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|----------------|-----------------|--------------------------|----------------|-----------------|
| Director Lemos | Director Samuel | Director Bridges (Chair) | Director Cross | Director Foster |
|----------------|-----------------|--------------------------|----------------|-----------------|

| | |
|----------|--------|
| Chaplain | Tedder |
|----------|--------|

| |
|------------|
| Operations |
|------------|

| | |
|-------|--------|
| Chief | Sowell |
|-------|--------|

| | | | | | | |
|-----------|-------------|-----------|--------------|-----------|-----------|----------------|
| "A" Squad | | "B" Squad | | "C" Squad | | Administration |
| Captain | Anthony C. | Captain | Mark H. | Captain | Luke F. | Fire Marshal |
| Engineer | Jonathan M. | Engineer | Dalton | ENG | Alex B. | |
| Engineer | Troy P. | FF/OP | Sebastian P. | FF/OP | Cruz R. | Secretary |
| FF/OP | Matt H. | FF/OP | Zack S. | FF/OP | Jordan S. | Tedder |
| FF | | FF | Kyle A. | FF/Res | | |
| FF/Res | | FF/Res | | FF/Res | | |

| | |
|------------------|------------|
| Physical Fitness | Caz/Dalton |
|------------------|------------|

| | |
|-------|-------------------|
| Fleet | Lokey/Mark/Mathew |
|-------|-------------------|

| | |
|-----------------|-----------------|
| PPE | Eng Jonathan M. |
| FF/OP Sebastian | Eng Dalton R. |

| | |
|------------|------------|
| WT Program | B.C. Nolan |
|------------|------------|

| | |
|-----------------------|------------|
| Fire/EMS/Driver Train | Anthony C. |
| Cap | Luke |
| Cap | Alex |
| Eng | Nolan |

| | |
|---------------------------------|------------|
| Social Media/Community Outreach | |
| Chief | Sowell |
| Captain | Anthony C. |
| Engineer | Alex B. |
| Engineer | Troy P. |

| | |
|-----------------|-------------|
| Small Equipment | |
| Captain | Luke F. |
| Engineer | Jonathan M. |
| Engineer | Troy P. |
| FF/OP | Matt H. |

| | |
|---------|------------|
| EMS | |
| Chief | Sowell |
| Captain | Anthony C. |
| F.F./OP | Jordan S. |
| Eng | Dalton |

11b

(<http://www.ca.gov>)



✉ (<mailto:?subject=Enroll%20in%20CAL-Card%20Program&body=%0ahttps%3A%2F%2Fwww.dgs.ca.gov%2FPD%2FServices%2FPage-Content%2FProcurement-Division-Services-List-Folder%2FEnroll-in-CAL-Card-Program-for-Government-Entities%0a%0a>)

Translate



(<https://www.dgs.ca.gov/PD>)



HOME (/) » PROCUREMENT DIVISION ([HTTPS://WWW.DGS.CA.GOV/PD](https://www.dgs.ca.gov/PD)) » SERVICES ([HTTPS://WWW.DGS.CA.GOV/PD/SERVICES](https://www.dgs.ca.gov/PD/Services)) » ENROLL IN CAL-CARD PROGRAM ([HTTPS://WWW.DGS.CA.GOV/PD/SERVICES/PAGE-CONTENT/PROCUREMENT-DIVISION-SERVICES-LIST-FOLDER/ENROLL-IN-CAL-CARD-PROGRAM-FOR-GOVERNMENT-ENTITIES](https://www.dgs.ca.gov/PD/Services/Page-Content/Procurement-Division-Services-List-Folder/Enroll-in-CAL-Card-Program-for-Government-Entities))

Enroll in CAL-Card Program

State agencies and local government agencies are eligible to participate in the State's CAL-Card Program.

All questions regarding the enrollment process should be directed to U.S. Bank (USB).

Agency employees inquiring about participation in the CAL-Card Program should verify if their agency is already enrolled by contacting the agency's Program Administrator (PA), (<https://www.dgs.ca.gov/PD/Resources/Page-Content/Procurement-Division-Resources-List-Folder/CAL-Card-Program-Frequently-Asked-Questions?search=Every%20agency%20is%20>), Purchasing Office or Accounts Payable. State agencies granted purchasing authority by the Department of General Services (DGS) may also reach out to their Procurement and Contracting Officer (PCO) or Purchasing Authority Contact (PAC). These

resources will assist in determining if your agency is already enrolled. If the agency is enrolled, they should contact their agency's Program Administrator to request establishing a CAL-Card account under their program.

If the agency is not currently enrolled, the enrollment application is submitted to the CAL-Card Program contractor and card issuer USB following the stages below. Contact information for the enrollment process can be found under NEW PARTICIPATION (ENROLLMENT) REQUESTS at CAL-Card Contractor Customer Support (http://www.dgs.ca.gov/cal-card_contractor_customer_support) as well as on the Request to Participate Form indicated in Stage 1 below.

The application process takes thirty (30) to sixty (60) days, depending on agency needs and agency responsiveness to USB requirements. Implementation of a CAL-Card Program in an agency can take four (4) to six (6) weeks for a small agency or eight (8) to twelve (12) weeks for a large agency depending on number of cards and if the agency has more complex technical needs. From submission of the State/Local Agency Subsidiary Agreement to receipt of cards, an implementation can take seven (7) to nine (9) weeks for small agencies and eleven (11) to fifteen (15) for large agencies.

State agencies under a purchasing authority delegation agreement with the Department of General Services must acquire Purchasing Authority Unit Certification (</PD/About/Page-Content/PD-Branch-Intro-Accordion-List/Statewide-Procurement-Oversight-and-Consulting-Support/Purchasing-Authority>).

Note: State Agencies serve the entirety of the State of California whereas a local government (publicly funded) agency serves a specific location or region in the State of California. See CAL-Card FAQs (https://www.dgs.ca.gov/cal-card_faqs) for more information.

Enroll in the CAL-Card Program

Expand All

- 1 **Stage 1 - Agency Completes Participating Document Package**
- 2 **Stage 2 - USB Confirms Receipt of Package and Conducts Review**
- 3 **Stage 3 - USB Provides Enrollment Documentation and Initiates In-Person Contact with Agency**
- 4 **Stage 4 - Agency Completes Enrollment Documentation and Training, and Establishes Agency Program**
- 5 **Stage 5 - USB Instructs Agency for New Card Setup (Program Rollout and Account Issuance)**
- 6 **Stage 6 - Agency Sets Up New Cards**

FORMS

- [Request to Participate Form](#)
([/-/media/Divisions/PD/Acquisitions/CAL-Card/Forms/Request-to-Participate-Form.pdf](#)).
- State Agency Subsidiary Agreement following the State Agency Subsidiary Agreement Instructions found as an Attachment in [Cal eProcure](#)
(https://caleprocure.ca.gov/PSRelay/ZZ_PO.ZZ_CTR_SUP_CMP.GBL?Page=ZZ_CTR_SUP_PG&Action=U&SETID=STATE&CNTRCT_ID=7-20-99-42).

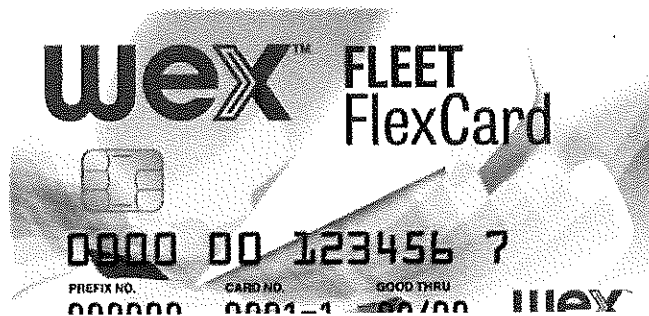
H.C

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Compare WEX Fuel Cards

Same controls. Two ways to pay.

Both WEX fuel cards give you the same protection, visibility, and control at the pump. The difference is how you handle your monthly balance.



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Mention code M00125



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Best for

Businesses that prefer
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Businesses that need flexibility
when cash flow shifts with demand

How you pay

Balance is due in full each billing cycle

No interest

Choose to pay over time or pay in full

Variable rates as low as Prime + 19.74%¹

Save up to 15¢ per gallon through our nationwide savings network, plus up to 3¢ per gallon everywhere else.[‡]



