



NORTH COUNTY FIRE PROTECTION DISTRICT

AGENDA FOR REGULAR BOARD MEETING

October 27, 2026, at 5:30 p.m.

Location: Fallbrook Public Utility District
990 E. Mission Road, Fallbrook CA 92028

The October 27, 2026, Regular Board Meeting will be held in person and via Zoom. The public may attend remotely using the Zoom app, [Zoom website (<https://zoom.us/>)] [Meeting ID: 870 1784 6503; Passcode: 631628] at <https://us06web.zoom.us/j/87017846503?pwd=ekF0RGt1Mm4vWXgrRFpXbUIPUFlmdz09> or dial by your location: +1 669 900 6833 US (San Jose); Meeting ID: 870 1784 6503; Passcode: 631628

The public may provide comments in advance or real-time by emailing mavis@ncfire.org. E-mailed comments received will be read into the record by staff. Please note that in the event of technical issues that disrupt the ability of members of the public to view the meeting or provide public comments through the web conference option, the meeting will continue.

Call To Order

Roll Call

Optional Moment of Reflection/Silence

Pledge Of Allegiance

Changes to the Agenda

PUBLIC ACTIVITIES AGENDA

For those joining us for the public activities agenda, please feel free to depart at the close of the agenda.

1. Public Comment – President Shaw (pgs. 5-6)
Standing Item: Members of the public may directly address the Board of Directors on items of interest to the public provided no action will be taken on non-agenda items. The Presiding Officer may limit comments to three minutes per speaker (Board of Directors Meetings – SOG – § 7.2.).

DISCUSSION/PRESENTATION AGENDA

No action shall be undertaken on any discussion item. The Board may: acknowledge receipt of the information or report and make comments; refer the matter to Staff for further study or report; or refer the matter to a future agenda.

2. Challenge Coin Recognition: Dave Trujillo – FF/PM Jorge Gonzalez & Chief McReynolds (pgs. 7-10)

RATIFICATION OF INFORMATION AGENDA

No action shall be undertaken on information items. The Board may: acknowledge receipt of the information or report and make comments.

3. FY 2026-27 1st Quarter Financial Report (pgs. 11-22)
4. Warrant Register (pgs. 23-26)
5. Operations Report (pgs. 27-36)
6. Written Communication (pgs. 37-40)

ACTION AGENDA

Consent Items: All items listed under the consent items are considered routine and will be enacted in one motion. There will be no separate discussion of these items prior to the Board action on the motion, unless members of the Board, Staff, or public request specific items be removed from the consent agenda.

Note: The Americans with Disabilities Act provides that no qualified individual with a disability shall be excluded from participation in, or denied the benefits of, District business. If you need assistance to participate in this meeting, please contact the District office 72 hours prior to the meeting at (760) 723-2012 or email mavis@ncfire.org. Closed captioning and translation services are available to the public when the meeting is accessed using the Zoom platform.



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7. Minutes:
 - September 22, 2026, Regular Board Meeting
 - October 7, 2026, Special Board Meeting (pgs. 41-50)
 - October 14, 2026, Special Board Meeting
 - October 21, 2026, Special Board Meeting
 - Standing Item: Review and approve minutes as presented.
8. Policies and Procedures (pgs. 51-52)
 - Standing Item: There are no policy and procedure revisions for this meeting.
9. Waive the Full Text Reading of all Ordinances (pgs. 53-54)
 - Standing Item: Waive the full text reading of the ordinance(s) included in this agenda. The ordinance(s) shall be introduced and adopted by title only.

Action Items:

All items listed under the action items agenda will be presented and discussed prior to the Board taking action on any matter. Members of the public may comment on items at the time they are presented. Time certain items will commence precisely at or after the time announced in the agenda.

10. Approval of Employment Agreement for Fire Chief/CEO Peter August - Chief (pgs. 55-72)
McReynolds
Recommendation: That the Board approve the employment agreement between the North County Fire Protection District and Peter August for the position of Fire Chief/Chief Executive Officer (CEO) effective January 1, 2027, and grant authority to the current Fire Chief/CEO and General Counsel to make any minor mutually agreeable modifications that may be necessary prior to the effective date of the agreement.
11. Meeting Schedule and Place for North County Fire Protection District Board (pgs. 73-74)
Meetings for Calendar Year 2027 – Chief McReynolds and Board Clerk Canpinar
Recommendation: That the Board approve the Regular Board Meeting schedule for 2027 as presented.

STANDING DISCUSSION ITEMS

All items listed under the standing discussion items are presented at every meeting.

- LEGAL COUNSEL REPORT: (pgs.75-76)
Legislative update: AB 1821 and SB 1187
- COMMENTS/QUESTIONS (pgs.77-78)
- Staff:
Chief McReynolds
Other Staff
- Board
- Bargaining Groups



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CLOSED SESSION

The Board will enter closed session to discuss items as outlined herein. As provided in the Government Code, the public will not be present during these discussions. At the end of the closed session, the Board shall publicly report any action taken in closed session and the vote or abstention on that action of every member present in accordance with Government Code § 54950.

