~~initial~~ drug test and ~~A~~ or the alcohol screening test, and of any confirmatory drug ~~and/or alcohol~~ test.

Commented [d36]: This information has been added as requested by 2606.

Commented [d37]: Alcohol screening would be done by Law Enforcement and not require a confirmatory test.

Commented [d38]: Removed alcohol as this is not necessary.

IN. Right of Confirmatory Test

An applicant or employee whose drug ~~and/or alcohol~~ test reported positive has the right to request a confirmatory test.

Commented [d39]: Removed alcohol as this is necessary

JO. Consequences of Failing an Alcohol And/Or Drug Test

Any employee who tests positive for ~~drugs or alcohol in violation the presence of substances above the minimum thresholds referenced in~~ of this policy will be removed from duty, referred to the EAP, and subjected to discipline up to and including termination. ~~The EAP will evaluate each employee to determine what assistance, if any, the employee needs in resolving problems associated with prohibited substance abuse or misuse. Assessment by the EAP does not shield an employee from disciplinary action or guarantee a discharged employee reinstatement with the District.~~

~~If the District determines, in its discretion, to allow an employee to return to duty following a positive test result, the employee must agree to a re-entry contract that will be developed based on recommendations from the EAP. The contract shall include but is not limited to:~~

- ~~• A release to work statement from the EAP.~~
- ~~• A negative test result for drugs and/or alcohol.~~
- ~~• An agreement to unannounced frequent follow-up testing, as recommended by the EAP.~~
- ~~• A statement of expected work related behaviors.~~
- A statement that violation of the re-entry contract is grounds for further disciplinary action, including termination from employment.

The ~~District shall not be responsible for the~~ cost of any treatment or rehabilitation services ~~will be paid directly by the employee or by the employee's insurance provider.~~ Employees will be allowed to take accumulated sick leave, vacation leave, accrued compensatory time off, or leave without pay in accordance with District policy and law while participating in the prescribed rehabilitation.

KP. Confidentiality

1. Laboratory reports and negative test results shall not appear in an employee's general personnel folder. Information of this nature will be contained in a separate confidential medical folder that will be securely kept under control of the Fire Chief or designee, except that a positive test result will be part of the

documentation of any disciplinary action and will be retained in the appropriate portion of the employee's general personnel folder.

2. The reports or test results may be disclosed to the tested employee upon request. The reports or test results may be disclosed to District employees who need the records or information in the course of District employment to supervise, respond to test results, or administer this policy or disciplinary appeals.
3. ~~Disclosures, without patient consent, may also occur when the circumstances fall within any of the following areas:~~
 - Compelled by law, judicial or administrative process.
 - Has been placed at issue in a formal dispute between the employer and employee.
 - Is to be used in administering an employee benefit plan.
 - Is needed by medical personnel for the diagnosis or treatment of the patient who is unable to authorize disclosure.

~~L. Exceptions to this Policy~~

- ~~1. Performance of normal job duties and responsibilities requiring the limited use of alcohol in the course of medical treatment to a patient as directed by assignment or detail, shall not result in an employee being in violation of this policy.~~
- ~~2. District sanctioned fundraisers and other events off District premises and worksite may serve and/or sell alcoholic products if such sanctioned fundraisers or events receive timely approval by the District and all necessary or required licenses, permits certificates, contracts, documents and insurance coverage were obtained. At no time shall District employees, in uniform, partake in the consumption of alcoholic beverages.~~

MQ. Consent and Release Forms and Notices

This policy includes the following consent and release forms and Notices:

- Appendix A: Employee Assistance Program
- ~~Appendix B: Applicant's Consent to Drug/ Alcohol Testing~~
- ~~Appendix C: Employee Notice and Acknowledgment of Employee Testing Requirements~~
- ~~Appendix D: Employee Notice and Acknowledgment for Follow Up Testing After Return to Duty~~

|

| **NR. Severability**

In the event that a court finds that any provision of this policy is void or unenforceable, the remaining provisions shall continue in full force and effect.

APPENDIX A

to the

Monterey County Regional Fire Protection District

Drug and Alcohol Policy and Testing Procedures

Policy #~~24-xx~~18-04

EMPLOYEE ASSISTANCE PROGRAM

In accordance with the Drug and Alcohol Policy the Monterey County Regional Fire Protection District (“District”) has established and Employee Assistance Program (“EAP”).

The District has contracted to provide this EAP program:

Name: [HalcyonMHN](#) – Employee Assistance Program

Web Address: ~~members.mhn.com~~ [halcyoneap.com](#), Company Code: [frmsasis](#)

Phone: [888-425-4800](#) ~~800-227-1060~~

APPENDIX B

to the

Monterey County Regional Fire Protection District

Drug and Alcohol Policy and Testing Procedures

Policy #18-04

APPLICANT'S CONSENT TO DRUG/ALCOHOL TESTING

I understand it is the policy of the Monterey County Regional Fire Protection District ("District") to conduct drug and/or alcohol tests of job applicants for safety sensitive positions who receive conditional offers of employment, and that one of the requirements for consideration of employment with the District is the satisfactory passing of the District's drug and/or alcohol test(s).

For the purpose of being further considered for employment, I hereby agree to submit to a drug and/or alcohol test. I understand that favorable test results will not necessarily guarantee that I will be employed by the District if there are other conditions to my job offer.

If I am accepted for employment, I agree to take drug and/or alcohol tests, as described in the District's Drug and Alcohol Policy and Testing Procedures, whenever requested by the District, and I understand that the taking of such tests is a condition of my continued employment.

I also give consent to the testing agency to release to the District and other officially interested parties the results of my tests.

(Signature of applicant) _____ (Date signed)

(Printed name of applicant) _____ (Signature of witness)

Appendix C

to the Monterey County Regional Fire Protection District

Drug and Alcohol Policy and Testing Procedures

Policy #18-04

**EMPLOYEE NOTICE AND ACKNOWLEDGEMENT OF
EMPLOYER TESTING REQUIREMENTS**

PART I: NOTICE

This is to inform you that the Monterey County Regional Fire Protection District (“District”) conducts testing to identify job applicants for safety sensitive jobs and current employees who may be abusing drugs and/or alcohol.

A copy of the District’s policy on this matter is either attached to this notice or will be given to you upon request.

You have the right to refuse to undergo testing. However, the consequences of refusal to undergo testing or a refusal to cooperate in testing by an applicant will result in the termination of the pre-employment selection process, and the consequences of refusal to undergo testing or a refusal to cooperate in the testing by an employee will result in disciplinary action up to and including termination.

Remaining drug and/or alcohol free on duty and participation in the District’s drug and/or alcohol testing program is a condition of continued employment.

PART II: ACKNOWLEDGEMENT

I acknowledge receipt and understanding of the above written notice and agree to abide the terms of the District’s policy pertaining to drugs and alcohol.

(Signature) _____ (Date signed)

(Printed name) _____ (Signature of witness)

APPENDIX D

to the

Monterey County Regional Fire Protection District

Drug and Alcohol Policy and Testing Procedures

Policy #23-0718-04

**EMPLOYEE NOTICE AND ACKNOWLEDGEMENT FOR
FOLLOW UP TESTING AFTER RETURN TO DUTY**

PART I: NOTICE

The Monterey County Regional Fire Protection District (“District”) is pleased to learn that you are returning to duty after successfully completing an approved program of drug and/or alcohol rehabilitation.

In accordance with the District’s drug and alcohol free workplace program, you will be subject to a reasonable program of follow up drug and/or alcohol testing, as determined by the District in consultation with the EAP provider or rehabilitation program, and as described below:

This program of follow up testing will be in addition to the other testing requirements that may be applicable, such as reasonable cause testing, post accident testing or random testing.

PART II: ACKNOWLEDGEMENT

I acknowledge receipt, understanding and agree to the Follow Up testing described in this notice.

(Signature) _____ (Date signed)

(Printed name) _____ (Signature of witness)

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I. BACKGROUND AND PURPOSE

The Monterey County Regional Fire District (“District”) is a drug and alcohol-free workplace. In order to ensure the safety of its employees and the general public, the Board of Directors have adopted this policy.

Health risks: It is widely recognized that misuse and abuse of drugs and alcohol are major contributors to serious health problems as well as to social and civic concerns. The health risks associated with the abuse of drugs and alcohol include various deleterious physical and mental consequences including addiction, severe disability, and death.

Federal and State Legislation: In response to these concerns, the U.S. Congress passed the “Drug-Free Workplace Act of 1988”, the “Drug-Free Schools and Communities Act Amendments of 1989”, and the “Omnibus Transportation Employee Testing Act of 1991”. The California legislature passed the “California Drug Free Workplace Act of 1990” and expanded the California Fair Employment and Housing Act to protect the off-duty use of cannabis.

In accordance with these Acts, the Monterey County Regional Fire Protection District enacts the following policy.

II. PROGRAM ADMINISTRATOR

The Fire Chief or designee is designated by the Board of Directors as the Alcohol/ Drug Testing Program Administrator (“Program Administrator”). The Program Administrator is responsible for answering questions from employees or the public in general about topics covered by this policy. The Program Administrator may provide such information as necessary to enable the appropriate supervisor to take appropriate action to ensure compliance with this policy.

III. SCOPE OF POLICY

This policy applies to all regular full-time, part-time, seasonal, on call or temporary District employees, regardless of rank, whether they are on District property or they are performing District-related business elsewhere. This policy applies to alcohol and drugs, including controlled substances, narcotics, marijuana/cannabis, lawfully prescribed medications and any and all other substances that could impair an employee’s ability to effectively and

safely perform the functions of their job (collectively referred to herein as “alcohol and drugs”).

IV. AB 2188 – OFF DUTY CANNABIS USE

Effective January 1, 2024, California law prohibits discrimination against employees based on the person’s off duty cannabis use or because an employee has tested positive for nonpsychoactive cannabis metabolites. However, employers may still take adverse employment action against employees who possess, use, or are impaired by cannabis in the workplace and may still enforce drug and alcohol-free workplace policies.

State or federal laws requiring drug testing for employees or applicants for employment as a condition of employment, receiving federal funding or federal licensing related benefits, entering into a federal contract, or laws regulating the manner of testing, take precedence over the California law on off duty cannabis use.

V. POLICY

The District is committed to providing a work environment that is safe, healthy and free of any adverse effects caused by alcohol or drug use.

It is the intention of this policy to eliminate substance abuse and its effects in the workplace. While the District has no intention of intruding into the private lives of its employees, even involvement with drugs and alcohol off the job can take its toll on job performance, employee safety, and the safety of the public. Our objective is for employees to be in a condition to perform their duties safely and efficiently, in the interest of their fellow workers and the public, as well as themselves. The presence of drugs and alcohol on the job, and the impairing influence of these substances on employees during work hours, are inconsistent with this objective.