Accepted at 95% of U.S. gas stations nationwide



Clear, easy fuel controls with real-time expense monitoring



Automatic fraud protection & Zero Fraud Liability⁺



24/7 Customer service



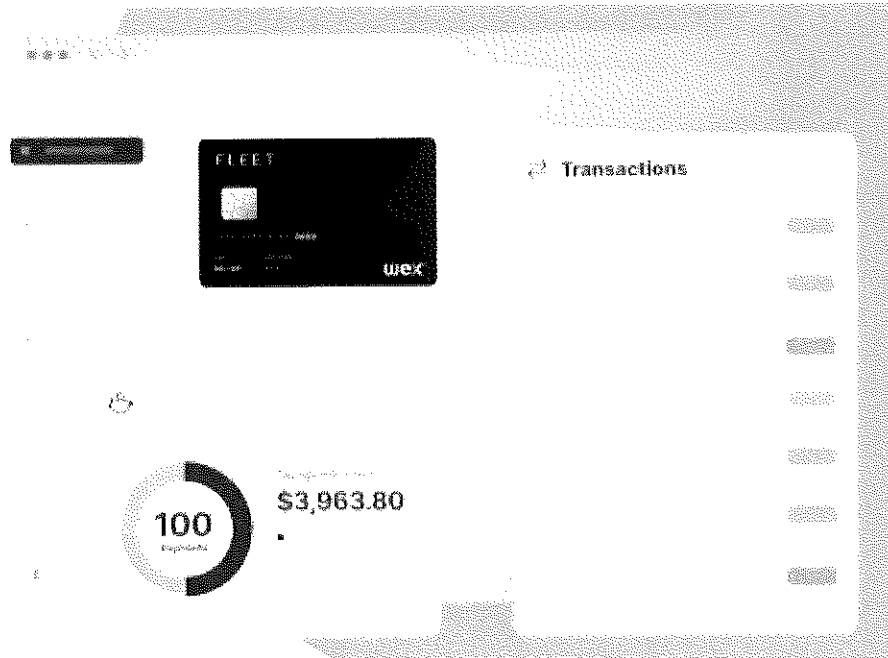
Apply now

Apply now

Learn more

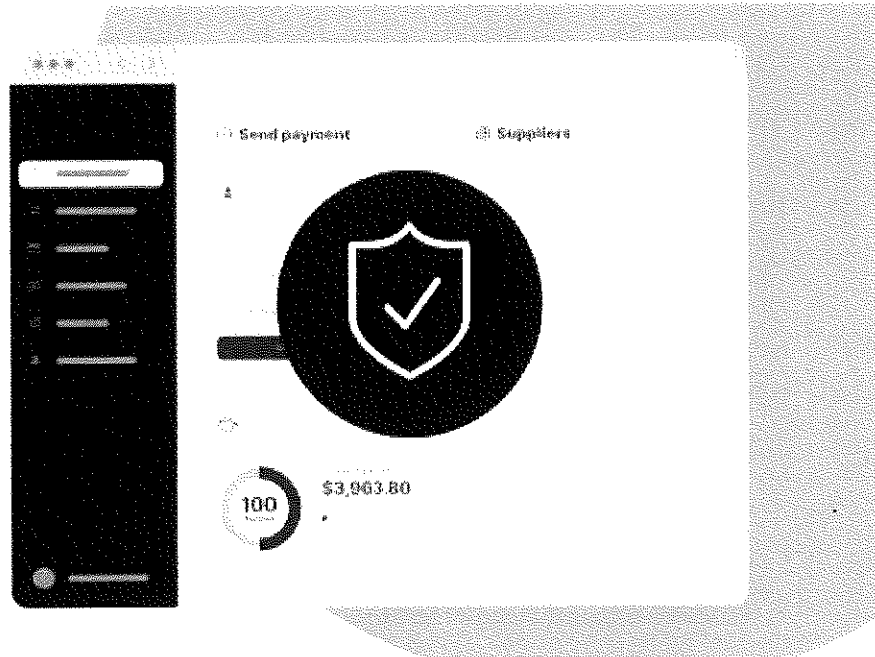
Learn more

Elite control and protection with every WEX fuel card



Visibility

- ✓ Capture unmatched detail for every transaction
- ✓ Track employee spending in real time with detailed reports
- ✓ Spending insights — know who spends what, where, and when
- ✓ Tax exemption data and reporting (for qualified businesses)
- ✓ Create custom reports



Security & Control

- ✓ Restrict spending in ways that work for your business
- ✓ Set spending limits by card or driver
- ✓ Set fueling limits by time of day or days of week
- ✓ Limit card use by product type, location or dollar amount
- ✓ Fraud protection with 24/7 fraud monitoring and SMS alerts



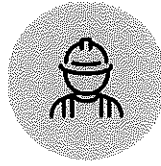
Management & Accounting

- ✓ Convenience of 24/7 online and mobile app account access
- ✓ Automatic fuel accounting and expense tracking
- ✓ No need to chase down lost fuel receipts
- ✓ Available online payment and easy one-click reporting
- ✓ Integrate card charges and data with most business accounting software

**WEX fleet cards are accepted at
180,000+ locations in the U.S.**



"WEX got us ready to go and issued our cards very quickly. It was all super simple!"



Helen Albrightson
CFO, Sports Turf Company



WEX Fleet Card

For businesses that prefer to clear their balance every month

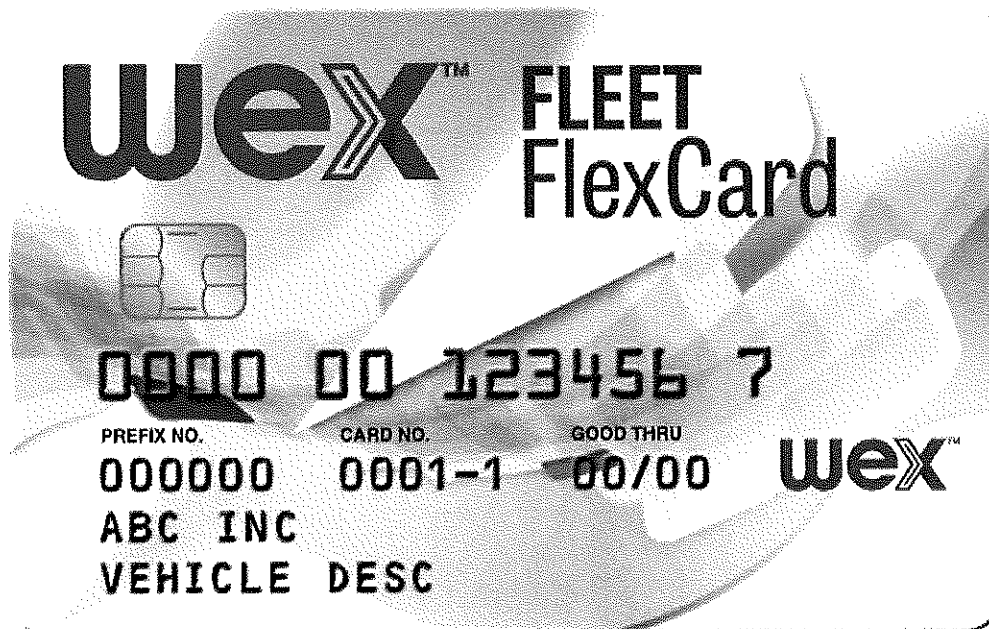
Apply now

The smart fuel card for serious control

WEX Fleet streamlines your business fueling with seamless accounting integration, intelligent spending controls, and powerful discounts that drive real savings. [Learn more](#)

Featured Benefits

- Avoid interest charges with full monthly balance payments.
- Save up to 15¢ per gallon through our nationwide savings network, plus up to 3¢ per gallon everywhere else.‡
- Accepted at 95% of U.S. fueling stations.
- Get expense monitoring, simplified fuel tracking, and maximum fraud protection.



WEX FlexCard

For businesses that need flexibility when cash flow shifts with demand.

[Apply now](#)

Put payment flexibility right in your hands

The WEX FlexCard makes business fueling easier with flexible payment options that adapt with the unexpected. [Learn more](#)

Featured Benefits

- Choose to pay over time or pay in full
- Save up to 15¢ per gallon through our nationwide savings network, plus up to 3¢ per gallon everywhere else[†]
- Accepted at 95% of U.S. fueling stations
- Get expense tracking, simplified fuel management, and built-in protection

Frequently Asked Questions

- ⊕ **How does a WEX fuel card work?**
- ⊕ **What's the difference between a WEX fuel card and a regular credit card?**
- ⊕ **What are the benefits of using a WEX fuel card?**
- ⊕ **How can my business save on fuel costs?**
- ⊕ **Which WEX fuel card is right for my business?**

[†] Credit limit varies based on WEX Bank credit policies and underwriting approval.

↓ Customers using their WEX fuel card within the WEX EDGE® nationwide savings network can earn 3¢ to 15¢ per gallon. To earn the maximum rebate of \$0.15 per gallon you must fuel at a location within the WEX nationwide savings network that offers the maximum rebate.

Customers using their WEX fuel card outside the WEX nationwide savings network can earn 1¢ to 3¢ per gallon. To earn the maximum rebate of \$0.03 per gallon you must fuel at least 5,000 gallons in one month. Rebates may vary based on fueling location and total gallons purchased per month and are subject to change at any time. Rebates are not eligible on purchases at Tier 1 Truck Stop locations (currently Flying J, Loves, Petro, Travel Center of America, and Pilot) or large general merchandise retail chain locations (i.e. "big box stores"). Refer to the tier table for more details. Rebates will appear as a credit on your billing statement and earned when balances due are timely paid pursuant to the terms and conditions of your account agreement.

↑ The Zero Fraud Liability benefit covers unauthorized use of your WEX fuel card when your account is in good standing. To access this benefit you must report the unauthorized use of your WEX fuel card within 60 days of your billing date, maintain reasonable security policies and controls for the access, use, and protection of all WEX fuel cards and related card information, and cooperate fully with any investigation regarding the possible unauthorized use of your card. "Unauthorized use" means the use of the account or a card by a person who does not have actual, implied, or apparent authority for such use, and from which the company receives no benefit. Any use of the WEX fuel card when your card controls are set to "Emergency" are not qualified for this benefit. For full details, see your WEX Account and Services Agreement.

[Accepting Locations](#)

[Privacy Notice](#)

Questions? Call 1-844-485-2126

[Fleet Card FAQ](#)

[Accessibility Statement](#)

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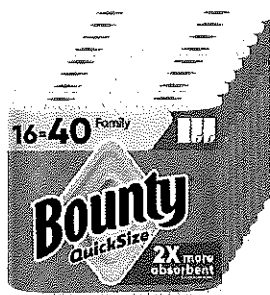
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Create a free account and start shopping today.