CS-1. Announcement — President Shaw:

(pgs. 79-80)

CS-2. Public Employment (Govt. Code §54957): *Fire Chief*

CS-3. Conference with Labor Negotiator (Govt. Code §54957.6):

Agency Representative: Counsel Steinke and Counsel Burns of BW&S

Employee Organization(s): Safety, Miscellaneous, Single-Role Paramedics, & Management Group Employees

CS-4. Announcement — President Shaw:

ADJOURNMENT

Scheduled Meetings: The next Regular Board Meeting is scheduled Tues. December 8, 2026, at 5:30 p.m.

CERTIFICATION OF AGENDA POSTING

"I certify that this agenda was posted in accordance with the provisions of the Government Code § 54950 et. seq. The posting locations were: [1] the entrance of North County Fire Protection District Administrative Offices, [2] the Fallbrook Public Utility District Administrative Offices, [3] the Fallbrook Chamber of Commerce, and [4] the District's website at www.ncfireca.gov. The agenda was also available for review at the office of the Board Clerk, located at 330 S. Main Avenue, Fallbrook, CA. Materials related to an item on this agenda submitted to the District after distribution of the agenda packet are available for public inspection in the office of the Board Clerk during normal business hours or may be found on the District website, subject to staff's ability to post the documents before the meeting. The date of posting was October 23, 2026."

Board Clerk Mavis Canpinar: /s/ Mavis Canpinar

Date: October 23, 2026

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: OCTOBER 27, 2026
SUBJECT: PUBLIC COMMENT

PUBLIC COMMENT:

1. Members of the Public may directly address the Board of Directors on items of interest to the Public provided no action will be taken on non-agenda items. The Board President may limit comments to three minutes per speaker (Board of Directors Meetings – SOG § 7.2.).

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NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS
FROM: FF/PM JORGE GONZALEZ AND CHIEF MCREYNOLDS
DATE: OCTOBER 27, 2026
SUBJECT: CHALLENGE COIN RECOGNITION

PUBLIC ACTIVITIES AGENDA

BACKGROUND:

The North County Fire Protection District recognizes individuals who exemplify outstanding character, leadership, and a commitment to serving others. Through acts of generosity, selflessness, and community service, these individuals make a meaningful difference in the lives of others and strengthen the communities we serve.

The District recognizes that protecting and serving our communities is a shared responsibility. Strong community partnerships are built through individuals who step forward to help without expectation of recognition or reward. These acts of service reflect compassion, integrity, and dedication that define the fire service and reinforce the importance of supporting those who protect our communities.

Coach Dave Trujillo, owner and head coach of House of Pain Boxing Club in Temecula, California, exemplifies these values through his dedication to youth development, community mentorship, and support of first responders. His willingness to share his time, expertise, and resources to support the physical and mental well-being of firefighters demonstrates the profound impact a committed community partner can have.

SUMMARY:

Coach Dave Trujillo, owner and head coach of House of Pain Boxing Club in Temecula, California, is being recognized with the North County Fire Protection District Community Challenge Coin for his exceptional generosity, commitment to first responder wellness, and dedication to serving his community.

In 2026, North County Fire Protection District Firefighter/Paramedic Jorge Gonzalez committed to participating in the Battle for Mental Health charity boxing event, held October 9, 2026, at the Rose Bowl in Pasadena, California. The event aimed to raise awareness of mental health challenges among firefighters and other first responders, reduce stigma, and encourage open conversations about mental health.

With no prior competitive boxing experience, Gonzalez sought a local boxing gym to help him prepare for the event. After contacting several facilities, he connected with Coach

Trujillo, who immediately recognized the importance of the cause and generously offered to sponsor Gonzalez's entire training camp at no cost.

Over the following months, Coach Trujillo and his coaching staff dedicated considerable time, expertise, and resources to preparing Gonzalez for his first competitive boxing match. Their support included professional instruction, physical conditioning, technical development, sparring preparation, and ongoing mentorship. Coach Trujillo provided the guidance and attention necessary to prepare Gonzalez to enter the ring with confidence.

On October 9, 2026, Gonzalez successfully competed in and won his match. While the victory marked a significant personal achievement, his participation served a greater purpose: bringing attention to first responder mental health and highlighting the importance of resilience, support, and community involvement. Coach Trujillo's generosity and commitment played an instrumental role in making this opportunity possible.

Coach Trujillo's support of the fire service extends beyond this event. He has welcomed first responders into his facility, providing opportunities to participate in boxing, physical fitness, and activities that foster camaraderie, stress management, and overall wellness. His actions demonstrate an understanding that the demands of public safety extend beyond the physical challenges of the job and that positive community connections can contribute to the well-being of those who serve.