This policy is implemented because the District believes that the impairment of any District employee due to the use of substances is likely to result in the risk of injury to other employees, the impaired employee, or to third parties, such as the public. Moreover, substance abuse adversely affects employee productivity.

As a condition of employment, all District employees are required to follow this policy.

A. Prohibited Conduct

- 1) The manufacture, distribution, sale, dispensation, possession, or use of alcohol, controlled substances, narcotics, prescription drugs (including those lawfully prescribed), or other impairing substances in or on District property or wherever District business is performed is prohibited.

- 2) Working or responding to recall if impaired by alcohol, controlled substances, narcotics, prescription drugs (including those lawfully prescribed), or other impairing substances is prohibited.
- 3) Failing to notify a supervisor before beginning work when taking controlled substances, narcotics, prescription drugs (including those lawfully prescribed), or other impairing substances which could interfere with the safe and effective performance of duties or operation of the District is prohibited.
- 4) The District shall not sanction any private parties, functions and/or events which may involve use of alcohol and/ or drugs.

B. Definitions

Chemical/ Alcohol Dependency: The inability to discontinue the use of drugs, alcohol or other intoxicants or substances without medical treatment.

Controlled Substance: A drug, substance, immediate precursor, or synthetic drug listed in the Code of Federal Regulations 21 CFR section 1308, including but not limited to marijuana, cocaine, opiates, amphetamines, methamphetamines, and phencyclidine.

Employees: All paid employees employed by the District, whether full-time, part-time, temporary or interim shall be deemed “employee” and/or “employees” for all purposes relating to this policy only.

Impairment: When an individual’s mental and/or physical faculties and abilities are decreased, lessened, weakened, damaged and/or not functioning properly.

Manager/ Supervisor: A manager is a member of the management team including all Chief Officers. Supervisors are the rank of Chief Officers, Captains, and Engineers. These include any employee appointed by the Fire Chief to act in one of these capacities.

Narcotics: Natural or synthetic opium, opiates, and/or opioids, such as heroin, fentanyl, morphine, codeine, and methadone.

Reasonable Suspicion Factors: Nonexclusive list of objective facts, which support a reasonable suspicion that a person is under the influence of a substance:

- Slurred or altered speech;
- Euphoria or paranoia;
- Unusual, erratic, agitated, confused or incoherent behavior;
- Tremors or trembling;
- Dilatated or constricted pupils;
- Dry mouth, runny nose;
- Red or watery eyes;
- Unkempt appearance;

Puncture marks or sores on skin;
Inappropriate wearing of sun glasses;
Body odor;
Alcohol, cannabis, or odor;
Unsteady walking or movement and/or lack of coordination;
An accident involving District property or equipment;
Physical or verbal altercation; and/ or,
Possession of alcohol or drugs.

Reasonable Suspicion: A belief based on reasonable suspicion factors sufficient to lead two managers, officers, or supervisors to suspect that an employee is under the influence of a substance(s) to the extent that the employee's ability to perform the functions of the job is impaired; or, that the employee's ability to perform the job safely is in question.

Substances: Any substance in any form that could be used in a way that could cause impairment, including but not limited to alcohol, controlled substances, narcotics, prescription drugs (including those lawfully prescribed), or other impairing substances.

Substance Abuser: A person who uses substances, and this use detrimentally affects job performance, job safety, or interferes with normal social adjustment at work.

C. Employee Assistance Program

The District's Employee Assistance Program ("EAP") offers counseling and treatment of drug- or alcohol-related problems to District employees.

The District will not discipline employees because they have sought counseling or treatment for drug- or alcohol-related problems.

Appendix A lists the name, Address and Phone number of the District's current EAP provider.

D. Prescription or Over-the-Counter Drug Use

The use of valid prescribed medications and over-the-counter drugs that do not impair work functions or safety does not violate this policy. Failure by an employee to notify the supervisor, before beginning work, when taking medications or drugs which could potentially interfere with the safe and effective performance of duties, including the operation of District equipment, can result in discipline up to and including termination. In the event there is a question regarding an employee's ability to safely and effectively perform assigned duties while using such medications or drugs, clearance from qualified physician may be required. The District will determine in good faith if it can make reasonable accommodations to those employees who must use legal drugs to treat a disability without the drug compromising safety.

E. Substance Testing

There are four types of testing used by the District for employees.

- 1) **Random Testing** – Random testing is conducted twice a year with three names chosen for each test. This is accomplished by submitting the name of every safety-sensitive employee in the random selection pool. The random selection is made by an independent testing facility, without District participation or influence. Random selection may result in individual employees being selected more than once a calendar year, or even in successive selection. Or, some employees in the selection pool may not be selected at all during a given calendar year.
- 2) **Post-Accident Testing** – Testing may be conducted on all safety sensitive employee involved in any on-the-job accidents that may have involved human error and which cause a fatality, a serious injury requiring immediate treatment away from the scene, if a driver is cited with a moving violation, or an accident involving disabling vehicle damage or property damage.
- 3) **Follow-up Testing** – Testing may be conducted on an employee who has violated this policy but was not terminated. The employee must agree to submit to this testing as a condition of keeping employment following a violation of this policy. Specifics on duration and frequency of testing will be detailed in disciplinary agreement.
- 4) **Reasonable Suspicion** – Testing may be conducted on any employee who the District reasonably suspects is impaired by a substance based on objective factors described in this policy.

Employees reasonably suspected of being under the influence of any substance shall be relieved from duty, transported to a testing facility, and then to the employee's home after the test. The employee will be placed on administrative leave until the District receives the test results.

Refusal to immediately submit to an alcohol and/ or drug analysis when requested by District management or law enforcement personnel, or tampering with or substituting a test sample, may constitute insubordination and be grounds for discipline up to and including termination.

The District will give employees an opportunity to list any prescription or over-the-counter medicine or substances that the employee is using that may yield a false positive result. The Firefighter Bill of Rights notice and representation offer will apply.

F. Workplace Searches

The District may conduct a reasonable workplace search as defined in Government Code Section 3259. when there is a legitimate business need to maintain a drug and alcohol-free workplace, when there is reasonable suspicion, and/or to meet the goals of this policy.

The District reserves the right to search without employee consent, all areas and property in which the District maintains control or joint control with the employee provided: the employee is present; or a valid search warrant has been obtained; or the employee has been notified that a search will be conducted. Otherwise, the District may notify appropriate law enforcement agencies that an employee may possess substances in an area not jointly or fully controlled by the District.

G. Discipline

A violation of this policy is grounds for disciplinary action, up to and including termination.

Voluntary, successful participation in a recovery or rehabilitation program by an employee may be a mitigating factor in the District's assessment of any disciplinary action, depending upon the facts and circumstances of each individual case. The District has the discretion to suspend disciplinary action, or place the employee on probation pending successful completion of a recovery program.

H. Management Responsibilities and Guidelines

1. Managers may request that an employee submit to a drug and/or alcohol test after two managers or supervisors have "reasonable suspicion" that an employee is intoxicated, impaired, and/or under the influence of drugs or alcohol while on duty. Supervisors are required to investigate, document and inform managers of any reasonable suspicion that an employee is intoxicated, impaired, and/or under the influence of drugs or alcohol while on duty.
2. Any manager requesting an employee to submit to a drug and/ or alcohol test shall document, in writing, the facts constituting reasonable suspicion that the employee in question is intoxicated, impaired, and/or under the influence of drugs including any statements and/ or documentation from witnesses and/ or supervisors.
3. Managers and/ or supervisors must inform an employee who is under suspicion of alcohol or drugs that they have the right to representation during any questioning or interview relating to this issue. The represented employee will also have the right to have union representation accompany them to a collection site during testing. The union agrees to supply representation without causing delays to the process. A represented employee will be notified of these rights at the beginning of the initial meeting or interview.
4. Any manager encountering an employee, who refuses an order to submit to a drug and/ or alcohol analysis upon request, shall remind the employee of the requirements and disciplinary consequences of this policy.
5. Managers and supervisors shall notify the Chief or designee when they have reasonable suspicion to believe that an employee may have substances on the

employee's person, or in an area not jointly or fully controlled by the District, or in the course of investigation after an accident. If the Chief or designee concurs that there is reasonable suspicion of possession of controlled substances, the appropriate law enforcement agency shall be notified.

6. If a supervisor or manager is approached by an employee who is voluntarily seeking help for a drug or alcohol problem, the supervisor or manager shall report the matter to a superior, assist the employee in contacting the EAP counselor, and provide such other assistance as the superior directs.
7. Managers and supervisors are responsible for the enforcement of this policy. Managers and supervisors will be provided training in identifying and addressing drug and alcohol related problems as part of the drug and alcohol free awareness program.

I. Procedures to be Used for Detection of Drugs and Alcohol

1. **Drug Testing.** The collection and analysis of urine samples used for drug testing will be conducted consistent with the procedures set forth in 49CFR Part 40, as amended. The employee shall be transported to the District's Drug Screening Test provider where a urine specimen will be tested for the presence of the following:
 - a. Amphetamines
 - b. Cocaine
 - c. Opiates (narcotics)
 - d. Phencyclidine (PCP)

Note: The legalization of recreation Marijuana use and the passage of AB2188 precludes the District from testing employees for nonpsychoactive cannabis metabolites THC. As of the passage of this policy, there is not an acceptable test that is specific in determining the THC level concentration. It is anticipated that such a test will become available in the coming months at which time the District will incorporate the testing of THC as part of this procedure.

Cut off concentrations are adopted from and specified in the Department of Transportation Rule 49 CFR Part 40 Section 40.85 and 40.91., as may be amended from time to time.

2. **Alcohol Testing.** Testing procedures shall include the following:

Tests for breath alcohol concentration will be conducted utilizing a National Highway Traffic Safety Administration (NHTSA) approved Evidential Breath Testing device (EBT) operated by a trained Breath Alcohol Technician (BAT). Alcohol screening tests may be performed using a non-evidential testing device which is also approved by the NHTSA. If the initial test indicates an alcohol concentration of 0.02 or greater, a second test will be performed to confirm the results of the initial test. The confirmatory test will be conducted at least fifteen

minutes after the completion of the initial test, using a NHTSA approved EBT operated by a trained BAT. The EBT will identify each test by a unique sequential identification number. This number, time, and unit identifier will be provided on each EBT printout. The EBT printout, along with an approved alcohol testing form, will be used to document the test, the subsequent results, and to attribute the test to the correct employee. The test will be performed in a private, confidential manner as required by 49 CFR Part 40, as amended. The procedure will be followed as prescribed to protect the employee and to maintain the integrity of the alcohol testing procedures and the validity of the test result.