Create a free account

Wholesale supplies



Bounty Paper Towels Quick Size, White, 16 Family Rolls =

Business Savings

-5% **\$43⁴⁹**

Non-business price:
\$45.97



Basic Medical Blue Nitrile Exam Gloves - Latex-Free &

Business Savings

-22% **\$33⁹⁸**

Non-business price:
\$44.00



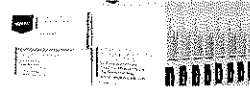
KOOTION 10 Pack 4GB Flash Drive 4gb USB 2.0 Flash

Business Savings

-5% **\$28⁴⁹**

Non-business price:

\$29.99



Amazon Basics Multipurpose Copy Printer Paper, 20 lb, 8.5

Business Savings

-20% **\$39⁹⁷**

Non-business price:

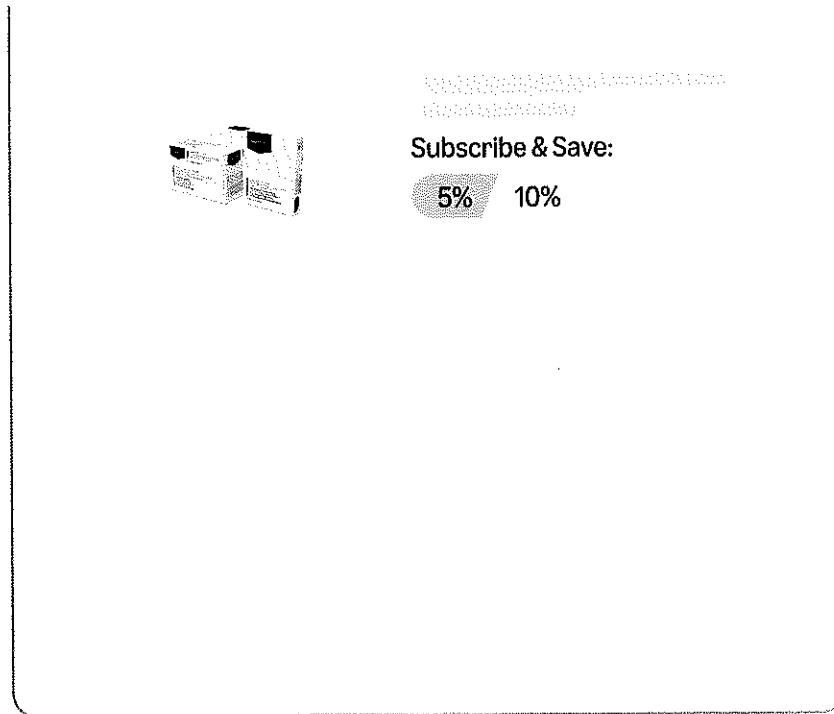
\$49.99

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Business buying tools

Streamline purchasing

Simplify your purchasing process with unique features and a wide selection of business supplies.




Maintain compliance 

Analyze spend 

Buy in bulk 

Purchase responsibly 

FAQs

What is Amazon Business? 

Amazon Business helps millions of customers worldwide reshape their business buying with cost and time savings,

What do I need to register for an account?

It is free to register for an Amazon Business account. There's no long-term commitment, and no minimum spend. All you need is your work email and some company information. If we require additional information to verify your business, we'll let you know. To speed up verification, have these documents ready: EIN (Employee Identification Number), business license, and state documents with an official seal.

What kind of email address should I use to register?

If you're converting your personal account into business one, you'll use the same email address you've been using for your personal account. If you're creating a new account, use your work email or a different email than your personal one.

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Nicole Jones
Account Executive
(M) (330) 843-8304
Nicole.Jones@mitratech.com

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AssureHire One-Time Setup/Implementation Fee

(Includes Account Creation, Built-In Compliance Forms, Account Setup/User Configuration, Change Management, Proactive Updates, Etc.)

*Domestic Court, DMV and 3rd party record keeper access fees, as well as International in-country acquisitions fees, are at additional cost—passed through without ANY markup.

Preferred Criminal

\$40.00*

AssureHire Proprietary SSN Trace Tool

7 Year County Criminal *(All Counties)**

Multi-State/Multi Jurisdictional AKA "National Criminal Search"

Includes Global Sanctions, OFAC (Terrorist Watchlist), Sex Offender Records and many other Government Lists

DOJ Sex Offender

(Real-Time; Up-to-Date Records)

Motor Vehicle Records Search*

*Domestic Court, DMV and 3rd party record keeper access fees, as well as International in-country acquisitions fees, are at additional cost—passed through without ANY markup.

AssureHire Address History (SSN) Trace:

The Social Security Number Trace (or Address History Search) is a crucial element of criminal history research and of any thorough background check. It provides organizations with the candidate's address history and is used to provide guidance in selecting court jurisdictions that should be researched. Additionally it provides any critical alias names that have been associated with that social security number.

7 Year County Criminal Search:

The county level criminal search contains information from the county seats from licensing application and courts of highest population within the given county. County courts are searched for felony, misdemeanor, criminal traffic information. Each county will be searched a minimum of 7 years.

Multi-State, Multi-Jurisdictional aka "National" search:

The search contains millions of criminal records collected from thousands of online county and state entities such as local, county, and state courts. Other sources include sex offender registries, arresting agencies, administrative office of the courts and many more. This search also includes federal databases including: OFAC, SAM, Domestic/Global Terrorist watch lists, DEA, FBI Most Wanted, Denied Persons and Special Designation lists, and FDIC. Also may locate and search counties not normally returned in the SSN trace alone.

DOJ Sex Offender Search

The Department of Justice (DOJ) National Sex Offender Public Website (NSOPW) is an unprecedented public safety resource that provides access to sex offender data nationwide. NSOPW is a partnership between the U.S. Department of Justice and state, territorial, and tribal governments, working together for the safety of adults and children. NSOPW is the only U.S. government Website that links public state, territorial, and more than [120 tribal sex offender registries](#).

Federal District Court Search

Searches all applicable Federal jurisdictional courts are based on residential and/or previous employment address(s) of past 15 years. The Federal Court system is comprised of 93 judicial courts, and contains case information involving Violations of Federal Laws such as Interstate Drug Trafficking, Racketeering, and Interstate Kidnapping etc.

Motor Vehicle Report (MVR/DMV)

Essential to driving record based decision-making as AssureHire's MVRs include, in a standardized format, license details such as state issued, status, expiration, suspensions, revocations, violations and sanctions. All of the information you will need to make a decision for a driving position.

Professional License Verification

Confirm that your applicant is fully licensed in their field. AssureHire contacts the issuing authority to verify license status. When available, date of issuance and expiration will also be provided along with any disciplinary action on file.

Employment Verification

Employment Verification is an online, on-demand service that is integrated with AssureHire's screening solutions. After an order is entered, skilled verifiers confirm an applicant's work history, such as company names and locations, dates, positions or titles held along with compensation. By using every method of communication available including, phone, email, and text allows for faster completion.

Education Verification

AssureHire verifies the certification, training, and educational claims such as dates of attendance and graduation, degrees or certifications obtained, and majors studied of a job applicant. AssureHire technology also prevents false educational claims associated with degree mills and diploma mills.

***Domestic Court, DMV and 3rd party record keeper access fees, as well as International in-country acquisitions fees, are at additional cost—passed through without ANY markup.**

EMT Certification of Individuals with Criminal Conviction History

As a Local EMS Agency (LEMSA) and certifying entity, Coastal Valleys EMS Agency must adhere to the relevant State of California regulations governing the certification of EMTs. Part of the certification process entails a complete criminal history background check through the California Department of Justice and FBI. Applicant conviction and incarceration history must be reviewed and evaluated for certification eligibility based on state standards prior to certification.

The following excerpts from the California Code of Regulations (CCR) Title 22, Social Security Division 9 (Prehospital Emergency Medical Services Chapter 6, Process for EMT and Advanced EMT Disciplinary Action) deal with this issue.

Section 100214.3 details those criminal convictions for which the EMS Agency **must** deny (or revoke) EMT certification. The section language requires the Local EMS Agency Medical Director act in accordance with the regulations as stated. The EMS Agency cannot certify individuals with criminal history consistent with the section.

§ 100214.3. Denial or Revocation of a Certificate.

(a) A certifying entity, that is not a LEMSAs, shall advise a certification or recertification applicant whose conduct indicates a potential for disciplinary cause, based on an investigation by the certifying entity prompted by a DOJ and/or FBI CORI, pursuant to Section 100210(a) of this Chapter, to apply to a LEMSAs for certification or recertification.

(b) The medical director may deny or revoke any EMT or Advanced EMT certificate for disciplinary cause that have been investigated and verified by application of this Chapter.

(c) The medical director shall deny or revoke an EMT or Advanced EMT certificate if any of the following apply to the applicant:

- (1) Has committed any sexually related offense specified under Section 290 of the Penal Code.
- (2) Has been convicted of murder, attempted murder, or murder for hire.
- (3) Has been convicted of two (2) or more felonies.
- (4) Is on parole or probation for any felony.
- (5) Has been convicted and released from incarceration for said offense during the preceding fifteen (15) years for the crime of manslaughter or involuntary manslaughter.
- (6) Has been convicted and released from incarceration for said offense during the preceding ten (10) years for any offense punishable as a felony.
- (7) Has been convicted of two (2) or more misdemeanors within the preceding five (5) years for any offense relating to the use, sale, possession, or transportation of narcotics or addictive or dangerous drugs.
- (8) Has been convicted of two (2) or more misdemeanors within the preceding five (5) years for any offense relating to force, threat, violence, or intimidation.
- (9) Has been convicted within the preceding five (5) years of any theft related misdemeanor.

(d) The medical director may deny or revoke an EMT or Advanced EMT certificate if any of the following apply to the applicant:

- (1) Has committed any act involving fraud or intentional dishonesty for personal gain within the preceding seven (7) years.
- (2) Is required to register pursuant to Section 11590 of the Health and Safety Code.