In addition to supporting first responders, Coach Trujillo is committed to youth development and mentorship. Through House of Pain Boxing Club, he provides young athletes with guidance, structure, and encouragement while emphasizing discipline, respect, accountability, perseverance, and personal responsibility. His influence extends beyond boxing, helping young people build confidence, develop character, and cultivate skills that benefit them throughout their lives.

Throughout these efforts, Coach Trujillo has given freely of his time, facility, knowledge, and resources without compensation or expectation of recognition. His actions reflect a genuine desire to help others, strengthen his community, and support those who dedicate their lives to protecting others.

Through his generosity, leadership, and commitment to the well-being of others, Coach Dave Trujillo exemplifies the values of service, compassion, integrity, and selflessness upheld by the North County Fire Protection District. The presentation of the District's Community Challenge Coin recognizes his meaningful contributions to first responder wellness, youth mentorship, and the strong community partnerships that help make our communities safer and stronger.



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NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS
FROM: FINANCE MANAGER ROCHA AND CHIEF McREYNOLDS
DATE: OCTOBER 27, 2026
SUBJECT: FY2026-27 1ST QUARTER FINANCIAL REPORT

SUMMARY: It is considered a best practice to review the annual budget on an ongoing basis to ensure the integrity of all North County Fire Protection District operations. The fiscal year 2026-2027 final budget was adopted by the Board on September 22, 2026, and quarterly reports have been a part of the Board Packet as part of a continual budget review practice to enhance transparency.

Quarterly reports include Year-over-Year comparisons as they are an effective way to evaluate the financial performance of the District.

Although revenue collection is only at 8%, this is typical for this time of year. Because the District's main source of revenue comes from Property Taxes and these are not distributed in similar monthly amounts, monthly reports tend to show big swings in revenues received. The District can expect to receive the first large property tax payment in December 2026.

On the expenditure side, expenses are on track at 23% for the year.

The FY2026-2027 First Quarter Financial Report also includes a chart with 6 years of Property Tax History. Property Tax Revenues have increased 35% over the last 6 fiscal years. Also included is the Property Tax Newsletter provided by HDL Companies at the District's annual Property Tax meeting.

North County Fire Protection District
Statement of Revenues and Expenses
FY2026-2027 Quarter Ending September 30, 2026

	FY26 Final Budget	Year to Date - 1 year comparison (Thru 9/30/2025)	FY27 Final Budget	Year to Date Actual (Thru 9/30/2026)	% of Budget Rcvd/Used	% of Budget Remaining
REVENUE						
Property Taxes	\$ 22,385,465	\$ 556,866	\$ 23,427,549	\$ 543,158	2%	98%
Mitigation Fees - CFD	\$ 500,000	-	\$ 350,000	\$ -	0%	100%
Ambulance Revenue	\$ 4,300,000	\$ 1,217,996	\$ 4,413,000	\$ 1,136,750	26%	74%
Fire Prevention Fees	\$ 171,000	\$ 31,705	\$ 201,000	\$ 51,332	26%	74%
OES Reimbursement	\$ 887,500	-	\$ 1,037,500	\$ 56,743	100%	0%
Lease Income	\$ 5,500	-	\$ 24,220	\$ -	100%	0%
GEMT - State Supplement	\$ -	-	\$ -	\$ -	100%	0%
Grant Revenue	\$ 445,000	-	\$ -	\$ 34,153	100%	0%
Other Revenues	\$ 1,492,023	-	\$ 200,000	\$ 15,198	8%	92%
Sale of Real Property	\$ 2,064,000	-	\$ -	\$ -	0%	100%
Interest Income	\$ 400,000	\$ 16,912	\$ 470,000	\$ 49,371	11%	89%
TOTAL REVENUE	\$ 32,650,488	\$ 1,823,480	\$ 30,123,269	\$ 1,886,706	6%	94%
EXPENSE						
Salaries and Benefits						
Salaries	\$ 8,686,500	\$ 1,897,048	\$ 8,740,100	\$ 1,786,677	20%	80%
Overtime	\$ 1,825,100	\$ 458,315	\$ 1,888,100	\$ 438,136	23%	77%
OES Overtime	\$ 750,000	\$ 498,514	\$ 750,000	\$ 561,913	75%	25%
Single Role Salaries	\$ 1,176,600	\$ 237,167	\$ 1,188,700	\$ 231,952	20%	80%
Single Role Overtime	\$ 764,800	\$ 232,751	\$ 771,500	\$ 193,332	25%	75%
FLSA	\$ 170,700	\$ 38,904	\$ 171,300	\$ 37,300	22%	78%
Holiday Pay	\$ 310,200	\$ 70,532	\$ 311,300	\$ 67,625	22%	78%
Worker's Compensation	\$ -	\$ 13,679	\$ -	\$ 55,988	100%	0%
Longevity	\$ 140,100	\$ 22,936	\$ 148,800	\$ 23,242	16%	84%
Education	\$ 170,500	\$ 45,177	\$ 161,700	\$ 45,526	28%	72%
Bilingual	\$ 52,000	\$ 12,000	\$ 46,800	\$ 15,600	33%	67%
Annual Leave Payout	\$ 170,400	\$ 9,696	\$ 310,400	\$ 3,777	1%	99%
Sick Leave Payout	\$ 175,500	-	\$ 275,400	\$ -	0%	100%
Payroll Taxes	\$ 192,300	\$ 50,466	\$ 197,200	\$ 50,047	25%	75%
PERS Classic Safety	\$ 1,526,100	\$ 330,446	\$ 1,457,900	\$ 306,811	21%	79%
PERS PEPRSA Safety	\$ 376,400	\$ 95,063	\$ 417,300	\$ 105,648	25%	75%
PERS Classic Non-Safety	\$ 76,900	\$ 17,674	\$ 80,400	\$ 12,718	16%	84%
PERS PEPRSA Non-Safety	\$ 164,300	\$ 39,406	\$ 165,700	\$ 42,118	25%	75%
Classic UAL	\$ 1,424,900	-	\$ 1,817,000	\$ -	0%	100%
PEPRA UAL	\$ 34,000	-	\$ 46,590	\$ -	0%	100%
Workers' Comp Insurance	\$ 764,900	\$ 210,444	\$ 979,000	\$ 408,177	42%	58%
Pension Obligation Fund Int	\$ 1,218,620	\$ 1,100	\$ 1,192,600	\$ -	0%	100%
Uniforms	\$ 100,400	\$ 11,252	\$ 96,200	\$ 3,399	4%	96%
Health Insurance	\$ 1,830,800	\$ 410,520	\$ 2,002,400	\$ 450,996	23%	77%
Total Salaries & Benefits	\$ 22,102,020	\$ 4,703,091	\$ 23,216,390	\$ 4,840,982	21%	79%