An employee who has a confirmed alcohol concentration of 0.04 or greater will be considered a positive alcohol test and in violation of this policy. An employee who has a confirmed alcohol concentration greater than 0.02 but less than 0.04 is not considered positive, the employee will be removed from his/her position for eight hours unless a retest results in a concentration of less than 0.02. An alcohol concentration less than 0.02 will be considered a negative test.

The Alcohol Testing Form (AFT) required by 49 CFR 40, as amended, shall be used for all FTA required testing. Failure of the employee to sign step 2 of the AFT will be considered a refusal to submit to testing.

J. Drug Screening Test Provider

The Drug Screening Test Provider (“DSTP”), Agile Occupational Medicine has been chosen by the District for work day situations. The Salinas Valley Hospital will be utilized for after-hours situations. The DSTP is responsible for receiving, evaluating and interpreting all test results from the laboratory. The DSTP assesses the reasonableness of reported positive test results; reviews medical histories; discusses positive results with the tested individual; assess/ verifies whether a legitimate medical explanation exists; and determines whether the test will be reported to the District as positive (i.e. whether or not the employee passes a test). The DSTP reports these determinations to the Human Resources Officer and Fire Chief in a confidential manner.

K. Future Revisions.

In order to ensure full reliability and accuracy of drug and alcohol tests, the accurate reporting of test results, and the integrity and efficiency of drug testing programs, the District may make changes to these testing procedures to reflect improvements in the available science and technology. Any revisions to this policy that are within the scope of representation will require a meet and confer process with the associated labor units.

L. Testing Program Costs

The District will pay for the cost of the drug test and of any confirmatory drug test.

M. Right of Confirmatory Test

An applicant or employee whose drug test reported positive has the right to request a confirmatory test.

N. Consequences of Failing an Alcohol And/Or Drug Test

Any employee who tests positive for drugs or alcohol in violation of this policy will be removed from duty, referred to the EAP, and subjected to discipline up to and including termination.

The District shall not be responsible for the cost of any treatment or rehabilitation services. Employees will be allowed to take accumulated sick leave, vacation leave, accrued compensatory time off, or leave without pay in accordance with District policy and law while participating in the prescribed rehabilitation.

O. Confidentiality

1. Laboratory reports and negative test results shall not appear in an employee's general personnel folder. Information of this nature will be contained in a separate confidential medical folder that will be securely kept under control of the Fire Chief or designee, except that a positive test result will be part of the documentation of any disciplinary action and will be retained in the appropriate portion of the employee's general personnel folder.
2. The reports or test results may be disclosed to the tested employee upon request. The reports or test results may be disclosed to District employees who need the records or information in the course of District employment to supervise, respond to test results, or administer this policy or disciplinary appeals.
3. Disclosures, without patient consent, may also occur when the circumstances fall within any of the following areas:
 - Compelled by law, judicial or administrative process.
 - Has been placed at issue in a formal dispute between the employer and employee.
 - Is to be used in administering an employee benefit plan.
 - Is needed by medical personnel for the diagnosis or treatment of the patient who is unable to authorize disclosure.

P. Consent and Release Forms and Notices

This policy includes the following consent and release forms and Notices:

Appendix A: Employee Assistance Program

Q. Severability

In the event that a court finds that any provision of this policy is void or unenforceable, the remaining provisions shall continue in full force and effect.

APPENDIX A

EMPLOYEE ASSISTANCE PROGRAM

In accordance with the Drug and Alcohol Policy the Monterey County Regional Fire Protection District (“District”) has established an Employee Assistance Program (“EAP”).

The District has contracted to provide this EAP program:

Name: Halcyon – Employee Assistance Program

Web Address: halcyoneap.com, Company Code: frms

Phone: 888-425-4800

STAFF SUMMARY REPORT

AGENDA ITEM NUMBER: 7.4

DATE: March 17, 2024

PREPARED BY: David Sargenti

SUBJECT: Fire District Cannabis Business Tax Notice of Intention to Circulate Initiative Petition

ISSUE AND STAFF REPORT

Measure H, the Fire District's Commercial Cannabis Business Tax, was approved by the voters of the Fire District during the June 5th 2018 Statewide Direct Primary Election by a super majority of the votes casted on the measure (6,317 yes to 3,129 no). Prior to the election we worked closely with the industry leaders and their legal counsel to craft this measure and mitigate anticipated impacts to our Fire Prevention Division and emergency response. The goal was to have the new cannabis industry pay its fair share of additional impacts with no subsidy from the Fire District general fund. Our measure in turn had no opposition during the election and was successful.

The Commercial Cannabis Business Tax provides funding to support the evolving cannabis operations within the Fire District. This involves working with each individual operator to ensure a safe and compliant facility. We conduct 75-100 compliance inspections or site visits annually. By meeting with the individual Operators, we customize the prevention measures based on their unique situations. The cannabis cultivation and harvesting process continue to change as the industry matures and new processes are introduced. Fire and Life Safety Codes are updated in response to these changes, and we set a path for compliance. We work with the Operators to allow them to continue to run their businesses while working toward the requirements of the codes. Our Prevention Division walks the Operators through the necessary steps to satisfy the regulations and maintain or obtain their required business permits.

Our goal remains to support the Operators by providing the necessary Fire Prevention and Emergency Response to protect their employees, business assets, and the public. We focus these efforts on the required prevention measures such as access, water supply, fire sprinklers, alarm systems, and business response plans. The training and education of the individual Operators on fire and life safety requirements along with the training and education of our Firefighters on the operations and hazards associated with the facilities have been successful. All these efforts have proved very beneficial to all involved stakeholders (business owners, employees, public and our Firefighters) in the variety of incidents that have occurred at these facilities.

The current rate of the tax is based on square foot usage in the following categories. The tax is adjusted annually based on the June CPI numbers.

Cannabis Cultivation- \$0.21 per sqft

Cannabis Nurseries- \$0.12 per sqft

Cannabis Manufacturing- \$1.19 per sqft

Cannabis Retail- \$1.19 per sqft

The square footage is determined annually at the submission of the operator's business license. The Fire District has remained flexible and allows the operators to adjust the square footage based on actual use anytime. We currently have around 30 cannabis operators within the Fire District. The smallest operation with both cultivation and nursery is taxed around \$2,700 annually with our largest operator taxed around \$42,000 annually. The Fire District expects to collect \$375,000 in taxes for the fiscal year 2023/2024.

On Friday March 1, the Fire District received a Notice of Intention to Circulate Initiative Petition to repeal, in its entirety, the Commercial Cannabis Business Tax. The Initiative entitled "Save Monterey County Jobs" states that "California's cannabis industry is being strangled by costly regulations and high taxes which are driving many legitimate businesses to the brink of insolvency and empowering a surging black market." It goes on to state that, "In 2018, through Measure H, the governing board of the Monterey County Regional Fire District imposed one such tax – an onerous annual special tax on commercial cannabis business activity, including cultivation, processing, manufacturing, transporting, distributing, packaging, delivering, and selling." Our tax does not place any fiscal burden on transporting, distributing, or delivery of cannabis products.

The Monterey County Elections Department has determined that 841 qualified signatures will be required to place this Initiative on a future election. The signatories must be registered voters and live within the boundaries of the Fire District. The proponents have until September 2, 2024 at 5:00pm to circulate the petition. defines that for an initiative to qualify for the ballot, the proponents must submit verified signatures of registered voters who reside in the Fire District. District Counsel has been advised and is engaged in the process.

If enough signatures are submitted and verified, the Board must choose to either adopt the ordinance or call for an election to be held on the next Statewide Election schedule. If the item is put to an election, the current law would have the measure pass with 50%+1 votes in favor of the petition. Additionally, the Fire District would be responsible for the cost of the election. The estimated costs could range from \$180-260K depending on the type of election. This election

This issue has received limited media coverage with only a single article, to date, in the Monterey County Weekly. Staff has produced a "MCRFD Cannabis Tax Talking Points" document which has been distributed to all employees to provide facts about the purpose of the tax and where the funds are used. Any inquiries can be forwarded to the Administration to facilitate additional dialogue.

RECOMMENDATION

Receive report, discuss, and file report.

ATTACHMENTS

1. Notice of Intention to Circulate Initiative Petition
2. Initiative Measure to be submitted directly to the voters.
3. MCRFD Cannabis Tax Talking Points
4. Monterey County Weekly Article March 7, 2024

Notice of Intention to Circulate Initiative Petition

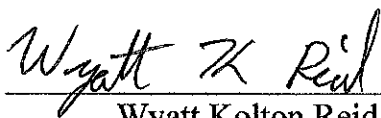
Notice is hereby given by the persons whose names appear hereon of their intention to circulate a petition within the Monterey County Regional Fire District ("MCRFD") for the purpose of qualifying for the ballot an initiative measure entitled "Save Monterey County Jobs." A statement of the reasons of the proposed action as contemplated in the petition is as follows:

As reported in numerous national media outlets, California's cannabis industry is being strangled by costly regulations and high taxes which are driving many legitimate businesses to the brink of insolvency and empowering a surging black market.


In 2018, through Measure H, the governing board of the Monterey County Regional Fire District imposed one such tax – an onerous annual special tax on commercial cannabis business activity, including cultivation, processing, manufacturing, transporting, distributing, packaging, delivering, and selling.

The expectations of raising high levels of tax revenue from cannabis businesses has proven unrealistic and unsustainable. Monterey County has drastically lowered its initial annual tax for greenhouse cultivation. The State has also eliminated its cultivation tax. Yet the MCRFD's onerous special tax remains in place. Cannabis businesses already help fund the District by paying substantial property taxes, which have increased because of improvements required to run these agricultural operations.

This tax is unfair, unnecessary, burdensome, inflexible, and driving otherwise viable cannabis enterprises out of business. It should be repealed in its entirety, as proposed in this initiative petition, to keep these jobs and businesses viable.



Wyatt Kolton Reid



Lauren Hackett



Charles Williamson

Dated this 26 day of Feb, 2024

INITIATIVE MEASURE TO BE SUBMITTED DIRECTLY TO THE VOTERS

The people of the Monterey County Regional Fire District do ordain as follows:

Section 1: FINDINGS AND RECITALS.