The next excerpt details convictions that are exempt from consideration. **All other convictions**, even those considered "expunged" are considered as part of the applicant's record for the purposes of EMT certification.

(e) Subsection (a) and (b) shall not apply to convictions that have been pardoned by the Governor, and shall only apply to convictions where the applicant/certificate holder was prosecuted as an adult. Equivalent convictions from other states shall apply to the type of offenses listed in (c) and (d). As used in this Section, "felony" or "offense punishable as a felony" refers to an offense for which the law prescribes imprisonment in the state prison as either an alternative or the sole penalty, regardless of the sentence the particular defendant received.

(f) This Section shall not apply to those EMT's, or EMT-IIs who obtain their California certificate prior to the effective date of this Section; unless:

- (1) The certificate holder is convicted of any misdemeanor or felony after the effective date of this Section.
- (2) The certificate holder committed any sexually related offense specified under Section 290 of the Penal Code.
- (3) The certificate holder failed to disclose to the certifying entity any prior convictions when completing his/her application for initial EMT or Advanced EMT certification or certification renewal.

The entire text of the regulations is available at the State of California EMS Authority website, www.emsa.ca.gov

Applicants with potentially disqualifying criminal history are strongly encouraged to fully research the regulations and consult with the EMS Agency prior to applying for certification.

Minor offenses may result in a probationary certification rather than a denial if sufficient time has elapsed since the conviction. As noted in the full text of the regulations, offenses not requiring a denial by statute or regulation may be handled by the EMSA Model Disciplinary Standards. That document is available for review at the EMS Authority website, www.emsa.ca.gov

The EMS Agency contact for questions regarding eligibility for certification is:

James Salvante
Advanced Life Support Coordinator

Office: (707)565-6501
Fax: (707) 565-6510
Email: jsalvant@sonoma-county.org



PROPOSAL

Farmington Volunteer Fire Department



THE TRUSTED EXPERT TO ENHANCE COMMUNITY PUBLIC SAFETY

Lexipol empowers first responders and their communities to best serve the needs of their residents safely and responsibly. We are the experts in policy, accreditation, training and wellness support for first responders and government leaders, helping address public safety challenges and improve the quality of life for all community members.



OUR COMMUNITY ENGAGEMENT

Lexipol ensures first responders have the most updated policies, training and wellness resources so they can safely, compassionately and responsibly serve their residents and communities.

We support community involvement in public safety policy through workflow tools that facilitate stakeholder review and resources that help community members provide meaningful input into policies. We also partner with community organizations, including Dallas Cowboys quarterback Dak Prescott's Faith Fight Finish Foundation, through which we offer the free CYCLE training program for police/youth engagement, in addition to hosting the First Responder Wellness Week each spring.



OUR POLICY WORK

We provide a foundation for agencies, leaders and communities to stay informed and operate in alignment with public safety best practices, laws and regulations. Our industry experts and attorneys spend over 480 hours a week ensuring policies are continuously updated to reflect changes in state and federal law.

Our policies provide a foundation for agencies to build on, modifying them as needed to meet organizational and community needs.



OUR ACCREDITATION GUIDANCE

Accreditation is the mark of distinction for public safety agencies. Our customized assistance, combined with a solid policy foundation and standards-based training, helps agencies cost-effectively prepare for, achieve and maintain state accreditation. By demonstrating adherence to best practice standards, agencies strengthen community relationships, support transparency and accountability, and enhance professionalism.



OUR TRAINING CAPABILITIES

With more than 4,000 high-quality accredited training courses easily accessible through our platform, our training solutions are designed for learning anywhere, any time and are backed by tracking and management tools that enhance accountability and compliance. We prepare personnel of all ranks and roles to provide professional response and service to their communities and emphasize the importance of treating all citizens equally, protecting and preserving life.



OUR WELLNESS SUPPORT

We help agencies proactively address the emotional health and wellbeing of personnel and their families. Our confidential, 24/7 access to wellness tools and support includes self-assessments and connection to local mental health providers screened and approved by the agency. These health and wellness training tools are regularly updated and cover more than 60 key topics, including fatigue, anger management, posttraumatic stress and loss.



OUR GRANT ASSISTANCE

Our team of expert grant writers, researchers and project managers is invested in helping our customers find, apply for and win grant funding. Agencies who use Lexipol's grant services have a 40% success rate in getting funded, compared with the national average of just 17%. Our services range from GrantFinder, which provides a real-time, online database of more than 15,000 federal, state, corporate and foundation grants, to our Grant Assistance Platform, a monthly grant retainer service.

YOUR RESOURCE

We provide more than 2 million first responders and local government officials with policy, accreditation, training, wellness support, grant assistance, and news and analysis resources to help them operate at a higher standard. Through our websites Police1, FireRescue1, EMS1, Corrections1 and Gov1, we help public safety professionals stay current on evolving issues and access important information on the go.

Learn more about how Lexipol's policy, accreditation, training, wellness and grant assistance solutions can help your agency.

Visit www.lexipol.com or email info@lexipol.com.



About Us

Created in 2003 by two attorneys (and former law enforcement officers), Lexipol exists to serve those who serve others. We know the weight public safety leaders carry—and we believe no one should bear it alone. That's why we build tools and deliver guidance that help fire service and EMS department leaders cut through complexity and protect what matters most: your people, your purpose, and your community. With a range of informational and technological tools that enhance accountability, reduce safety risks, and build community trust, Lexipol helps your team achieve total readiness.

12K

PUBLIC SAFETY AGENCIES
AND MUNICIPALITY
CUSTOMERS

670K

FIRST RESPONDERS
USING LEXIPOL
SOLUTIONS

170

PARTNERSHIPS WITH PUBLIC
SAFETY ASSOCIATIONS AND
RISK POOLS

Solutions For Today. Ready For Tomorrow.

Lexipol is the only all-in-one platform for fire service and EMS leaders that supports every aspect of your operations, so you can stay ready for what's next.

- **Policy:** Improve policy compliance with state-specific fire service policies researched and written by policy and legal professionals – and tools to efficiently distribute them and track personnel acknowledgements as laws and standards evolve.
- **Training:** Meet training mandates and ensure safer, more consistent decision-making in the field with comprehensive, high-quality training courses and videos, backed by tools to manage credential renewal.
- **Wellness:** Empower your agency with a wellness program that combines 24/7, confidential, app-based support with data-driven analytics to identify trends, tailor wellness initiatives, and foster a culture of sustained resilience and engagement.
- **Grants:** Identify, apply for, and secure grants that fund essential agency needs with a real-time, online database and team of experienced grant writers.



Policy



Training



Wellness



Grants

Description of Services

Policy Manual

Constitutionally sound, up-to-date policies are the foundation for consistent, safe public safety operations and are key to reducing risk and enhancing personnel and community safety. Lexipol's comprehensive policy manual covers all aspects of your agency's operations.

- More than 155 policies researched and written by public safety attorneys and subject matter experts
- Policies based on State and federal laws and regulations as well as nationwide best practices
- Content customized to reflect your agency's terminology and structure

Daily Training Bulletins (DTBs)

Even the best policy manual lacks effectiveness if it's not backed by training. Lexipol's Daily Training Bulletins are designed to help your personnel learn and apply your agency's policy content through 2-minute training exercises.

- Scenario-based training ties policy to real-world applications
- Understanding and retention of policy content is improved via a singular focus on one distinct aspect of the policy
- Each Daily Training Bulletin concludes with a question that confirms the user understood the training objective
- Daily Training Bulletins can be completed via computers or from smartphones, tablets or other mobile devices
- Reports show completion of Daily Training Bulletins by agency member and topic

Policy Updates

Lexipol's legal and content development teams continuously review state and federal laws and regulations, court decisions and evolving best practices. When needed, we create new and updated policies and provide them to your agency, making it simple and efficient to keep your policy content up to date.

- Updates delivered to you through Lexipol's web-based content delivery platform
- Changes presented in side-by-side comparison against existing policy so you can easily identify modifications/improvements
- Your agency can accept, reject or customize each update

Web-Based Delivery Platform and Mobile App (Knowledge Management System)

Lexipol's online content delivery platform, called KMS, provides secure storage and easy access to all your policy and training content, and our KMS mobile app facilitates staff use of policies and training completion.

- Ability to edit and customize content to reflect your agency's mission and philosophy
- Efficient distribution of policies, updates and training to staff
- Archival and easy retrieval of all versions of your agency's policy manual
- Mobile app provides in-the-field access to policy and training materials

Reports

Lexipol's Knowledge Management System provides intuitive reporting capabilities and easy-to-read reports that enhance command staff meetings and strategic planning.

- Track and report when your personnel have acknowledged policies and policy updates
- Produce reports showing completion of Daily Training Bulletins
- Sort reports by agency member, topic and other subgroups (e.g., shift, assignment)
- Reduce the time your supervisors spend verifying policy acknowledgement and training completion

Supplemental Publication Service

Lexipol's Supplemental Publication Service (SPS) streamlines the storage of your agency's content, giving you one place to access procedures, guidelines, general orders, training guides or secondary policy manuals.