North County Fire Protection District
Statement of Revenues and Expenses
FY2026-2027 Quarter Ending September 30, 2026

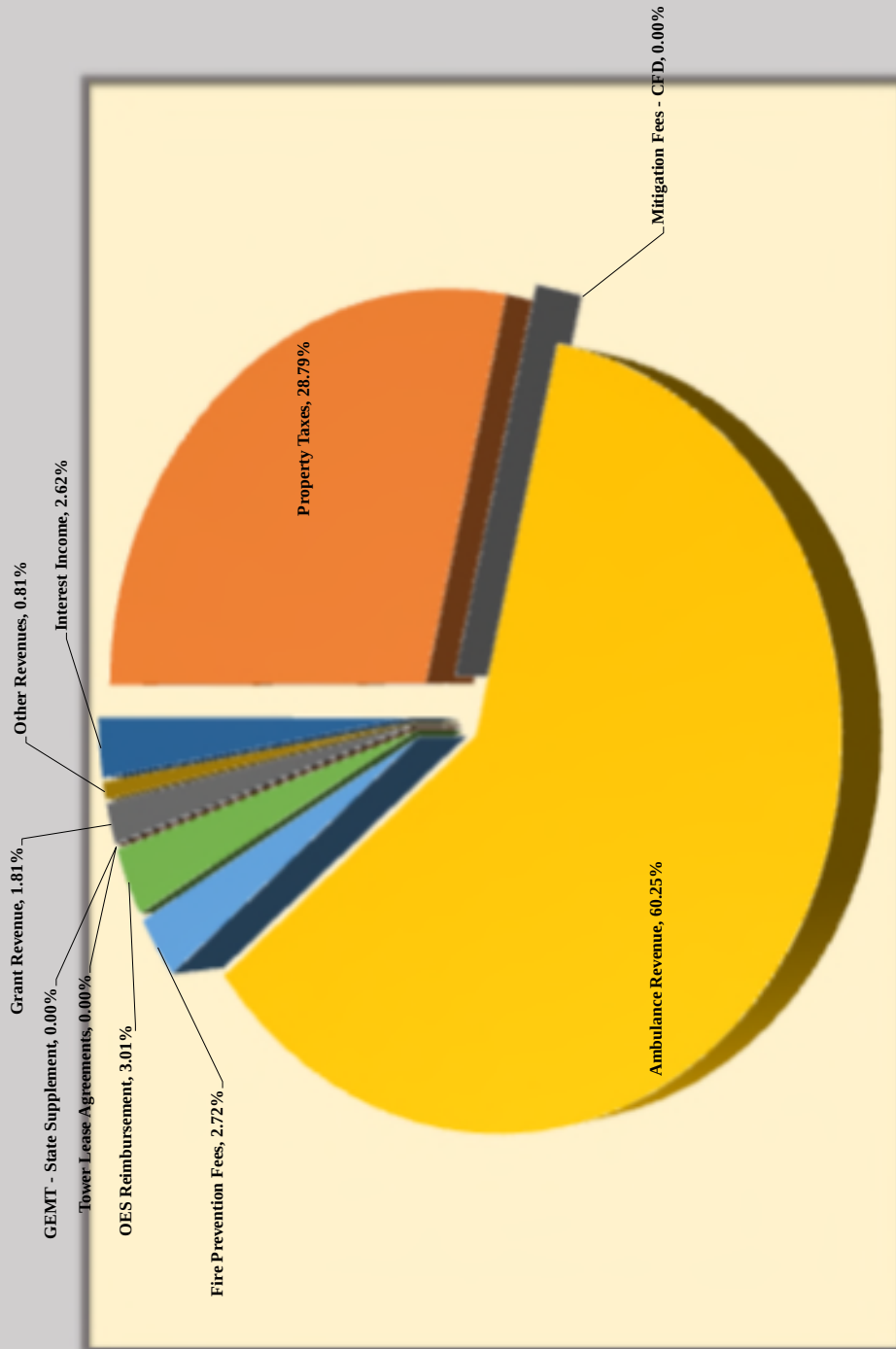
	Year to Date - 1 year comparison (Thru 9/30/2025)		FY27 Final Budget	Year to Date Actual (Thru 9/30/2026)	% of Budget Rcvd/Used	% of Budget Remaining
	FY26 Final Budget					
Operations Expenses						
Dispatch Services	\$ 491,500	\$ 199,664	\$ 555,400	\$ 219,483	40%	60%
PPGEMT	\$ 400,000	\$ 147,770	\$ 672,000	\$ 166,333	25%	75%
Structures & Grounds	\$ 350,000	\$ 61,141	\$ 240,000	\$ 60,499	25%	75%
Fuel	\$ 300,000	\$ 52,260	\$ 300,000	\$ 73,808	25%	75%
Medical Supplies	\$ 201,200	\$ 2,606	\$ 201,200	\$ 35,795	18%	82%
Materials & Equipment	\$ 230,700	\$ 33,599	\$ 230,700	\$ 63,585	28%	72%
Liability Insurance	\$ 350,000	\$ 351,488	\$ 350,000	\$ 375,110	107%	-7%
Ambulance Billing	\$ 200,000	\$ -	\$ 200,000	\$ 14,690	7%	93%
Repairs & Maintenance	\$ 138,200	\$ 34,350	\$ 154,700	\$ 16,909	11%	89%
Firefighting Equipment	\$ 87,900	\$ 31,985	\$ 87,900	\$ 17,699	20%	80%
Safety Equipment & PPE	\$ 112,200	\$ 2,404	\$ 112,200	\$ 8,233	7%	93%
Telephone & Cable	\$ 75,800	\$ 20,168	\$ 104,500	\$ 19,620	19%	81%
Gas & Electric	\$ 84,500	\$ 17,557	\$ 84,500	\$ 6,542	8%	92%
Defib Maintenance	\$ 42,200	\$ -	\$ 42,200	\$ 15,384	36%	64%
Kitchen & Janitorial Supplies	\$ 32,000	\$ 416	\$ 32,000	\$ 586	2%	98%
Weed Abatement Expenses	\$ 10,000	\$ -	\$ 15,000	\$ -	0%	100%