- A. In 2016, the voters of the State of California approved the Adult Use of Marijuana Act, an initiative, legalizing the personal use of cannabis for adults 21 age and older, and creating a regulatory program for nonmedical cannabis.
- B. In 2017, the Legislature passed, and the Governor signed, legislation creating a unified licensing and regulatory program for medicinal and adult-use cannabis businesses. Later that same year, the Monterey County Board of Supervisors approved County Ordinances 5292, 5294, and 5293, amending the County Code to regulate and permit commercial cannabis businesses in the County, which led to the issuance of licenses for such businesses beginning in January 2018.
- C. In 2018, the Monterey County Regional Fire District (the "District") imposed an onerous annual special tax on commercial cannabis business activity which threatens the viability of the County's cannabis economy.
- D. As reported in the pages of numerous national media outlets, California's cannabis industry is being strangled by costly regulations and high taxes which are driving many legitimate businesses to the brink of insolvency and empowering a surging black market.
- E. The expectations of raising high levels of tax revenue from cannabis businesses has proven unrealistic and unsustainable. Monterey County has drastically lowered its initial annual tax for greenhouse cultivation and the State has eliminated its cultivation tax altogether. Yet the District's onerous special tax remains in place. Cannabis businesses already help fund the District by paying property taxes, the District's main source of funding. The property tax assessments of cannabis businesses have increased due to the many infrastructure improvements required to run these agricultural operations.
- F. In order to preserve and support Monterey County's cannabis businesses and jobs, the people enact this ordinance repealing the District's special tax on commercial cannabis business activity, via this initiative entitled "Save Monterey County Jobs."

Section 2: REPEAL OF DISTRICT ORDINANCE 2018-01.

Ordinance No. 2018-01, an ordinance of the Monterey County Regional Fire District, imposing a special tax on commercial cannabis business is hereby repealed, as illustrated by strikeout text below:

COMMERCIAL CANNABIS BUSINESS TAX

Sections:

1.1 Title.

1.2 Cannabis Business tax.

- 1.3 Purpose of the ordinance.
- 1.4 Definitions.
- 1.5 Tax imposed.
- 1.6 Reporting and remittance of tax.
- 1.7 Payments and communications—timely remittance.
- 1.8 Payment—when taxes deemed delinquent.
- 1.9 Notice not required by District.
- 1.10 Penalties and interest.
- 1.11 Refunds and credits.
- 1.12 Refunds and procedures.
- 1.13 Appeal Procedure.
- 1.14 Enforcement Action to collect.
- 1.15 Apportionment.
- 1.16 Constitutionality and legality.
- 1.17 Audit and examination of records and equipment.
- 1.18 Other licenses, permits, taxes or charges.
- 1.19 Payment of tax does not authorize unlawful business.
- 1.20 Deficiency determinations.
- 1.21 Failure to report—nonpayment and fraud.
- 1.22 Tax assessment—notice of requirements.
- 1.23 Severability.
- 1.24 Remedies cumulative.
- 1.25 Amendment or repeal.

1.1 Title.

~~This ordinance shall be known as the Monterey County Regional Fire District Commercial Cannabis Business Tax Ordinance. This ordinance shall be applicable in the Monterey County Regional Fire District, which shall be referred to herein as "District."~~

1.2 Special tax.

~~The Commercial Cannabis Business Tax is enacted~~

~~All of the proceeds from the tax imposed by this Ordinance shall be used for Fire District purposes as defined and set forth by The Fire Protection District Law of 1987 (Health & Safety Code §13800, et seq.). Health and Safety Code section 13801 sets forth:~~

~~The Legislature finds and declares that the local provision of fire protection services, rescue services, emergency medical services, hazardous material emergency response services, ambulance services, and other services relating to the protection of lives and property is critical to the public peace, health, and safety of the state. Among the ways that local communities have provided for those services has been the creation of fire protection districts. Local control over the types, levels, and availability of those services is a long-standing tradition in California which the Legislature intends to retain. Recognizing that the state's communities have diverse needs and resources, it is the intent of the Legislature in enacting this part to provide a broad statutory authority for local officials. The Legislature encourages local communities and their officials to adapt the powers and procedures in this part to meet their own circumstances and responsibilities.~~

~~The California Constitution, Article XIII A, section 4 and Health and Safety Code sections 13910 and 13911 authorize the District to impose special taxes upon a 2/3 vote of the electorate.~~

INITIATIVE MEASURE TO BE SUBMITTED DIRECTLY TO THE VOTERS

1.3 Purpose of the ordinance.

This ordinance is adopted for the following purposes, among others, and directs that the provisions hereof be interpreted to accomplish those purposes:

A. To impose a tax on the privilege of cultivating, dispensing, producing, processing, preparing, storing, providing, donating, selling, or distributing medical and recreational cannabis or medical and recreational cannabis products by commercial cannabis businesses in the District area of the County, pursuant to the state Adult Use of Marijuana Act, and the Medicinal and Adult-Use Cannabis Regulation and Safety Act (Bus. & Prof. Code § 26000 et seq.);

B. To impose a tax on the privilege of cultivating, manufacturing, producing, processing, preparing, storing, providing, donating, or selling, nonmedical marijuana and marijuana products and accessories by commercial cannabis businesses in the District area of the County as approved by the voters in the November 2016 election, including nonmedical marijuana activity in the State of California.

C. To impose a tax on lawful commercial cannabis business consistent with the fire and life safety component of the state licensing agreement in accordance with the authority granted by the Health and Safety Code sections 13910 and 13911 to impose a special tax;

D. To specify the type of tax and rate of tax to be levied and the method of collection; and

E. To comply with all requirements for imposition of a special tax, such tax to become operative only if submitted to the electorate and approved by a 2/3 majority vote of the voters voting in an election on the issue.

1.4 Definitions.

The following words and phrases shall have the meanings set forth below when used in this Ordinance:

A. "Business" shall include all activities engaged in or caused to be engaged in within the District, including any commercial or industrial enterprise, trade, profession, occupation, vocation, calling, or livelihood, whether or not carried on for gain or profit, but shall not include the services rendered by an employee to his or her employer.

B. "Cannabis" means all parts of the plant *Cannabis sativa* Linnaeus, *Cannabis indica*, or *Cannabis ruderalis*, whether growing or not; the seeds thereof; the resin, whether crude or purified, extracted from any part of the plant; and every compound, manufacture, salt, derivative, mixture, or preparation of the plant, its seeds, or resin. "Cannabis" also means the separated resin, whether crude or purified, obtained from cannabis. "Cannabis" also means marijuana as defined by Section 11018 of the Health and Safety Code and is not limited to medical cannabis.

C. "Cannabis product" means raw cannabis that has undergone a process whereby the raw agricultural product has been transformed into a concentrate, an edible product, or a topical product. "Cannabis product" also means marijuana products as defined by Section 11018.1 of the Health and Safety Code and is not limited

to medical cannabis products.

D. "Canopy" means all areas occupied by any portion of a cannabis plant, inclusive of all vertical planes, whether contiguous or noncontiguous on any one site. The plant canopy does not need to be continuous on any premise in determining the total square footage which will be subject to tax.

E. "Commercial cannabis business" means any commercial business activity relating to cannabis, including but not limited to cultivating, transporting, distributing, manufacturing, compounding, converting, processing, preparing, storing, packaging, delivering, and selling (wholesale and/or retail sales) of cannabis and any ancillary products and accessories in the District, whether or not carried on for gain or profit.

F. "Commercial cannabis business tax," "business tax," or "commercial cannabis tax" means the tax due pursuant to this ordinance for engaging in commercial cannabis business in the District.

G. "Commercial cannabis cultivation" means cultivation conducted by, for, and as part of a commercial cannabis business.

H. "County permit" means a permit issued by the County to a person to authorize that person to operate or engage in a commercial cannabis business. The term "County permit" includes a commercial medical and recreational cannabis permit issued. The Monterey County Regional Fire District's Fire Code establishes rules and regulations for the protection of life and safety for residents and businesses within the District boundary.

I. "Cultivation" means any activity involving the planting, growing, harvesting, drying, curing, grading, or trimming of cannabis.

J. "Delivery" means the commercial transfer of cannabis or cannabis products from a dispensary.

K. "Dispensary" means a facility where cannabis, cannabis products, or devices for the use of cannabis or cannabis products are offered, either individually or in any combination, for retail sale, including an establishment that delivers cannabis and cannabis products as part of a retail sale.

L. "Distributor" or "distribution" or "distribution facility" means a person or facility involved in the procurement, sale, and/or transport of cannabis and cannabis products between permitted or licensed entities.

M. "Employee" means each and every person engaged in the operation or conduct of any business, whether as owner, member of the owner's family, partner, associate, agent, manager or solicitor, and each and every other person employed or working in such business for a wage, salary, commission, barter or any other form of compensation.

N. "Engaged in business" means the commencing, conducting, operating, managing or carrying on of a cannabis business and the exercise of corporate or franchise powers, whether done as owner, or by means of an officer, agent, manager, employee, or otherwise,

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whether operating from a fixed location in the District area of the County or coming into the District area of the County from an outside location to engage in such activities. A person shall be deemed engaged in business within the District if:

1. Such person or person's employee maintains a fixed place of business within the District for the benefit or partial benefit of such person;
2. Such person or person's employee owns or leases real property within the District business purposes;
3. Such person or person's employee regularly maintains a stock of tangible personal property in the District for sale in the ordinary course of business;
4. Such person or person's employee regularly conducts solicitation of business within the District;
5. Such person or person's employee performs work or renders services in the District; and
6. Such person or person's employee utilizes the streets within the District in connection with the operation of motor vehicles for business purposes.

The foregoing specified activities shall not be a limitation on the meaning of "engaged in business."

O. "Evidence of doing business" means evidence such as, without limitation, use of signs, circulars, cards or any other advertising media, including the use of internet or telephone solicitation, or representation to a government agency or to the public that such person is engaged in a cannabis business in the District area of the County.