- Electronically links department-specific procedural or supplemental content to your policy manual
- Provides electronic issuance and tracking for your agency's procedural or supplemental content
- Allows you to create Daily Training Bulletins against your procedural content
- Designed for standard operating guidelines, procedures, general orders or field guides

Fire Procedures

- Clear and accessible procedures are imperative to ensure safe, effective and consistent emergency response and personnel interactions. Lexipol's fire procedures, based on national best practices, give you critical operational and administrative procedures as well as a template to build on. More than 35 best practice procedures designed to support safe and effective operations
- Tactical procedures address the operations most often cited as contributing to firefighter injury or death as well as the most common call types
- Administrative procedures address the areas of highest legal liability as well as best practices for organizational success
- Scenario-based training reinforces live training
- Mobile-friendly decision trees and checklists prevent essential steps from being missed

Agency is Purchasing the following

Order Summary

| 001 Annual Subscription | | | | | | |
|-------------------------|--|------------|----------|----------|------------|------------|
| Qty | Description | Unit Price | Disc (%) | Disc Amt | Tax Amount | Extended |
| 8 | Annual Fire Policy Manual & Daily Training Bulletins | \$4,731.00 | 0% | \$0.00 | | \$4,731.00 |
| 8 | Annual Fire Supplemental Manual(s) | \$1,286.00 | 0% | \$0.00 | | \$1,286.00 |
| 8 | Annual Fire Procedures | \$727.00 | 0% | \$0.00 | | \$727.00 |
| Discount: | | | | \$0.00 | Subtotal: | \$6,744.00 |

| 002 Implementation | | | | | | |
|--------------------|--------------------------------|------------|----------|----------|------------|----------|
| Qty | Description | Unit Price | Disc (%) | Disc Amt | Tax Amount | Extended |
| 8 | Fire Policy Onboarding Service | \$533.00 | 0% | \$0.00 | | \$533.00 |
| Discount: | | | | \$0.00 | Subtotal: | \$533.00 |

| | |
|------------|------------|
| Discount: | \$0.00 |
| Subtotal: | \$7,277.00 |
| Tax: | |
| Total Due: | \$7,277.00 |

Notes

Discount Notes



MASTER SERVICE AGREEMENT

Initial Term Start Date: 04/01/2026

Initial Term End Date: 03/31/2027

Account Executive Information

Mary James
Senior Account Manager - Client Growth
mjames@lexipol.com
(469) 676-8110

Lexipol LLC
2611 Internet Blvd., Ste. 120
Frisco, Texas 75034

Agency Information

Matt Sowell
farmingtonfiredistrict@gmail.com
(209) 886-5321

Farmington Volunteer Fire Department
25474 E Hwy 4
Farmington, California 95230

This Master Service Agreement (the "Agreement") is entered into by and between Lexipol, LLC, a Delaware limited liability company ("Lexipol"), and the department, entity, or organization referenced above ("Agency").

This Agreement consists of:

- (a) this Cover Sheet
(b) Exhibit A - Selected Services and Associated Fees
(c) Exhibit B - Description of Services
(d) Exhibit C - Terms and Conditions of Service

Each individual signing below represents and warrants that they have full and complete authority to bind the party on whose behalf they are signing to all terms and conditions contained in this Agreement.

Farmington Volunteer Fire Department

Lexipol, LLC

Signature: _____

Signature: _____

Print Name: _____

Print Name: _____

Title: _____

Title: _____

Date Signed: _____

Date Signed: _____

Why Piecing Policies Together Exposes the District to Liability

1. Public agencies are legally liable for negligence — including poor policies

Under California law, public entities can be held liable for negligent acts or unsafe conditions created by employees or operations. This includes failure to implement proper safety procedures or training.

That means:

- If a firefighter is injured
- If a member of the public is harmed
- If an apparatus accident occurs
- If a safety rule wasn't clearly defined

...the district itself becomes the deep-pocket defendant in litigation.

Even worse, California Government Code §835 allows plaintiffs to hold public entities liable for dangerous conditions tied to operational failures.

A weak or outdated policy manual becomes evidence of negligence.

2. Courts look at whether policies were current and tailored

Risk management guidance emphasizes that failing to keep policies updated is often indefensible in court because compliance evolves with laws and court rulings.

Additionally:

- Outdated policies can be treated the same as no policy at all

- Old or borrowed policies may not reflect current laws
- Inconsistent policies lead to inconsistent operations

These gaps can result in injury, death, or litigation exposure.

3. Safety responsibilities cannot be delegated

California occupational safety decisions emphasize that an employer's duty to provide a safe workplace is non-delegable.

Translation for your board:

- The district cannot blame borrowed policies
- The district cannot blame another agency
- The district cannot blame volunteers
- The district cannot blame lack of resources

The board remains legally responsible.

4. Poor policies increase litigation risk and settlement exposure

Outdated or inconsistent policies increase liability and leave personnel unprepared, which directly increases exposure in lawsuits.

When attorneys litigate against fire agencies, they typically ask:

- Show me your policy manual
- Show me your IIPP
- Show me training records
- Show me policy update history

If those are inconsistent or cobbled together, the agency loses credibility immediately.

Why Piecing Policies Together Is Dangerous

Borrowing from other agencies creates:

- Policies that conflict with each other
- Procedures that don't match staffing levels
- References to equipment you don't own
- Training requirements you don't provide
- Missing Cal/OSHA compliance language
- No update tracking
- No acknowledgement tracking

This becomes easy ammunition for plaintiff attorneys.

Real-World Litigation Strategy Used Against Agencies

Plaintiff attorneys typically argue:

1. The agency had no clear written policy
2. The policy was outdated
3. The policy didn't match operations
4. The agency failed to train personnel
5. The agency failed to enforce policy

That combination is how multi-million-dollar settlements occur.

Why a Formal Policy System Protects the Board

A structured system provides:

- Legally reviewed policies
- Continuous updates
- California compliance alignment
- IIPP integration
- Policy acknowledgement tracking
- Training documentation
- Version control
- Audit trail (huge in court)

This demonstrates due diligence, which is the board's strongest defense.

The Financial Reality (Risk vs Cost)

Typical litigation exposure examples:

- Firefighter injury lawsuit: \$500,000 – \$3,000,000
- Civil rights or negligence claim: \$1M – \$10M+
- Apparatus accident liability: \$1M+
- Line-of-duty death litigation: multi-million

Compared to:

- Policy platform cost: usually a few thousand per year

This is essentially insurance through risk reduction.

Board-Level Talking Points (You Can Read This)

- "Piecing together policies creates liability gaps."
- "California law holds the district responsible for safety compliance."
- "Outdated policies are treated the same as no policies in court."
- "The board has fiduciary responsibility to reduce risk."
- "One lawsuit would cost more than decades of policy software."
- "This is risk management, not just paperwork."

Bottom Line

Choosing not to implement a structured policy and IIPP system:

- Increases legal exposure
- Weakens defense in litigation
- Creates compliance risk with Cal/OSHA
- Places personal fiduciary risk on board members
- Potentially exposes the district to millions in liability

Implementing a structured system:

- Demonstrates due diligence
- Reduces risk
- Improves safety
- Protects the board
- Protects the district financially



California
Employers
Association™

~~Item 8, 13~~
11.01

March 15, 2026

Farmington Fire Protection District
Fire Chief
25474 E Highway 4
PO Box 25
Farmington, CA 95230-9400

We appreciate the opportunity to serve your business and value your membership with CEA. Our records indicate that your account is 15 days past due and has been temporarily suspended.

Enclosed please find a copy of the outstanding invoice. Instructions to pay online are highlighted in blue on the invoice, or contact us at 800-399-5331 to pay by credit card or with any questions.

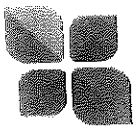
Please contact us if you would like to review your membership benefits and membership level.

To avoid cancellation of your account, we must receive payment or hear from you by 4/1/2026.

If your payment has inadvertently crossed in the mail with this letter, please disregard this notice.

Kindest regards,

Evan Wise
Member Services
Ewise@employers.org



California Employers Association

2335 American River Dr # 408
Sacramento, CA 95825

INVOICE

Invoice #: 13651
Date: 2/1/2026
Due: 3/1/2026
Terms: Net 30
PO #:

TO:
Farmington Fire Protection District
Fire Chief
25474 E Highway 4
PO Box 25
Farmington, CA 95230-9400 US

Member ID: ~~XXXXXXXXXX~~
Membership Owner: Farmington Fire
Protection District

COMMENTS OR SPECIAL INSTRUCTIONS:

Membership Terms: (3/1/2026 - 2/28/2027)

| QTY | DESCRIPTION | UNIT PRICE | TOTAL |
|-----|--------------------------|---------------------|---------------------|
| 1 | Premier - Annual Renewal | 2,799.00 USD | 2,799.00 USD |
| | | SUBTOTAL | 2,799.00 USD |
| | | TOTAL DUE | 2,799.00 USD |
| | | AMOUNT PAID: | 0.00 USD |
| | | BALANCE DUE: | 2,799.00 USD |

To Pay this Invoice:

1. Go to www.employers.org and log in
2. Click on the bell notification, top right
3. Check the box next to the invoice(s) to pay
4. Click on Pay
5. Enter Payment information

Or print this Invoice and mail it in with a check.

Last Payment:
USD

*Your membership dues include components dedicated to both non-profit and for fee business activities and other services.

Membership Plans

CEA offers three tiers of membership to help **lighten your load**. Once you select your membership type, you will be prompted to create an **Organization profile** before moving forward with your membership.

Associate

\$1,449 /year

Annual Monthly

plus \$149 one-time admin fee

The Associate Membership helps your business with unlimited HR Phone Support and access to forms, required documentation, and much more. Join at a monthly subscription level or a standard yearly contract.

- ✓ Unlimited HR Phone & Email Support
- ✓ HR Forms, Toolkits & Fact Sheets
- ✓ Members Only Website Access & Discounts
- ✓ California State & Federal Labor Law Poster Upon Joining
- ✓ 10% Off HRCI Certification & Earn up to 12 Recertification Credits

JOIN NOW

Premier

\$2,799 /year

Annual only

plus \$149 one-time admin fee

The Premier Membership provides hands-on support. It includes everything in the Associate Membership with the addition of 8 hours of consultation for projects or compliance trainings.