Water	\$ 25,900	\$ 9,410	\$ 25,900	\$ 24,261	94%	6%
SHSP Grant Funds	\$ 16,700	\$ -	\$ 16,700	\$ -	0%	100%
Public Education Material	\$ 23,700	\$ -	\$ 23,700	\$ 3,050	13%	87%
Maintenance - MDC & AVL	\$ 15,000	\$ -	\$ -	\$ -	0%	100%
Medical & Pre-Emp Exams	\$ 15,000	\$ 3,111	\$ 15,000	\$ 760	0%	100%
SCBA Equipment	\$ 12,000	\$ -	\$ 12,000	\$ -	0%	100%
Small Tools & Minor Equip	\$ 42,400	\$ -	\$ 42,400	\$ 3,069	7%	93%
Fleet Maintenance Software	\$ 12,300	\$ -	\$ 12,300	\$ 6,840	56%	44%
Trash	\$ 12,300	\$ 3,472	\$ 12,300	\$ 3,946	32%	68%
Sewer	\$ 5,500	\$ -	\$ 5,500	\$ -	0%	100%
Hazmat Disposal & Permits	\$ 10,900	\$ 537	\$ 10,900	\$ -	0%	100%
EMS Equipment	\$ 9,900	\$ -	\$ 9,900	\$ 2,114	21%	79%
Medical Licensing & CERT	\$ 26,300	\$ 1,500	\$ 26,300	\$ 1,475	6%	94%
Emer Incident Meals & Misc.	\$ 5,000	\$ -	\$ 19,000	\$ 750	4%	96%
Trauma Intervention Program	\$ 8,000	\$ 7,800	\$ 8,000	\$ -	0%	100%
CERT Program	\$ 5,000	\$ 4,243	\$ 5,000	\$ 4,456	89%	11%
Debt Service - Facilities	\$ 284,497	\$ 118,149	\$ 285,210	\$ 117,538	41%	59%
Debt Service - Equipment	\$ 184,436	\$ 184,436	\$ 184,436	\$ 184,436	100%	0%
Capital Reserve Funding	\$ -	\$ -	\$ -	\$ -	0%	100%
Capital Reserve Funding - Facilities	\$ -	\$ -	\$ -	\$ -	0%	100%
Contingency	\$ 200,000	\$ -	\$ -	\$ -	0%	100%
Capital - Undesignated Reserve	\$ -	\$ -	\$ -	\$ -	0%	100%
Total Operations Expenses	\$ 4,021,033	\$ 1,289,950	\$ 4,096,846	\$ 1,447,481	35%	65%