P. "Fiscal year" means July 1 through June 30 of the following calendar year.

Q. "Gross Receipts," except as otherwise specifically provided, means the total amount actually received or receivable from all sales; the total amount or compensation actually received or receivable for the performance of any act or service, of whatever nature it may be, for which a charge is made or credit allowed, whether or not such act or service is done as a part of or in connection with the sale of materials, goods, wares or merchandise; discounts, rents, royalties, fees, commissions, dividends, and gains realized from trading in stocks or bonds, however designated, included in "gross receipts" shall be all receipts, cash, credits and property of any kind or nature, without any deduction there from on account of the cost of the property sold, the cost of materials used, labor or service costs, interest paid or payable, or losses or other expenses whatsoever, except that the following shall be excluded therefrom:

1. Cash discounts where allowed and taken on sales;
2. Credit allowed on property accepted as part of the purchase price and which property may later be sold, at which time the sales price shall be included as gross receipts;
3. Any tax required by law to be included in or added to the purchase price and collected from the consumer or purchaser;

4. Such part of the sale price of any property returned by purchasers to the seller as refunded by the seller by way of cash or credit allowances or return of refundable deposits previously included in gross receipts;

5. Receipts from investments where the holder of the investment receives only interest and/or dividends, royalties, annuities and gains from the sale or exchange of stock or securities solely for a person's own account, not derived in the ordinary course of a business;

6. Receipts derived from the occasional sale of used, obsolete or surplus trade fixtures, machinery or other equipment used by the taxpayer in the regular course of the taxpayer's business;

7. Cash value of sales, trades or transactions between departments or units of the same business;

8. Whenever there are included within the gross receipts amounts which reflect sales for which credit is extended and such amount proved uncollectible in a subsequent year, those amounts may be excluded from the gross receipts in the year they prove to be uncollectible; provided, however, if the whole or portion of such amounts excluded as uncollectible are subsequently collected they shall be included in the amount of gross receipts for the period when they are recovered;

9. Transactions between a partnership and its partners;

10. Receipts from services or sales in transactions between affiliated corporations. An affiliated corporation is a corporation:

a. The voting and non-voting stock of which is owned at least eighty percent by such other corporation with which such transaction is had; or

b. Which owns at least eighty percent of the voting and non-voting stock of such other corporation; or

c. At least eighty percent of the voting and non-voting stock of which is owned by a common parent corporation which also has such ownership of the corporation with which such transaction is had.

11. Transactions between a limited liability company and its member(s), provided the limited liability company has elected to file as a Subordination-K entity under the Internal Revenue Code and that such transaction(s) shall be treated the same as between a partnership and its partner(s) as specified in Subsection (9) above;

12. Receipts of refundable deposits, except that such deposits when forfeited and taken into income of the business shall not be excluded when in excess of one dollar;

13. Amounts collected for others where the business is acting as an agent or trustee and to the extent that such amounts are paid to those for whom collected. These agents or trustees must provide the finance department with the names and the addresses of the others and the amounts paid to them. This exclusion-

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shall not apply to any fees, percentages, or other payments retained by the agent or trustees.

R. —“Manufacturer” means a person that conducts the production, preparation, propagation, or compounding of cannabis products either directly or indirectly or by extraction methods, or independently by means of chemical synthesis at a fixed location that packages or repackages cannabis or cannabis products or labels or relabels its container, that holds a valid County permit,

S. —“Nursery” means a person that produces only clones, immature plants, seeds, and other agricultural products used specifically for the planting, propagation, and cultivation of cannabis.

T. —“Person” means an individual, firm, partnership, joint venture, association, corporation, limited liability company, estate, trust, business trust, receiver, syndicate, or any other group or combination acting as a unit, whether organized as a nonprofit or for-profit entity, and includes the plural as well as the singular number.

U. —“Personal medical cannabis cultivation” means cultivation by a qualified patient who cultivates one hundred (100) square feet total canopy area or less of cannabis exclusively for his or her personal medical use but who does not provide, donate, sell, or distribute cannabis to any other person. —“Personal medical cannabis cultivation” also includes cultivation by a primary caregiver who cultivates one hundred (100) square feet total canopy area or less of cannabis exclusively for the personal medical purposes of no more than five (5) specified qualified patients for whom he or she is the primary caregiver, but who does not receive remuneration for those activities except for compensation in full compliance with Section 11362.765(g) of the California Health and Safety Code, as it may be amended.

V. —“Sale” means and includes any sale, exchange, or barter.

X. —“Square foot” or “square footage” means the maximum amount of area for commercial cannabis cultivation authorized by a County permit issued to a person engaging in commercial cannabis business, or by a state license in the absence of a County permit or license, not deducting for unutilized square footage, and shall be the basis for the tax base for cultivation.

Y. —“State” means the State of California.

Z. —“State license,” “license,” or “registration” means a state license issued pursuant to California Business and Professions Code Sections 26000, et seq. or other applicable state law.

AA. —“Testing laboratory” means a facility, entity, or site in the state that offers or performs testing of cannabis or cannabis products and that is both of the following:

1. — Accredited by an accrediting body that is independent from all other persons involved in the cannabis industry in the state; and

2. — Registered with the California State Department of Public Health.

BB. —“Transport” means the transfer of cannabis or cannabis products from the permitted business location

of one permittee or licensee to the permitted business location of another permittee or licensee, for the purposes of conducting commercial cannabis activity authorized pursuant to state law.

CC. —“Transporter” means a person issued all required state and County permits to transport cannabis or cannabis products between permitted facilities.

1.5 — Tax imposed:

A. — There is established and imposed a commercial cannabis business tax at the rates set forth in this ordinance.

B. — Tax on commercial cannabis cultivation except nurseries.

1. — Every person who is engaged in commercial cannabis cultivation in the District Area of the County shall pay an annual commercial cannabis business tax. The initial tax rate effective August 1, 2018 for commercial cannabis is as follows: for cultivation, the tax rate is \$0.18 per fiscal year per authorized square foot and to increase thereafter based on the Consumer Price Index; for nursery cultivation, the tax rate is \$0.10 per authorized square foot and to increase thereafter based on the Consumer Price Index; and for all other commercial cannabis businesses, including but not limited to, dispensaries and manufacturing, the tax rate is \$1.00 per fiscal year per authorized square footage as determined by the fire district annual life safety inspection and to increase thereafter based on the Consumer Price Index.

The square footage shall be the maximum square footage allowed by the County permit for commercial cannabis cultivation, or, in the absence of a County permit, the square footage shall be the maximum square footage for commercial cannabis cultivation allowed by the state license type. In no case shall square footage which is authorized by the permit or license but not utilized for cultivation be deducted for the purpose of determining the tax for cultivation.

1.6 — Reporting and remittance of tax.

The commercial cannabis business tax imposed by this ordinance shall be imposed on a fiscal year basis and shall be due and payable in yearly installments as follows:

A. — Each person owing a commercial cannabis business tax shall submit payment within 30 days of receiving invoice from the District.

B. — If the commercial cannabis business tax is owed on commercial cannabis cultivation, the square footage tax due shall be paid based on the square footage of cultivation authorized by the County permit. The tax will not be prorated or adjusted for any reduction in the square footage authorized but not utilized for cultivation. If the cultivation begins in the middle of a fiscal year, the District shall prorate, in monthly increments, the amount due for the fiscal year.

C. — All tax statements shall be completed on forms prescribed by the District.

D. — Tax statements and payments for all outstanding taxes owed to the District are immediately upon cessation of business for

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any reason.

1.7 ~~Payments and communications—timely remittance.~~

~~Whenever any payment, statement, report, request or other communication is due, it must be received by the District on or before the final due date. A postmark will not be accepted as timely remittance. If the due date falls on Saturday, Sunday or a holiday, the due date shall be the next regular business day on which the District is open to the public.~~

1.8 ~~Payment—when taxes deemed delinquent.~~

~~Unless otherwise specifically provided under other provisions of this ordinance, the taxes required to be paid pursuant to this ordinance shall be deemed delinquent if not received by the District on or before the due date.~~

1.9 ~~Notice not required by the District.~~

~~The District is not required to send a delinquency or other notice or bill to any person subject to the provisions of this ordinance. Failure to send such notice or bill shall not affect the validity of any tax or penalty due under the provisions of this ordinance.~~

1.10 ~~Penalties and interest.~~

~~A. Any person who fails or refuses to pay any commercial cannabis business tax required to be paid pursuant to this ordinance on or before the due date shall pay penalties and interest as follows:~~

~~1. A penalty equal to twenty-five percent (25%) of the amount of the tax, in addition to the amount of the tax, plus interest on the unpaid tax calculated from the due date of the tax at the rate of one and one-half percent (1.5%) per month; and~~

~~2. If the tax remains unpaid for a period exceeding one calendar month beyond the due date, an additional penalty equal to twenty-five percent (25%) of the amount of the tax, plus interest at the rate of one and one-half percent (1.5%) per month on the unpaid tax and on the unpaid penalties;~~

~~3. Interest shall be applied at the rate of one and one-half percent (1.5%) per month on the first day of the month for the full month, and will continue to accrue monthly on the tax and penalty until the balance is paid in full.~~

~~B. Whenever a check or electronic payment is submitted in payment of a commercial cannabis business tax and the payment is subsequently returned unpaid by the bank for any reason, the taxpayer will be liable for the tax amount due plus any fees, penalties and interest as provided for in this Section, and any other amount allowed under state law.~~

1.11 ~~Refunds and credits.~~

~~A. No refund of any tax collected pursuant to this ordinance shall be made because of the discontinuation, dissolution, or other termination of a business.~~

1.12 ~~Refunds and procedures.~~

~~A. Whenever the amount of any commercial cannabis business tax, penalty or interest has been overpaid, paid more than once, or has been erroneously collected or received by the District under this ordinance, it may be refunded to the claimant who paid the tax provided that a written claim for refund is filed with the District within one (1) year of the date the tax was originally due and payable.~~

~~B. The District charged with the administration of this ordinance shall have the right to examine and audit all the books and business records of the claimant in order to determine the eligibility of the claimant to the claimed refund. No claim for refund shall be allowed if the claimant refuses to allow such examination of claimant's books and business records after request by the District to do so.~~

~~C. In the event that the commercial cannabis business tax was erroneously paid, and the error is attributable to the District, the District shall refund the amount of tax erroneously paid up to one (1) year from when the error was identified.~~

~~D. The District may take such administrative actions as needed to administer the tax, including but not limited to:~~

~~1. Provide to all commercial cannabis business taxpayers forms for the reporting of the tax;~~

~~2. Increase tax rates in accordance with this ordinance;~~

~~3. Provide information to any taxpayer concerning the provisions of this ordinance;~~

~~4. Receive and record all taxes remitted to the District as provided in this ordinance;~~

~~5. Maintain records of taxpayer reports and taxes collected pursuant to this ordinance;~~

~~6. Assess penalties and interest to taxpayers pursuant to this ordinance;~~

~~7. Determine amounts owed and enforce collection pursuant to this ordinance.~~

1.13 ~~Appeal procedure.~~

~~Any taxpayer aggrieved by any decision of the District with respect to the amount of tax, interest, penalties and fees, if any, due under this Ordinance may appeal to the Board of Directors by filing a notice of appeal with the Fire Chief within fifteen days of the serving or mailing of the determination of tax due. The Fire Chief shall fix a time and place for hearing such appeal, and the Fire Chief shall give notice in writing to such tax payer at the last known place of address. The finding of the Board of Directors shall be final and conclusive and shall be served upon the appellant in the manner prescribed by this ordinance for service of notice of hearing. Any amount found to be due shall be immediately due and payable upon the service of the notice.~~