Everything in Associate, plus:

- ✓ Eight (8) Consultation Hours Annually for Projects or Compliance Trainings

Consultation hours can be used for customized employee handbooks, form I-9 audits, customized policies, job descriptions, private training, and more!

MEMBERSHIP

Ultimate

\$6,239 /year

Annual only

plus \$149 one-time admin fee

The Ultimate Membership is our strongest support platform including the Associate & Premier benefits, plus a customized employee handbook, HR assessment, and deep discounts on leadership training, recruiting, and coaching.

Everything in Premier, plus:

- ✓ 50 Point HR Assessment, Onsite or Virtual, Annually (*up to \$995 value*)
- ✓ Dedicated HR Project Manager, a Team of Experts & Quarterly Check-ins (*\$1000 value*)
- ✓ Customized Employee Handbook & Updates (*\$1995 value*)
- ✓ Four (4) pre-scheduled Virtual HR Trainings (*\$5980 value*)
- ✓ Annual Labor Law Poster (*\$22.95 annually*)

MEMBERSHIP

Want more details?

Email or call us to set up a member benefits orientation

SPEAK WITH MEMBER SERVICES

Membership Options

Best Value!
ULTIMATE

- Unlimited HR Phone & Email Support
- HR Forms, Toolkits & Fact Sheets
- Members Only Website Access & Discounts
- California State & Federal Labor Law Poster Upon Joining
- 10% Off HRCI Certification & Earn up to 12 Recertification Credits
- Eight (8) Consultation Hours Annually for Projects or Compliance Trainings
- 50 Point HR Assessment, Onsite or Virtual, Annually (up to \$995 value)
- Dedicated HR Project Manager, a Team of Experts & Quarterly Check-ins (\$1000 value)
- Customized Employee Handbook & Updates (\$1995 value)
- Four (4) pre-scheduled Virtual HR Trainings (\$5980 value)
- Annual Labor Law Poster

\$6,239

PREMIER

- Unlimited HR Phone & Email Support
- HR Forms, Toolkits & Fact Sheets
- Members Only Website Access & Discounts
- California State & Federal Labor Law Poster Upon Joining*
- 10% Off HRCI Certification & Earn up to 12 Recertification Credits
- Eight (8) Consultation Hours Annually for Projects or Compliance Trainings

\$2,799

ASSOCIATE

- Unlimited HR Phone & Email Support
- HR Forms, Toolkits & Fact Sheets
- Members Only Website Access & Discounts
- California State & Federal Labor Law Poster Upon Joining*
- 10% Off HRCI Certification & Earn up to 12 Recertification Credits

\$1,449

Available as a
\$135 monthly membership

*New memberships are subject to a one-time administrative fee. *Complimentary for first year of membership*

11.20.2026

What our members are saying...

"I love working with CEA! It astonishes me that I can call, quickly speak to someone, and get expert advice. Craig just talked through my question and then drafted our potential new policy in detail."
Larry Walker Associates

"CEA completes our employee handbook every year, updating us on changes from an HR perspective. It has been extremely useful in setting the stage for good employee relations and expectations."
Boretti, Inc.

"We have been a member since 1990. They have been an excellent and valuable resource and support to our company. Their newsletters, emails updates, website are highly recommended."

Coastal Tractor



College Intern Firefighter Cost Analysis (California)

This document outlines the estimated annual cost of staffing one college intern firefighter per day for an entire year at a stipend of \$100/day, including workers' compensation considerations in California.

1. Base Wage Cost

Daily Stipend: \$100

Days per Year: 365

Total Annual Payroll: \$36,500

2. Workers' Compensation (California Fire Classification)

Estimated Rate: \$8 to \$15 per \$100 of payroll

Typical Planning Rate: ~\$10 per \$100 payroll

3. Workers' Compensation Cost Estimate

Payroll Units: $\$36,500 \div 100 = 365$

Estimated WC Cost (@ \$10 rate): \$3,650/year

4. Total Annual Cost

Base Payroll: \$36,500

Workers' Comp: ~\$3,650

Estimated Total: ~\$40,150/year

5. Cost Range (Realistic)

Low Estimate (~\$8 rate): ~\$39,420 total

High Estimate (~\$15 rate): ~\$41,975 total

Recommended Planning Range: \$40,000 – \$42,000/year

6. Important Notes

- Intern firefighters will still be treated as employees for workers' compensation purposes in California.
- Firefighters are classified as high-risk, impacting insurance rates.
- New agencies or districts may see higher initial premiums.
- Proper classification and documentation are critical for compliance.

7. Strategic Insight

Good evening Madam Chair, members of the Board, and members of the Farmington Fire Protection District.

Tonight, I want to talk about something that sits at the very core of the fire service—something that has defined our profession for generations. That is rank, file, and structure.

The fire service is not just a job. It is not just a collection of individuals showing up to do a task. It is a disciplined organization built on trust, accountability, and clarity under pressure. When things go bad—and they will—when the tones drop, when lives are on the line, and when chaos is at its peak... structure is what brings order.

Rank is not about authority for authority's sake. It is about responsibility. It is about clearly defining who is accountable for decisions, who is responsible for the safety of others, and who carries the weight when it matters most. A badge or a title does not make someone important—it makes them accountable.

The file—the firefighters standing side by side—are the backbone of this organization. They are the ones who execute the mission, who rely on one another, and who trust that the person next to them, and above them, is competent, prepared, and committed. That trust is not given lightly. It is built through leadership, consistency, and structure.

Without rank and structure, we create hesitation. We create confusion. And in our line of work, hesitation and confusion can cost lives.

But when we establish clear roles, clear expectations, and a professional chain of command, we create something powerful. We create confidence. We create efficiency. We

Farmington Fire Protection District College Internship Program Policy, MOU, and Agreement

SECTION 1 – PURPOSE

This program provides structured educational opportunities for students enrolled in accredited Fire Science, EMS, or related programs. The program is designed so the intern is the primary beneficiary.

SECTION 2 – POLICY

Interns are not employees and are not used to meet minimum staffing. Interns will not replace paid personnel or perform duties independently. Participation is voluntary and educational.

SECTION 3 – PROGRAM REQUIREMENTS

- Must be enrolled in an accredited college program
- Must provide proof of enrollment
- Must comply with all district policies

SECTION 4 – DUTIES AND LIMITATIONS

Interns may:

- Participate in ride-alongs
- Assist with training evolutions
- Observe emergency operations

Interns shall NOT:

- Be counted toward staffing
- Operate independently
- Be assigned critical fireground roles

SECTION 5 – STIPEND

Interns may receive a stipend of \$100 per 24-hour participation period. This stipend is not wages and is not tied to hours worked or productivity.

SECTION 6 – SUPERVISION

Interns must be directly supervised at all times by assigned personnel.

Farmington Fire Protection District

25474 CA-4
Farmington, CA 95230

Office: (209) 886-5321 Cell: (209)-994-0006

COLLEGE FIREFIGHTER INTERN (Detailed List of Functions, Knowledge, Skills and Abilities)

FUNCTION STATEMENT: Essential and other important responsibilities and duties may include, but not limited to, the following:

Essential Functions:

- Drives, operates and maintains Fire District equipment and apparatus.
- Performs necessary facilities maintenance to contribute to the Fire District's operational readiness. This involves assuring the trucks are properly equipped; performing routine preventative maintenance on vehicles and performs daily station housekeeping such as washing windows, waxing floors, and grounds keeping.
- Drives or rides Fire District apparatus to alarms, places equipment, extends and connects hoses and nozzles, raises and climbs ladders, uses chemical extinguishing agents and other tools and equipment as required.
- Performs fire suppression duties, including nozzle operations, forcible entry, ventilation, salvage, overhaul, pump operations, etc. using established firefighting techniques.
- Provides emergency medical service and pre-hospital care to the sick and injured. These alarms range from flu-like symptoms to trauma. Contributes to the saving of lives during an emergency by removing the victim to a safe environment if possible, assess vital signs, and perform the proper emergency medical aid to help the victim stay alive until advanced life support is available.
- Responsible for performing emergency operations within the Incident Command System.
- Develop and maintain skills through ongoing training, drilling and evaluation,
- Receives emergency alarms; operates radio and other communications equipment under routine and emergency conditions,
- Completes and maintains reports, records, and forms in a timely manner as directed by the Chief or Company Officer.
- Participates in the fire prevention program,
- Participates in minor maintenance and inspection of fire hydrants, apparatus, and equipment.
- Participates in company level fire and life safety inspections of commercial, educational and multifamily residential occupancies.
- Participates pre-fire planning which involves describing the building construction, obtaining owner/occupant information, and diagramming hydrant location, flammable liquid storage, open stairways, hazardous operations and other significant features in a fire situation. Information will be placed on maps and drawings to be used for training and at fire scenes.

- Participates in the testing of pumpers, hose, ladders, fire hydrants and extinguishers.
- Participates in public education, contributes to positive public response to the Fire District and fire prevention programs by conducting station tours and giving speeches at local schools, civic clubs, community events, etc.
- Maintains operational readiness by participating in station and field training exercises. Training would include, but not be limited to: physical fitness, area orientation, vehicle orientation, hydraulics, ventilation, hose lays, breathing apparatus, building construction, tactics, strategy logistics, first responder, CPR, extrication, rescue, safety, and arson detection/investigation.
- Maintains personal appearance as directed by District policy and procedures.
- Carries out other related duties as assigned.