North County Fire Protection District
Statement of Revenues and Expenses
FY2026-2027 Quarter Ending September 30, 2026

	FY26 Final Budget	Year to Date - 1 year comparison (Thru 9/30/2025)	FY27 Final Budget	Year to Date Actual (Thru 9/30/2026)	% of Budget Rcvd/Used	% of Budget Remaining
General & Administration Expenses						
County Admin Costs	\$ 55,000	\$ -	\$ 55,000	\$ -	0%	100%
Computer Materials & Service	\$ 167,800	\$ 22,669	\$ 177,800	\$ 59,976	34%	66%
Professional Services	\$ 350,000	\$ 52,998	\$ 261,000	\$ 48,869	19%	81%
Legal Services	\$ 195,000	\$ 25,812	\$ 195,000	\$ 39,924	20%	80%
Professional Development	\$ 66,900	\$ 3,725	\$ 66,900	\$ 8,452	13%	87%
Formal Education	\$ 75,000	\$ 21,009	\$ 75,000	\$ 17,241	23%	77%
Physicals & Wellness Program	\$ 100,000	\$ 4,133	\$ 100,000	\$ 1,077	1%	99%
Memberships & Subscriptions	\$ 56,300	\$ 30,592	\$ 50,400	\$ 23,168	46%	54%
Employee Assistance Program	\$ 75,000	\$ 6,191	\$ 40,000	\$ 2,460	6%	94%
Meetings & Travel	\$ 78,600	\$ -	\$ 78,600	\$ 4,104	5%	95%
Training Materials	\$ 20,000	\$ 1,058	\$ 20,000	\$ 3,302	17%	83%
Labor Negotiations	\$ -	\$ -	\$ -	\$ -	0%	100%
Office Expense	\$ 8,500	\$ 45,428	\$ 11,500	\$ 1,873	16%	84%
Employee Recognition Program	\$ 66,700	\$ 450	\$ 37,500	\$ -	0%	100%
LAFCO Assessment Fee	\$ 12,000	\$ 11,482	\$ 12,000	\$ 15,259	127%	-27%
Admin Fees	\$ 5,000	\$ 90	\$ 5,000	\$ 90	2%	98%
Rents & Lease Equipment	\$ 10,000	\$ 2,530	\$ 12,000	\$ 2,518	21%	79%
Advertising & Legal Notices	\$ 1,500	\$ -	\$ 1,000	\$ 490	49%	51%
Board Members Fees	\$ 18,900	\$ 1,995	\$ 26,500	\$ 4,079	15%	85%
Personnel Recruitment	\$ 25,000	\$ 7,500	\$ 25,000	\$ 68	0%	100%
Community Relations	\$ 6,900	\$ 3,226	\$ 5,000	\$ 764	15%	85%
Board Election	\$ -	\$ -	\$ 60,000	\$ -	0%	100%
Total Operations & Admin Expenses	\$ 1,394,100	\$ 240,887	\$ 1,315,200	\$ 233,714	18%	82%
TOTAL EXPENSE FROM OPERATIONS	\$ 27,517,153	\$ 6,233,928	\$ 28,628,436	\$ 6,522,177	23%	77%
NET REVENUE / (EXPENSE) BEFORE CAPITAL	\$ 5,133,335	\$ (4,410,448)	\$ 1,494,833	\$ (4,635,472)		
Capital						
Capital - Facilities	\$ 15,548,750	\$ 847,075	\$ 14,900,000	\$ 31,375	0%	100%
Capital - Apparatus	\$ 260,000	\$ 404,312	\$ 325,000	\$ 12,164	4%	96%
Capital - Equipment	\$ 830,690	\$ -	\$ 65,000	\$ 68,093	105%	-5%
Capital - Vehicle	\$ 100,000	\$ 22,040	\$ -	\$ 9,152	0%	100%
Total Capital	\$ 16,739,440	\$ 1,273,427	\$ 15,290,000	\$ 120,784	1%	99%
NET REVENUE / (EXPENSE)	\$ (11,606,105)	\$ (5,683,875)	\$ (13,795,167)	\$ (4,756,256)	\$ (0)	