1.14 ~~Enforcement—action to collect.~~

~~A. Any taxes, penalties and/or fees required to be~~

INITIATIVE MEASURE TO BE SUBMITTED DIRECTLY TO THE VOTERS

~~paid under the provisions of this Ordinance shall be deemed a debt owed to the District. Any person owing money to the District under the provisions of this Ordinance shall be liable in an action brought in the name of the District for the recovery of such debt. The provisions of this Section shall not be deemed a limitation upon the right of the District to bring any other action, including criminal, civil and equitable actions, based upon the failure to pay the tax, penalties and/or fees imposed by this Ordinance or the failure to comply with any of the provisions of this Ordinance.~~

~~B. In addition to any other remedies available under federal, state, or local law, if any amount required to be paid to the District under this Ordinance is not paid when due, the District may, within three (3) years after the amount is due, record a certificate of lien specifying the amount of taxes, fees and penalties due, and the name and address of the individual or business as it appears on the records of the County Treasurer-Tax Collector. From the time of the filing for record, the amount required to be paid, together with penalties thereon, constitutes a lien upon all real property in the District owned by the individual or business, or subsequently acquired by the individual or business before the lien expires. The lien has the force, effect, and priority of a judgment lien and shall continue for ten (10) years from of filing of the certificate unless sooner released or otherwise discharged.~~

~~C. At any time within three (3) years after any individual or business is delinquent in the payment of any amount herein required to be paid or within three (3) years after the last recording of a certificate of lien under Subsection B of this Section, the District may issue a warrant for the enforcement of any liens and for the collection of any amount required to be paid to the District under this Ordinance. The warrant shall be directed to the Sheriff and shall have the same effect as a writ of execution. The warrant shall be levied and sale made pursuant to it in the same manner and with the same effect as a levy of and a sale pursuant to a writ of execution. The District may pay or advance to the Sheriff, the same fees, commissions and expenses for service provided by law for similar services pursuant to a writ of execution. The District shall pay the fees for publication in the newspaper.~~

~~D. At any time within three (3) years after recording a lien against any individual or business, if the lien is not discharged and released in full, the District may forthwith seize any asset or property, real or personal (including bank account), of the operator and sell at public auction the asset or property, or a sufficient part of it to pay the amount due together with any penalties and interest imposed for the delinquency and any cost incurred on account of the seizure and sale. Assets or property of the business subject to seizure and sale subject to this Ordinance shall not include any assets or property which is exempt from execution under the provisions of Code of Civil Procedure.~~

1.15 Apportionment.

~~If a business subject to the tax is operating both within and outside the District area of the County, it is the intent of the District to apply the commercial cannabis business tax only on the portion within the District.~~

1.16 Constitutionality and legality.

~~This tax is intended to be applied in a manner consistent with~~

~~the United States and California Constitutions and state law. None of the tax provided for by this Ordinance shall be applied in a manner that causes an undue burden upon interstate commerce, a violation of the equal protection and due process clauses of the Constitutions of the United States or the State of California or a violation of any other provision of the California Constitution or state law.~~

1.17 Audit and examination of records and equipment.

~~A. The District shall have the power to audit and examine all books and records of persons engaged in cannabis businesses, including both state and federal income tax returns, California sales tax returns, or other evidence documenting cannabis businesses, and, where necessary, all equipment, of any person engaged in cannabis businesses in the District, for the purpose of ascertaining the amount of commercial cannabis tax, if any, required to be paid by the provisions hereof, and for the purpose of verifying any statements or any item thereof when filed by any person pursuant to this Ordinance.~~

~~B. It shall be the duty of every person liable for the collection and payment to the District of any tax imposed by this Ordinance to keep and preserve, for a period of at least three (3) years, all records as may be necessary to determine the amount of such tax as he or she may have been liable for the collection of and payment to the District. The District shall have the right to inspect at all reasonable times.~~

1.18 Other licenses, permits, taxes, fees or charges.

~~Nothing contained in this Ordinance shall be deemed to repeal, amend, be in lieu of, replace or in any way affect any requirements for any permit or license required by, under or by virtue of any provision of any other code provision, ordinance, or resolution of the District, nor be deemed to repeal, amend, be in lieu of, replace or in any way affect any tax, fee or other charge imposed, assessed or required by, under or by virtue of any other code provision, ordinance, or resolution of the District. Any references made or contained in any other District ordinance or resolution to any licenses, license taxes, fees, or charges, or to any schedule of license fees, shall be deemed to refer to the licenses, license taxes, fees or charges, or schedule of license fees, provided for in that District ordinance or resolution.~~

1.19 Payment of tax does not authorize unlawful business.

~~A. The payment of a commercial cannabis business tax required by this Ordinance, and its acceptance by the District, shall not entitle any person to carry on any cannabis business unless the person has complied with all of the requirements of the District Fire Code, the County Code, and all other applicable state and local laws.~~

~~B. No tax paid under the provisions of this Ordinance shall be construed as authorizing the conduct or continuance of any illegal or unlawful business, or any business in violation of any local or state law.~~

1.20 Deficiency determinations.

~~If the District is not satisfied that any tax statement filed as required under the provisions of this Ordinance is correct, or that the amount of tax is correctly computed, he or she may compute and determine the amount to be paid and~~

INITIATIVE MEASURE TO BE SUBMITTED DIRECTLY TO THE VOTERS

at the same election, then it is the voters' intent that only that measure that receives the greatest number of affirmative votes shall control in its entirety and said other measure or measures shall be rendered void and without any legal effect. In no event shall this ordinance be interpreted in a manner that would permit its operation in conjunction with the non-conflicting provisions of any Conflicting Measure. If this ordinance is approved by the voters but superseded by law in whole or in part by any other Conflicting Measure approved by the voters at the same election, and such Conflicting Measure is later held invalid, this ordinance shall be self-executing and given full force of law.

This ordinance must be broadly construed in order to achieve the purposes stated above. It is the intent of the voters that the provisions of this ordinance be interpreted or implemented by the District and others in a manner that facilitates the purpose set forth herein.

MCRFD Cannabis Tax Talking Points

*Our goal remains to support the local Cannabis Operators by providing the necessary Fire Prevention and Emergency Response to protect their employees, business assets, and the public.

*The Fire District expects to collect \$375,000 in taxes for the fiscal year 2023/2024. All these funds are utilized to support the Fire Prevention workload and emergency responses to cannabis facilities.

*The loss of these taxes would cause critical impacts to our ability to support and respond to the cannabis industry needs.

*The Commercial Cannabis Business Tax provides funding to support the evolving cannabis operations within the Fire District. This involves working with each individual Operator to ensure a safe and compliant facility. This includes inspections, plan check reviews, fire and life safety consultations, and emergency action planning.

*The training and education of the individual Operators on fire and life safety requirements along with the training and education of our Firefighters on the operations and hazards associated with the facilities have been successful. All these efforts have proved very beneficial to all involved stakeholders (business owners, employees, public and our Firefighters) in the variety of incidents that have occurred at these facilities.

*The current rate of the tax is based on square foot usage in the following categories. The tax is adjusted annually based on the June CPI numbers.

Cannabis Cultivation- \$0.21 per sqft

Cannabis Nurseries- \$0.12 per sqft

Cannabis Manufacturing- \$1.19 per sqft

Cannabis Retail- \$1.19 per sqft

*The square footage is determined annually at the submission of the operator's business license. The Fire District has remained flexible and allows the operators to adjust the square footage based on actual use anytime.

*The prevention work and emergency responses would still be required, and without the commercial cannabis tax, this work would be subsidized by our general fund. Additionally, the cost of the election would also be borne by the Fire District at a cost between \$180-\$260K.

*These are very significant losses of revenue for our Fire District that is already struggling with engine company staffing below that of our neighboring agencies and industry standards.

STAFF SUMMARY REPORT

AGENDA ITEM NUMBER: 7.5

DATE: March 13, 2024

PREPARED BY: David Sargenti

SUBJECT: Ballot for Election of LAFCO Commissioner – Special District Regular Member.

ISSUE AND STAFF REPORT

Monterey County Local Agency Formation Commission, LAFCO, is represented by two members of the County Board of Supervisors, two member of Cities Councils within Monterey County, two member of Special Districts Board of Directors within Monterey County, and one member of the public who is chosen by the rest of the commissioners. There is also an alternate member for each of the represented groups. These commissioners serve on alternating four-year terms on LAFCO.

Every county in California has a LAFCO as mandated by the State legislature. LAFCO is responsible for regulating the boundaries of cities and special districts, establishing Spheres of Influence, and conducting studies of local government services. The Commission coordinates logical and timely changes to local government boundaries including annexations and detachments of territory, incorporation of cities, formation of special districts, and consolidation, merger, and dissolution of special districts. Additionally they are charged with reviewing and approving ways to reorganize, simplify, and streamline governmental organizations.

There is currently one open regular member representing Special Districts. Attached are the Nomination form for each candidate with their Special District affiliation and reasons for wanting to be elected as a LAFCO Commissioner. One of our Board of Directors, Director Lindley, has been nominated to serve in this capacity and has already received substantial support from other Monterey County Special Districts.

RECOMMENDATION

1. Discuss and vote for a Regular Member representative of Special Districts on LAFCO; and
 2. Direct the President of the Board to execute the Official Ballot for the Regular Member representative of Special Districts on LAFCO with the Board's vote.
-

ATTACHMENTS

LAFCO Memorandum including the Official Ballot and Candidate nomination forms.