Knowledge, Skills and Abilities:

- Able to comprehend the practice, principles and methods of fire suppression and fire prevention.
- Able to comprehend the practices of the various emergency medical equipment used by the District.
- Able to comprehend the practices associated with other emergency operations, such as hazardous materials identification and recognition.
- Knowledge and ability to follow rules, regulations, safety standards and established operating standards as prescribed by the Chief of the District.
- Must become familiar with the various types of vehicles and apparatus in use, including care, operation and minor routine maintenance.
- Participates in and assists with training and attends classes on firefighting, emergency medical services, disaster control, etc. as required.
- Ability to carry out oral and written instructions with and without direct supervision.
- Ability to understand and follow direction of commanding officer under adverse conditions.
- Ability to deal with emergency situations in an effective manner that will facilitate the quick and efficient completion of their assignment.
- Ability to establish and maintain good working relationships with other employees both as a team member or individually and the community at large.
- Ability to work closely with paramedics, and ambulance crews as part of the local EMS system.
- Ability to maintain a level of proficiency in keeping with the position and the time spent in service as called for by the District Standard Operation Guidelines Manual.
- Ability to perform sustained physical labor, climb ladders, and work at considerable heights.
- Ability to learn and perform a variety of firefighting duties and methods within a reasonable working period.
- Ability to perform strenuous work requiring ongoing physical exertion for extended time periods.
- Ability to fluently speak read and write the English language.

11.k

Farmington Fire Protection District Sleep Time Exclusion Policy & Agreement

POLICY

Purpose:

The purpose of this policy is to define compensable work hours and sleep time exclusions for personnel assigned to 48-hour shifts in compliance with the Fair Labor Standards Act (FLSA) 7(k).

Scope:

This policy applies to all personnel assigned to 48-hour duty shifts within the Farmington Fire Protection District.

Policy:

Personnel working 48-hour shifts may have scheduled sleep periods. Up to eight (8) hours of sleep time per 24-hour period (maximum of sixteen (16) hours per 48-hour shift) may be excluded from compensable hours.

Employees will be compensated for thirty-two (32) hours during a 48-hour shift, unless sleep time is interrupted.

The District shall provide adequate sleeping facilities.

If an employee does not receive at least five (5) consecutive hours of uninterrupted sleep, the entire sleep period will be compensated.

Interruptions due to calls, alarms, or required duties will be compensated as hours worked.

The District will maintain a system for tracking sleep interruptions.

AGREEMENT

This Sleep Time Exclusion Agreement is entered into

Farmington Fire Protection District

Sleep Time Exclusion Agreement

This Sleep Time Exclusion Agreement is entered into between the Farmington Fire Protection District (District) and the undersigned employee in accordance with the Fair Labor Standards Act (FLSA) 7(k) exemption.

Work Schedule:

Employees assigned to 48-hour shifts may have scheduled sleep periods during each 24-hour tour.

Sleep Time Exclusion:

The District and employee agree that up to eight (8) hours of sleep time per 24-hour shift (for a total of sixteen (16) hours during a 48-hour shift) may be excluded from compensable hours worked.

Employees will be compensated for thirty-two (32) hours of a 48-hour shift, unless sleep time is interrupted as outlined below.

Sleep Facilities:

The District will provide adequate sleeping facilities for employees during designated sleep periods.

Interruptions to Sleep:

Any interruptions to sleep due to emergency calls, duties, or other work-related activities will be counted as hours worked and compensated accordingly.

If the employee does not receive at least five (5) consecutive hours of uninterrupted sleep during a scheduled sleep period, the entire sleep period shall be considered hours worked and compensated.

Agreement:

By signing below, the employee acknowledges understanding of and agreement to the terms outlined in this Sleep Time Exclusion Agreement.

Farmington Fire Protection District

Sleep Interruption Log

Purpose:

This form is used to document sleep interruptions during scheduled sleep periods in accordance with the Sleep Time Exclusion Policy.

Instructions:

Complete this form for any interruption during designated sleep hours. Submit with timesheets.

Employee Information:

Name: _____

Date of Shift: _____

Shift Start Time: _____

Shift End Time: _____

Sleep Period:

Scheduled Sleep Start: _____

Scheduled Sleep End: _____

Interruption Log:

Interruption 1:

Time of Call/Interruption: _____

Duration of Interruption: _____

Description of Activity: _____

Interruption 2:

Time of Call/Interruption: _____

Duration of Interruption: _____

Description of Activity: _____

Interruption 3:

11.1
From: Farmington Fire farmingtonfiredistrict@gmail.com
Subject: Fwd: purchase letter / Farmington
Date: Apr 22, 2026 at 2:17:53 PM
To: Joanna Tedder farmingtonfiredistrict41@outlook.com

Sent from my iPhone

Begin forwarded message:

From: Chris Parano <cparano@lncurtis.com>
Date: April 22, 2026 at 1:08:51PM PDT
To: farmingtonfiredistrict@gmail.com
Subject: FW: purchase letter / Farmington

Hi Matt

Here is what we have available for demo tools. The credit could be applied to anything Curtis offers, including service. If I had my choice I would go with a 555 spreader, but we do not have any demo tools available in that spreader. One quote is for demo tools, the other is for brand new tools so you can compare pricing. Please call me with any questions.

Chris Parano
Sales Professional
m: 559.301.5156

www.lncurtis.com

CURTIS
TOOLS FOR HEROES®



CURTIS
TOOLS FOR HEROES®

To Whom it May Concern,

LN Curtis & Sons is pleased to extend a credit offer in support of your department's equipment needs. In conjunction with the purchase of an Eagle Air Mobile compressor trailer, we are offering Farmington Fire Protection District a credit in the amount of \$10,000 to be applied toward the purchase of Hurst rescue tools or any other items offered by LN Curtis.

This credit is intended to assist your agency in enhancing its operational capabilities and ensuring your personnel have access to high-quality, reliable equipment for emergency response.

The \$10,000 credit may be applied to eligible purchases and is contingent upon the completion of the Eagle Air Mobile compressor trailer acquisition. Additional terms and conditions, including eligibility and redemption details, can be provided upon request.

We value the opportunity to support Farmington Fire Protection District and appreciate your continued trust in LN Curtis & Sons. Please feel free to contact us with any questions or to discuss this offer further.

Sincerely,

Chris Parano

Sales Professional


m: 559.301.5156

cparano@lncurtis.com

CURTIS
TOOLS FOR HEROES



6723 Sierra Court, Suite C, Dublin, CA 94568
☎ 510.839.5111 ✉ OakSales@LNCurtis.com

LNCurtis.com 



Quotation_QO385162_17
76888116303.pdf
69 KB

Ph: 510-839-5111
 TF: 800-443-3556
 oaksales@incurtis.com
 UEI#: DDL SADS WN7U7



Pacific North Division
 6723 Sierra Court, Suite C
 Dublin, CA 94568
 www.LNCurtis.com

Quotation

| | | | | |
|--|---|--|---|--------------------------------------|
| CUSTOMER: Farmington Fire Protection District CA PO Box 25 Farmington CA 95230-0025 | SHIP TO: Farmington Fire Protection District CA 25474 East Highway 4 Farmington CA 95320 | QUOTATION NO. 385162 | ISSUED DATE 04/17/2026 | EXPIRATION DATE 05/17/2026 |
| | | SALESPERSON Chris Parano cparano@incurtis.com 559-301-5156 | CUSTOMER SERVICE REP Chris Parano cparano@incurtis.com 559-301-5156 | |

| | | | | |
|------------------------|-------------------------|-------------------------|--------------|--------------------|
| REQUISITION NO. | REQUESTING PARTY | CUSTOMER NO. | TERMS | OFFER CLASS |
| | MATT SOWELLO | C33351 | Net 30 | FR |
| F.O.B. | SHIP VIA | DELIVERY REQ. BY | | |
| SP | Standard Shipping | | | |

NOTES & DISCLAIMERS

Thank you for this opportunity to quote. We are pleased to offer requested items below. If you have any questions, need additional information, or would like to place an order, please contact your Customer Service Rep as noted above.

Safety Warning Notice: Products offered, sold, or invoiced herewith may have an applicable Safety Data Sheet (SDS) as prepared by the manufacturer of the product. The SDS is provided with the product. In addition, manufacturer's safety and/or warning notices, instructions and information relating to the proper use and care of the product is provided with the product. All applicable SDS, safety and/or warning notices, instructions and other information provided with the product should be thoroughly read, reviewed, and understood prior to handling, distributing, using, reselling, or servicing any and all products provided by Curtis. Materials utilized to clean, repair, maintain and/or service your owned equipment, as well as Curtis owned equipment, may contain per-and polyfluoroalkyl substances (PFAS) to meet national standards or original equipment manufacturer specifications. For other important product notices and warnings, or to request an SDS, product specifications, manufacturer's safety notices, instructions and/or warning notices, please contact Curtis or visit <https://www.Incortis.com/product-notices-warnings>

| LN | QTY | UNIT | PART NUMBER | DESCRIPTION | PL | UNIT PRICE | TOTAL PRICE |
|----|-----|------|---|--|----|-------------|-------------|
| 1 | 1 | EA | 272899000-1 HURST DEMO | S799 E3 Cutter Tool, Only Demo | | \$10,000.00 | \$10,000.00 |
| 2 | 1 | EA | 271833000-1-2205 0289 DEMO HURST | SP333 E3 Spreader Tool Only, Demo SN: 22050289 DOM: 5/22 | | \$10,000.00 | \$10,000.00 |
| 3 | 1 | EA | 274485000-1 HURST | R 521 E3 Ram - TOOL ONLY | | \$8,000.00 | \$8,000.00 |
| 4 | 1 | EA | 273223000-9-3690 38-02-DEMO HURST | SC358 EWXT Combi Edraulic Watertight Extrication Tool Only DOM 07/2020 | | \$10,000.00 | \$10,000.00 |

Ph: 510-839-5111
 TF: 800-443-3556
oaksales@incurtis.com
 UEI#: DDLSADSWN7U7



Pacific North Division
 6723 Sierra Court, Suite C
 Dublin, CA 94568
www.LNCurtis.com

| LN | QTY | UNIT | PART NUMBER | DESCRIPTION | PL | UNIT PRICE | TOTAL PRICE |
|----|-----|------|----------------|-------------------------------|----|------------|-------------|
| 5 | 6 | EA | 90-53-44 HURST | E3/EWXT 9Ah Saltwater Battery | | \$700.00 | \$4,200.00 |
| 6 | 3 | EA | 90-53-37 HURST | EWXT/E3 110-240V Charger | | \$550.00 | \$1,650.00 |

Small Business
 CAGE Code: 5E720
 SIC Code: 5099
 Federal Tax ID: 94-1214350
 UEI #DDLSADSWN7U7

This pricing generally remains firm until 05/17/2026. Pricing is subject to change if product is affected by the implementation of a tariff. Contact us for updated pricing after this date.