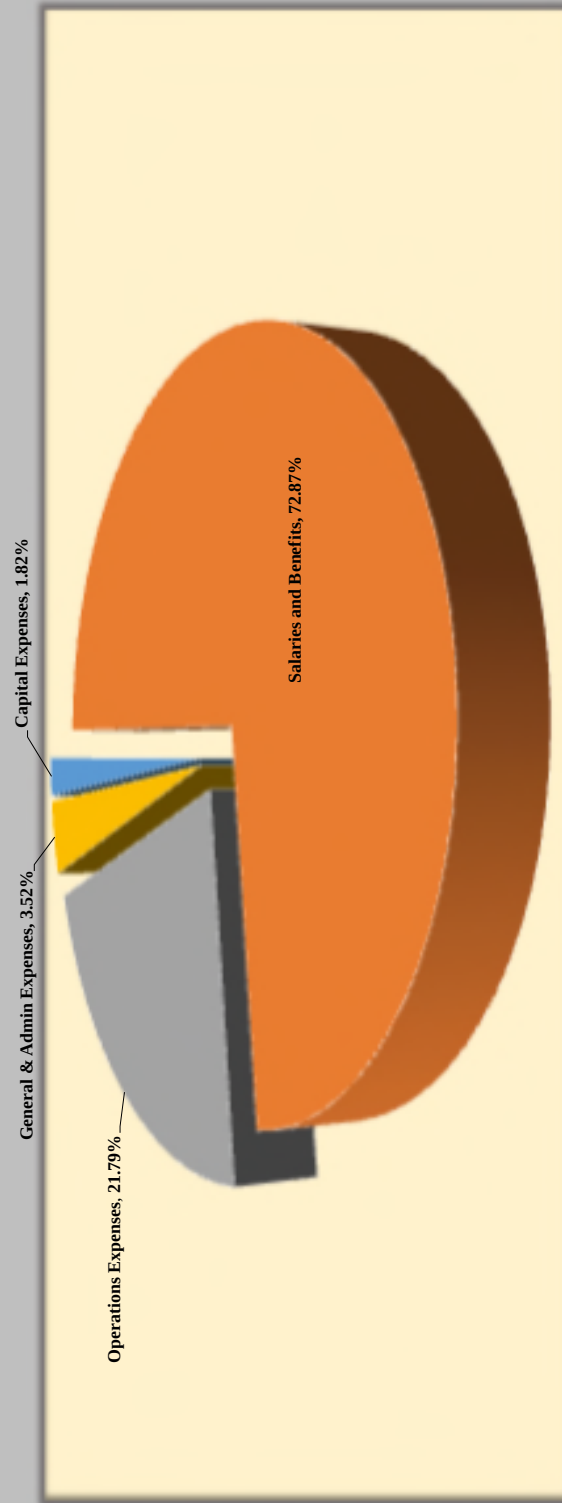
North County Fire Protection District
FY2026-2027 Quarter Ending September 30, 2026

REVENUES BY CATEGORY



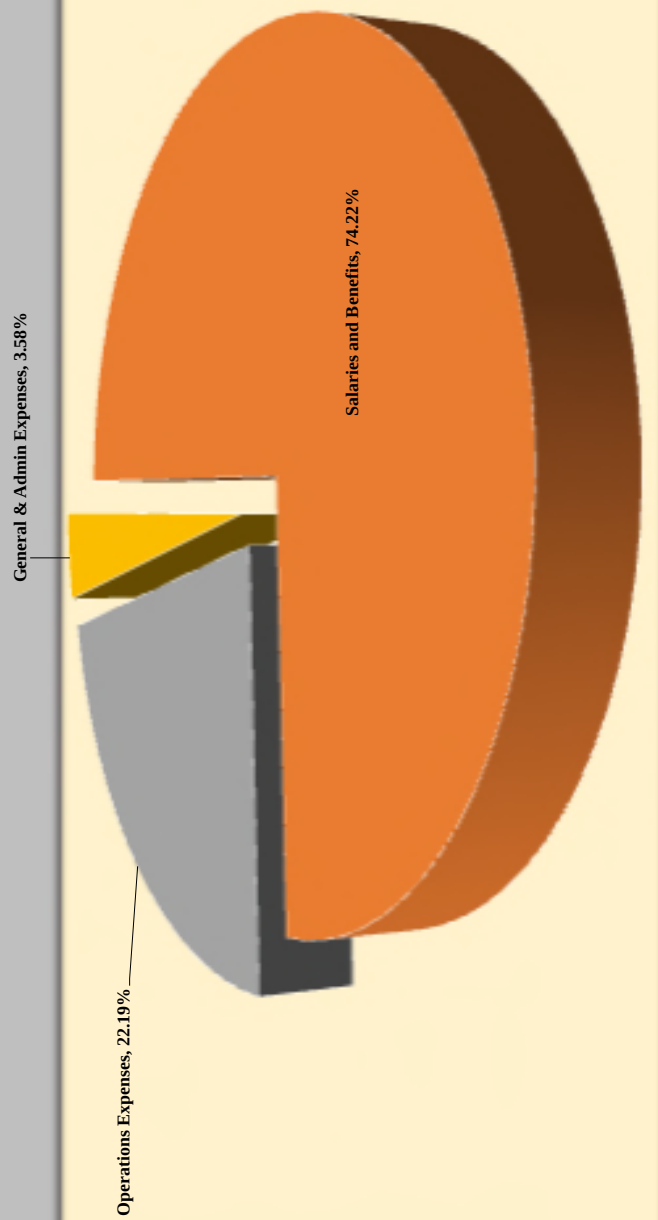
*Revenues displayed by category as a percentage of Total District Revenues