LAFCO of Monterey County

LOCAL AGENCY FORMATION COMMISSION OF MONTEREY COUNTY

2024

Commissioners

Chair

Matt Gourley
Public Member

Vice Chair

Kimbley Craig
City Member

Mary Adams
County Member

Wendy Root Askew
County Member

Mike Bikle
Public Member, Alternate

David Kong
Special District Member, INTERIM

Mary Ann Leffel
Special District Member

Chris Lopez
County Member, Alternate

Ian Oglesby
City Member

VACANT

Special District Member

Anna Velazquez
City Member, Alternate

Counsel

Reed Gallogly
General Counsel

Executive Officer

Kate McKenna, AICP

132 W. Gabilan Street, #102
Salinas, CA 93901

P. O. Box 1369
Salinas, CA 93902

Voice: 831-754-5838

www.monterey.lafco.ca.gov

MEMORANDUM

DATE: March 4, 2024

TO: Independent Special District General Managers, Fire Chiefs and CEOs

FROM: Kate McKenna, AICP,
Executive Officer



SUBJECT: Ballot for Election of LAFCO Commissioner – Special District Regular Member (Due April 26, 2024)

This memorandum transmits a ballot, voting instructions and candidate information for the election of one Independent Special District Regular Member to serve a four-year term on the Local Agency Formation Commission of Monterey County. Please forward the ballot and information to the legislative body of your District for voting and signature by the presiding officer (Board President) or designee. Vote for one of the two candidates. The deadline to return the ballot is April 26, 2024. LAFCO may extend this deadline if more time is needed to obtain ballots from a majority of Districts.

Thank you for participating in the election process. Please contact me if you have any questions.

Enclosures:
Ballot and Voting Instructions
Candidate Information

LAFCO *of Monterey County*

LOCAL AGENCY FORMATION COMMISSION OF MONTEREY COUNTY

March 4, 2024

OFFICIAL BALLOT OF THE
INDEPENDENT SPECIAL DISTRICT SELECTION COMMITTEE

FOR ELECTION OF ONE REGULAR SPECIAL DISTRICT REPRESENTATIVE TO LAFCO

Voting Instructions:

1. The presiding officer of the legislative body of the District or the legislative body’s alternate officer is authorized to vote. Please vote for one candidate. A majority of Districts must return ballots in order to conclude the election. The candidate receiving the most votes will be elected to a Regular Member seat for a four-year term ending in May 2028.
2. Please return this ballot to LAFCO of Monterey County at P.O. Box 1369, Salinas, CA 93902 or at 132 W. Gabilan Street, Suite 102, Salinas, CA 93901 or by email to mckennak@monterey.lafco.ca.gov.
3. **Deadline** - Ballots must be received in the LAFCO office by **April 26, 2024, at 5:00 p.m.** LAFCO may extend this deadline if more time is needed to obtain ballots from a majority of Districts.

PLEASE VOTE FOR 1 CANDIDATE (REGULAR MEMBER SEAT):

- Russell Jeffries (Moss Landing Harbor District)
- Chad M. Lindley (Monterey County Regional Fire District)

VOTING MEMBER SIGNATURE: _____

INDEPENDENT SPECIAL DISTRICT: _____

DATE: _____

LAFCO of Monterey County

LOCAL AGENCY FORMATION COMMISSION OF MONTEREY COUNTY

INDEPENDENT SPECIAL DISTRICT SELECTION COMMITTEE

NOMINATION FORM TO DECLARE CANDIDACY AND REQUEST NAME AND STATEMENT ON BALLOTS FOR ONE REGULAR POSITION ON THE LOCAL AGENCY FORMATION COMMISSION OF MONTEREY COUNTY

Due Date: March 1, 2024

Nominations will be considered to fill the four-year term for one Regular seat (expiring May 1, 2028) for Independent Special District Commissioner on the Local Agency Formation Commission of Monterey County.

Nomination Deadline and Process:

Nominations must be received in the LAFCO Office by **Friday, March 1, 2024 at 5:00 p.m.** Qualified persons may submit their own nominations using this form (no Board action is needed). You may email the completed form to mckennak@monterey.lafco.ca.gov OR mail it to P.O. Box 1369, Salinas, CA 93902 OR hand-deliver it to 132 W. Gabilan Street, Suite 102 in Salinas.

Nomination Statement:

"I, RUSSELL JEFFRIES, hereby declare myself a candidate for the election to the position of Regular Commissioner of the LAFCO of Monterey County. I am an elected or appointed Monterey County Independent Special District board member or trustee residing within the county and not a member of a legislative body of a city or county. I request my name be placed on the official ballot and, if elected, I will qualify and accept the office of Regular LAFCO Commissioner for which I am selected and serve to the best of my ability."

Nominee Information:

Name: RUSSELL (RUSS) JEFFRIES
Address: 204 E. CURTIS ST. SALINAS, CA 93906
Phone and e-mail: 831-320-0114
District represented: MOSS LANDINGS HARBOR DISTRICT
Your position with the District: COMMISSIONER
Number of years as a District Board Member or Trustee: 28 YEARS

Candidate Statement for the Ballot:

Please give reasons for wanting to be an elected LAFCO Commissioner and briefly summarize qualifications and background:

* SEE ATTACHED APPLICATION AND RESUME

Signed: Russell Jeffries
Name (Print): RUSSELL JEFFRIES
Date: 2/28/2024

Thank you for your interest in serving on LAFCO of Monterey County.

FEB 29 2024

19 February 2024

Candidate Statement by Russell M. Jeffries for Appointment to the Position of Special District Representative on the Monterey County LAFCO Board of Commissioners

My name is Russell M. Jeffries and I am a lifelong resident of Monterey County. I was born in Pacific Grove, attended Salinas area schools, and graduated from Hartnell College. My resume is herewith attached and made a part of my application. Kindly review my resume for a full understanding of my experience and qualifications.

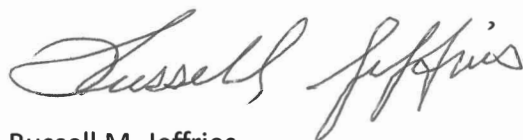
In 1996, I became a member of the publicly elected Moss Landing Harbor District Board of Commissioners and have continuously served as a member of that special district board for over 2.5 decades. The Moss Landing Harbor District contains more Monterey County residents than the population of two County Supervisorial Districts. Its area extends from the Pajaro River in the north to farmlands south of Salinas and encompasses much of the former Fort Ord. I was a co-founding member of the Special Districts Association of Monterey County in 2003, and I was honored to be named as the "2022 Board Member of the Year" by our statewide California Special Districts Association.

Previously, I have served as a local school board member, a city council member and Mayor, and I have served for 21 years as a gubernatorial appointee (by three governors) to the Central Coast Regional Water Quality Control Board (1993-2014).

I believe that the special districts of Monterey County deserve to be represented on LAFCO by a knowledgeable, experienced, and thoughtful individual who can bring to LAFCO meetings a broad, impartial, and detailed understanding of how our local agencies actually function. To provide services to our citizens, I believe that LAFCO members should be sincere listeners who are prepared to conduct their own independent research so as to be comfortable that the basis for their decisions is both factually and intellectually sound. Given my past experiences, I have those skills.

Moreover, I have broad budgetary experience and managerial skills that should be helpful in resolving any future financial issues that may arise for LAFCO. I would bring a commitment to fairmindedness, impartiality, and respect for our citizens with a recognition of the many nuanced issues that affect the quality of life in Monterey County that we all value.

I respectfully request your favorable consideration of my appointment application. Thank you.



Russell M. Jeffries

Russell M. Jeffries

Employment	1991 – Present	Jeffries Landscaping	Salinas, CA
	Owner/Operator		
	▪ Landscape/Irrigation design and installation		
	1955 – 1991 (Retired)	AT&T	Salinas, CA
	Senior Communications Technician		
	▪ Monitored, operated and repaired complex telecommunications systems and equipment		
1987 – 1991	City of Salinas	Salinas, CA	
Mayor			
▪ Reviewed and established management and operational policies for the City of Salinas			
1981 – 1987	City of Salinas	Salinas, CA	
Councilman			
▪ Reviewed and established management policies for the City of Salinas			
1977- 1986	Stage Stop Sandwich Shop Alvin Square Liquors Downtown Liquors	Salinas, CA	
Owner/Manager			
Managed and operated three small businesses			
Activities	California Regional Water Quality Control Board, 1993 – 2000, 2001 – 2014		
	Chairman, 1998 – 2000		
	Vice Chair, 2004 - 2013		
	Moss Landing Harbor Board, 1996 – Present		
	Vice President, 1998 – 2000		
	Secretary, 2001 – 2003		
President, 2003 – Present			
Monterey County Tax Appeals Board, 2003 - Present			
Vice Chair, 2003 – 2004			
Chairman, 2004 - Present			

Special Districts Association of Monterey County, 2003 - Present
Secretary-Treasurer, 2003 – 2004
Vice Chair, 2004 – 2005
Chairman, 2005 – 2006

Salinas/Kushikino Sister City Association, 1987 – Present
Chairperson, 1994 – 1997 & 1999 – Present

California Rodeo Association, 1989 – Present
Committee Member & Honorary Director
Chairman of the Special Guests Committee

Monterey Bay National Marine Sanctuary, 2003 - 2013
Sanctuary Advisory Councilmember
Representing Cal EPA

Monterey County American Red Cross, 1996 – 2007
Vice President of the Board of Directors, 1999 – 2000
Chairman of the Board of Directors, 2001 – 2007

Monterey County Food Bank, 1992 – 1996
Chairman, 1996

Monterey County Water Resources Agency, 1992 – 1994
Boardmember

Salinas Valley Water Commission, 1981 – 1992
Commissioner

Monterey Regional Water Pollution Control Agency, 1990 – 1991
Boardmember

Monterey County Mayor's Select Committee, 1987 – 1991
Chairperson, 1990 – 1991

Monterey/Salinas Transit District, 1987 – 1991
Chairperson, 1990 – 1991

California State School Board Association, 1975 – 1981
Delegate

Salinas Elementary School District, 1975 – 1981
Trustee

Brown Bag Program for Senior Citizens
Co-Founder

City of Salinas Police Reserves, 1956 - 1969
Member

United Brotherhood of Electrical Workers, 1967 – 1991
Chief Steward, 1975 - 1991

Awards received

Special Districts Association of Monterey County
Board Member of the Year, 2022

Salinas/Kushikino Sister City Association
Member of the Year, 1997 – 1998 & 2007 - 2008

Senate Rules Committee
Distinctive Service Commendation, 1993
Presented by: Senators Henry Mello and David Roberti

Monterey County Board of Supervisors
Resolution of Appreciation, 1992

California Legislature Assembly
Distinctive Service Commendation, 1991
Presented by: The Honorable Sam Farr

California Rodeo Association
Special Appreciation Award, 1991

Salinas Chapter of the NAACP
Member of the Year, 1990

Who's Who in the West, 1989 – Present

Salinas City School District
Resolution of Appreciation, 1981

Education

1971

Hartnell College

Salinas, CA

Associate of Arts Degree

LAFCO of Monterey County

LOCAL AGENCY FORMATION COMMISSION OF MONTEREY COUNTY

INDEPENDENT SPECIAL DISTRICT SELECTION COMMITTEE

NOMINATION FORM
TO DECLARE CANDIDACY AND REQUEST NAME AND STATEMENT ON BALLOTS
FOR ONE REGULAR POSITION ON
THE LOCAL AGENCY FORMATION COMMISSION OF MONTEREY COUNTY

Due Date: March 1, 2024

Nominations will be considered to fill the four-year term for one Regular seat (expiring May 1, 2028) for Independent Special District Commissioner on the Local Agency Formation Commission of Monterey County.