Due to market volatility, global supply chain pressures, and supply shortages, we recommend contacting your local L.N. Curtis and sons office prior to placing your order to confirm pricing and availability. This excludes our GSA Contract and other Fixed Price Contracts which are governed by contract-specific prices, terms, and conditions.

| | |
|--|--------------------|
| Subtotal | \$43,850.00 |
| Estimated Tax Total | \$3,398.38 |
| Transportation* | \$0.00 |
| *(to be added when order ships) | |
| Total | \$47,248.38 |

[View Terms of Sale and Return Policy](#)

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 UEI#: DDLSADSWN7U7



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 6723 Sierra Court, Suite C
 Dublin, CA 94568
www.LNCurtis.com

Quotation

| | | | | |
|--|---|--|---|--------------------------------------|
| CUSTOMER: Farmington Fire Protection District CA PO Box 25 Farmington CA 95230-0025 | SHIP TO: Farmington Fire Protection District CA 25474 East Highway 4 Farmington CA 95320 | QUOTATION NO. 385164 | ISSUED DATE 04/17/2026 | EXPIRATION DATE 05/17/2026 |
| | | SALESPERSON Chris Parano cparano@lncurtis.com 559-301-5156 | CUSTOMER SERVICE REP Chris Parano cparano@lncurtis.com 559-301-5156 | |

| | | | | |
|------------------------|-------------------------|---------------------|--------------|--------------------|
| REQUISITION NO. | REQUESTING PARTY | CUSTOMER NO. | TERMS | OFFER CLASS |
| | MATT SOWELLO | C33351 | Net 30 | FR |

| | | |
|---------------|-------------------|-------------------------|
| F.O.B. | SHIP VIA | DELIVERY REQ. BY |
| SP | Standard Shipping | |

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| LN | QTY | UNIT | PART NUMBER | DESCRIPTION | PL | UNIT PRICE | TOTAL PRICE |
|----|-----|------|-----------------------|---|----|-------------|-------------|
| 1 | 1 | EA | 272999000-1C HURST | S 799 E3 Connect Cutter - TOOL ONLY + CAPTIUM | OM | \$14,392.04 | \$14,392.04 |
| 2 | 1 | EA | 271933000-1C HURST | SP 333 E3 Connect Spreader - TOOL ONLY + CAPTIUM | OM | \$14,086.76 | \$14,086.76 |
| 3 | 1 | EA | 274985000-1C HURST | R 521 E3 Connect Ram - TOOL ONLY + CAPTIUM | OM | \$9,889.16 | \$9,889.16 |
| 4 | 1 | EA | 273923000-1C HURST | SC 358 E3 Connect Combi - TOOL ONLY + CAPTIUM | OM | \$15,176.23 | \$15,176.23 |

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| LN | QTY | UNIT | PART NUMBER | DESCRIPTION | PL | UNIT PRICE | TOTAL PRICE |
|----|-----|------|----------------|-------------------------------|----|------------|-------------|
| 5 | 6 | EA | 90-53-44 HURST | E3/EWXT 9Ah Saltwater Battery | | \$700.00 | \$4,200.00 |
| 6 | 3 | EA | 90-53-37 HURST | EWXT/E3 110-240V Charger | | \$550.00 | \$1,650.00 |

Small Business
 CAGE Code: 5E720
 SIC Code: 5099
 Federal Tax ID: 94-1214350
 UEI #DDLSADSWN7U7

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Due to market volatility, global supply chain pressures, and supply shortages, we recommend contacting your local L.N. Curtis and sons office prior to placing your order to confirm pricing and availability. This excludes our GSA Contract and other Fixed Price Contracts which are governed by contract-specific prices, terms, and conditions.

| | |
|--|-------------|
| Subtotal | \$59,394.19 |
| Estimated Tax Total | \$4,603.05 |
| Transportation* | \$0.00 |
| *(to be added when order ships) | |
| Total | \$63,997.24 |

[View Terms of Sale and Return Policy](#)

TEN-FOUR COMMUNICATIONS

P.O. Box 579106
 Modesto, CA 95357-9106
 209.529.9967 Fax 209.529.0700
 www.ten-four.com

Estimate

| Date | Estimate # |
|-----------|------------|
| 4/22/2026 | 16773 |

11 m

| Name / Address |
|-------------------------------------|
| Farmington Fire Protection District |

| P.O. No. | Terms | Rep | Project | Bill Desc |
|----------|-------|-----|---------|-----------|
| | | | | |

| Item | Description | Qty | Rate | Total |
|---------------|---|-----|----------|-----------|
| | ATT : MATT SOWELL Station Alert System - Update | | | |
| Misc Non Inv | SA-951 FSA (911 SYSTEMS) Station Automation | 1 | 2,995.00 | 2,995.00T |
| NX-3720HGK | @ VHF (136-174MHz), 50 Watts, 512 CH, 128 Zones | 1 | 835.00 | 835.00T |
| Misc Non Inv | 70V PA AMP | 1 | 325.00 | 325.00T |
| BOGEN | Bogen 1W 70V Ceiling Speaker, Bright White w/Vol Control (S810T725PG8UVK) | 1 | 65.00 | 65.00T |
| BOGEN | Bogen Wall Mount Box Speaker w/vol control (MB8TSQVR) | 1 | 92.00 | 92.00T |
| Misc Non Inv | 70V PA Horn Speaker (KFLDS30T) | 2 | 165.00 | 330.00T |
| POWER | DRS-240-12 - 12V 20A Intelligent DIN-Rail Power Supply with Battery Charge Circuit | 1 | 294.00 | 294.00T |
| BATTERY | 35 AMP HOUR BATTERY | 2 | 222.00 | 444.00T |
| Misc Non Inv | Inverter with Built-in ATS | 1 | 299.00 | 299.00T |
| Misc Non Inv | Rack Mount Power Strip PDU | 1 | 130.00 | 130.00T |
| WIRE | 16/2 Power Wire & 18/2 Speaker Wire | 1 | 180.00 | 180.00T |
| Misc Non Inv | Red LED Alert Light | 2 | 99.00 | 198.00T |
| Misc Non Inv | 15U Wall Mount Network Cabinet, 19" Rack Mount. | 1 | 622.00 | 622.00T |
| Misc Non Inv | Misc Hardware : Mounting Brackets, Backer Plywood, Uni-Strut & associated Hardware | 1 | 160.00 | 160.00T |
| Labor Install | Labor Installation | 1 | 7,920.00 | 7,920.00 |
| | * NOTE: Any additional hardware or equipment needed to complete the project, will be provided by customer or billed separately. | | | |

QUOTE VALID FOR 30 DAYS * License # E89111

Subtotal

Sales Tax (7.875..)

Total

An estimate as required (Section 9844 of the California Business and Professions Code) for repairs shall be given to the customers by the service dealer in writing, and the service dealer may not charge for work done or parts supplied in excess of the estimate without prior consent of the customer. Where provided in writin, the service dealer may charge a reasonable fee for services provided in determining the nature of the malfunction in preparation of a written estimate for repair. For information contact the Bureau of Household Goods and Services, Department of Consumer Affairs, Sacramento 95834

KENWOOD
 COMMUNICATIONS
 AUTHORIZED DEALER



SWISSPHONE

OTTO
 COMMUNICATIONS



Some Products May Contain

WARNING: Cancer and Reproductive Harm - www.P650729.F2518A.04

P.O. Box 579106
 Modesto, CA 95357-9106
 209.529.9967 Fax 209.529.0700
 www.ten-four.com

Estimate

| Date | Estimate # |
|-----------|------------|
| 4/22/2026 | 16773 |

| Name / Address |
|-------------------------------------|
| Farmington Fire Protection District |

| P.O. No. | Terms | Rep | Project | Bill Desc |
|----------|-------|-----|---------|-----------|
| | | | | |

| Item | Description | Qty | Rate | Total |
|----------------|--|-----|------|-------|
| Tariff Note*** | <p>* NOTE : Any Electrical or Conduit Work Needed will be Provided and Paid for by Customer.</p> <p>* We will do our best to honor quote for 30 days but due to uncertainty regarding tariffs and shipping chargers, pricing can change at any time. Pricing will be confirmed upon order placement.</p> | | 0.00 | 0.00T |

QUOTE VALID FOR 30 DAYS * License # E89111

Subtotal \$14,889.00

Sales Tax (7.875..) \$548.81

Total \$15,437.81

An estimate as required (Section 9844 of the California Business and Professions Code) for repairs shall be given to the customers by the service dealer in writing, and the service dealer may not charge for work done or parts supplied in excess of the estimate without prior consent of the customer. Where provided in writin, the service dealer may charge a reasonable fee for services provided in determining the nature of the malfunction in preparation of a written estimate for repair. For information contact the Bureau of Household Goods and Services, Department of Consumer Affairs, Sacramento 95834

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WARNING: Cancer and Reproductive Harm - www.P65Warnings.com