Nomination Deadline and Process:

Nominations must be received in the LAFCO Office by Friday, March 1, 2024 at 5:00 p.m. Qualified persons may submit their own nominations using this form (no Board action is needed). You may email the completed form to mckennak@monterey.lafco.ca.gov OR mail it to P.O. Box 1369, Salinas, CA 93902 OR hand-deliver it to 132 W. Gabilan Street, Suite 102 in Salinas.

Nomination Statement:

"I, Chad Lindley, hereby declare myself a candidate for the election to the position of Regular Commissioner of the LAFCO of Monterey County. I am an elected or appointed Monterey County Independent Special District board member or trustee residing within the county and not a member of a legislative body of a city or county. I request my name be placed on the official ballot and, if elected, I will qualify and accept the office of Regular LAFCO Commissioner for which I am selected and serve to the best of my ability."

Nominee Information:

Name: Chad M. Lindley
Address: 29535 Chualar Cyn. Rd. Chualar, Ca. 93925
Phone and e-mail: 831-214-2258, chad@montereypacific.com
District represented: 3
Your position with the District: Monterey County Regional Fire District
Number of years as a District Board Member or Trustee: 5 years

Candidate Statement for the Ballot:

Please give reasons for wanting to be an elected LAFCO Commissioner and briefly summarize qualifications and background:

I am a lifelong resident of the Salinas Valley and work in agriculture farming wine grapes. I have been involved in the community serving on the Monterey County Regional Fire District Board for the last 5 years, and a director for the California Rodeo Salinas for the last 15 years. I believe my involvement in the community and farming background

make me a good candidate for understanding the challenges of preserving open spaces in the county while still providing a place for our residents to prosper with their families.

Signed:

Chad M. Lindley

Name (Print):

Chad M. Lindley

Date:

3-1-24

Thank you for your interest in serving on LAFCO of Monterey County.

STAFF SUMMARY REPORT

AGENDA ITEM NUMBER: 7.6

DATE: March 16, 2024

PREPARED BY: David Sargenti

SUBJECT: Modifying the District’s Conflict of Interest Code

ISSUE AND STAFF REPORT

California Government Code Sections 87306 and 87306.5 require that the District update and review its Conflict of Interest Code every even number of years and revise it if necessary.

Staff has reviewed the District’s current Code and have determined that the Code should be updated to include the Deputy Fire Marshal position and retitled Office Administrator position.

RECOMMENDATION

Adopt Resolution 2024-13 Modifying the District’s Conflict of Interest Code.

ATTACHMENTS

Draft Resolution 2024-13

RESOLUTION NO. 2024-13

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
MONTEREY COUNTY REGIONAL FIRE PROTECTION DISTRICT
MODIFYING THE CONFLICT OF INTEREST CODE**

WHEREAS, the Monterey County Regional Fire District is a public agency located in the County of Monterey; and

WHEREAS, Government Code Section 87306 requires that public agencies revise their Conflict of Interest Code anytime new positions with fiscal decision making responsibilities are created; and

WHEREAS, Government Code Section 87306.5 requires that public agencies review their Conflict of Interest Code no later than July 1 of each even-numbered year and make necessary changes to their code; and

WHEREAS, The Monterey County Regional Fire District has reclassified or retitled some positions within the District that have fiscal responsibilities and are required to be included in the District's Conflict of Interest Code.

NOW, THEREFORE BE IT RESOLVED, that the Monterey County Regional Fire District adopts Attachment "A" as its Conflict of Interest Code; and

BE IT FURTHER RESOLVED, that the Monterey County Regional Fire District incorporates by reference the terms of Government Code Section 18730 to include the designation of employees and the formation of disclosure categories attached hereto, and

BET IT FURTHER RESOLVED, that previously adopted Resolution 2022-09 is hereby rescinded.

PASSED AND ADOPTED by the Board of Directors of the Monterey County Regional Fire Protection District this 26th day of March 2024.

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

, President

, Secretary

ATTACHMENT “A”

CONFLICT OF INTEREST CODE OF THE MONTEREY COUNTY REGIONAL FIRE PROTECTION DISTRICT OF MONTEREY COUNTY

The Political Reform Act of 1974, Government Code Section 81000 *et seq.*, requires state and local government agencies to adopt and promulgate conflict of interest codes. The Fair Political Practices Commission has adopted a regulation, 2 Cal. Code of Regs. Section 18730, which contains the terms of a standard conflict of interest code, which can be incorporated by reference in an agency’s code. After public notice and hearings Regulation 18730 may be amended by the Fair Political Practices Commission to conform to amendments in the Political Reform Act. Therefore, the terms of 2 Cal. Code of Regs. Section 18730 and any amendments to it duly adopted by the Fair Political Practices Commission, along with the attached Appendix in which officials and employees have been designated and disclosure categories have been set forth are hereby incorporated by reference and constitute the Conflict of Interest Code of the Monterey County Regional Fire Protection District of Monterey County.

Pursuant to Government Code Section 81008 and 2 Cal. Code of Regs. Section 18730 (b)(4), all designated employees shall file statements of economic interests with the Clerk of the Board as the District’s Filing Officer/Official. The Clerk of the Board shall retain the originals of the statements filed by all officials and designated positions and make all statements available for public inspection and reproduction during regular business hours.

APPENDIX A

Public Officials Who Manage Public Investments

It has been determined that the positions listed below manage public investments and will file a statement of economic interest pursuant to Government Code Section 87200. These positions are listed for information purposes only.

- None

An individual holding one of the above-listed positions may contact the Fair Political Practices Commission for assistance or written advice regarding their filing obligations if they believe that their position has been categorized incorrectly. The Fair Political Practices Commission makes the final determination whether a position is covered by Government Code Section 87200.

DESIGNATED POSITIONS

<u>Designated Positions</u>	<u>Assigned Disclosure Categories</u>
All members of the Board of Directors	1
Fire Chief	1
Deputy Chief	1
Division Chiefs	1
Finance Officer	2,3
Human Resources Officer	4
Office Administrator	4
Safety Equipment & Protective Clothing Coordinator	3
Building & Grounds Maintenance Coordinator	3
Vehicle Maintenance Coordinator	3
Equipment Maintenance & Purchasing Coordinator	3
Mobile & Fixed Breathing Support Coordinator	3
SCBA Coordinator	3
Communications Coordinator	3
Station Supplies Coordinator	3
Medical Supplies Coordinator	3
Wellness/ Fitness Coordinator	3
Contracting Firms, CPA, Payroll and Legal Counsel	1
EMS Coordinator	3
Deputy Fire Marshal	2,3,4
Fire Prevention Specialist	2,3,4
US&R Coordinator	3
Technology/ Website Coordinator	3
Consultants/New Positions*	*

*Consultants/New Positions are included in the list of designated positions and shall disclose pursuant to the disclosure requirement in this code subject to the following limitation:

The Fire Chief may determine in writing that a particular consultant or new position, although a “designated position” is hired to perform a range of duties that is limited in scope and thus is not required to comply fully with the disclosure requirements in this section. Such written determination shall include a description of the consultant’s or new position’s duties and based upon that description, a statement of the extent of disclosure requirement. The Fire Chief’s determination is a public record and shall be retained for public inspection in the same manner and location as the conflict of interest code. (Gov. Code Sec. 81008.)

APPENDIX B DISCLOSURE CATEGORIES

Individuals holding designated positions must report their interests according to their assigned disclosure category(ies)

Disclosure Category 1:

All investments and business positions in business entities, and sources of income, including loans, gifts, and travel payments, that are located in, that do business in or own real property within the jurisdiction of the District.

Disclosure Category 2:

Interests in real property located within the jurisdiction or within two miles of the boundaries of the jurisdiction or with two miles of any land owned or used by the District.

Disclosure Category 3:

Investments and business positions in business entities, and income, including loans, gifts, and travel payments, from sources that provide services, supplies, materials, machinery, or equipment of the type utilized by the District.

Disclosure Category 4:

Investments and business positions in business entities, and income, including loans, gifts and travel payments, from sources, that provide services, supplies, materials, machinery, or equipment of the type utilized by the designated position's division or department.

Disclosure Category 5:

Investments and business positions in business entities, and income, including loans, gifts, and travel payments, from sources that filed a claim against the District during the previous two years, or have a claim pending.

Disclosure Category 6:

Investment and business positions in business entities, and income, including loans, gifts, and travel payments, from sources of the type to request an entitlement to use District property or facilities.

February 28, 2024

Mr. David Sargenti, Fire Chief
Monterey County Regional fire District
19900 Portola Drive Salinas, CA 93908

Dear Chief Sargenti:

I had occasion yesterday to request assistance from MCRFD personnel yesterday on behalf of a neighbor who was unable to get back on his feet after a minor fall in the hallway of his home. The call was answered by engine and ambulance crew members Freddy Silva, Alfonso Duran, Josh Mallobox and Martin Jimenez, all of whom responded quickly, checked my neighbor for potential injuries and helped him to his feet. Fortunately, he was not injured so ambulance transportation proved unnecessary.

I continue to have the greatest respect for the staff of this organization, and seeing them in action again first-hand only increases this favorable impression. Please convey my, and of course my neighbor's, sincere thanks for their professional response. They are indeed a credit to the organization.

Sincerely,

Warren "Pete" Poitras, Board President
Monterey County Regional Fire District

NORTH COUNTY FIRE PROTECTION DISTRICT
of Monterey County

VIA EMAIL

March 18, 2024

Monterey County Regional Fire District
Division Chief, Justin Reyes
19900 Portola Drive
Salinas, CA 93908

RE: Promotional Exam for Lieutenant

Dear Chief,

Thank you for helping the North County Fire Protection District with the promotional process for Fire Lieutenant on March 14, 2024. Your assistance and dependability were not only essential but appreciated.

Your professionalism and experience greatly assisted in providing an environment that not only allowed the candidate an accurate evaluation but also provided an environment that promoted the candidate's professional growth.

Thank you for your time and assistance on this important assessment.

Sincerely,

Rick Parker

Rick Parker, Division Chief

Serving
Castroville
Elkhorn
Las Lomas
Moss Landing
Oak Hills
Parjaro
Prunedale