EXPENDITURES BY SPEND CATEGORY (Includes Capital Expenses)



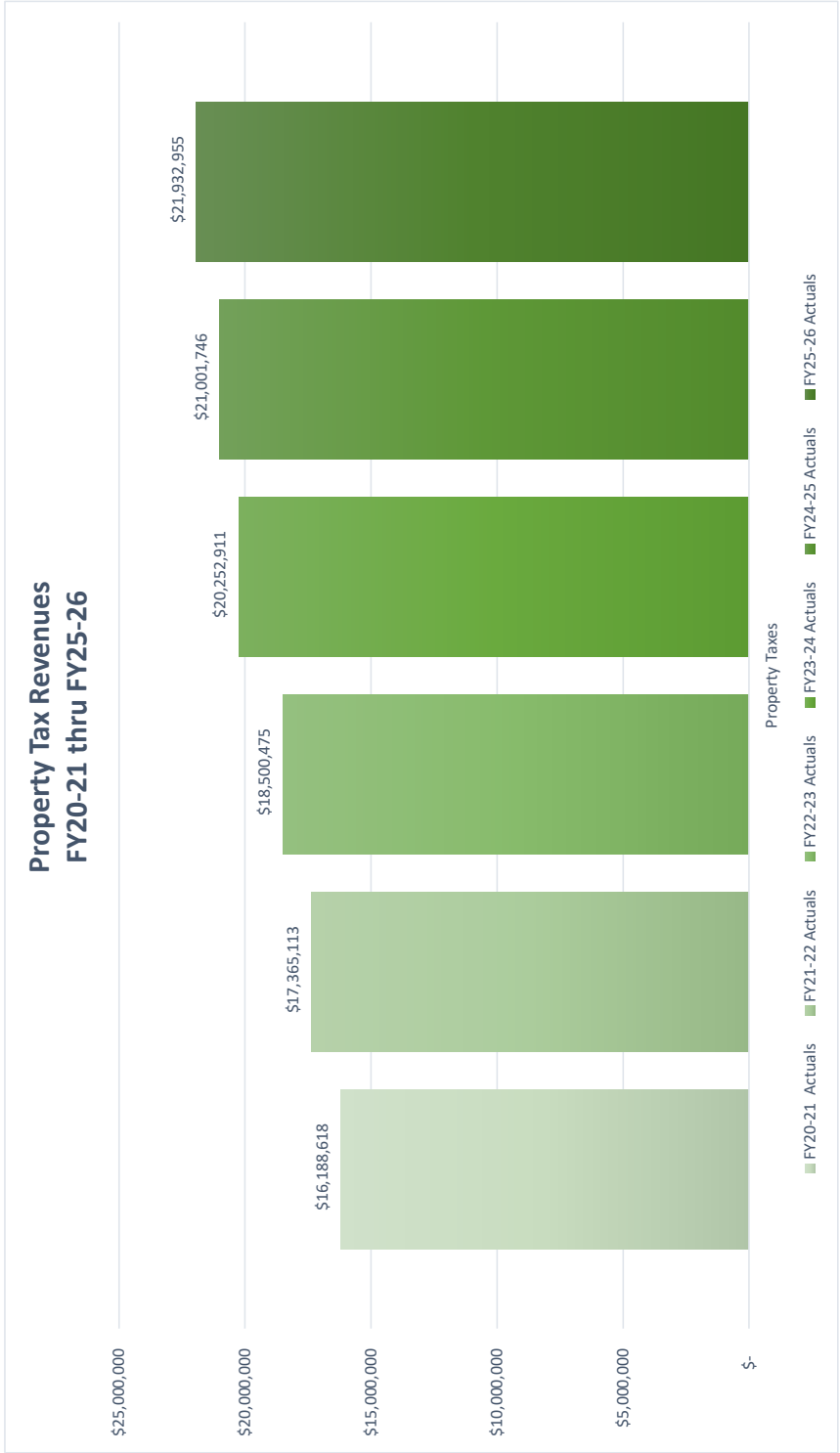
*Expenses displayed by category as a percentage of total District Expenditures

EXPENDITURES BY SPEND CATEGORY (Excludes one time use of Capital Funds)



NORTH COUNTY FIRE PROTECTION DISTRICT Tax Apportionments FY26-27									
DATE	APP #	GROSS	REFUNDS & ADJUSTMENTS	COUNTY ADMIN COSTS	FY26-27 NET RECEIVED	FY26-27 RUNNING TOTAL	FY25-26 NET RECEIVED	FY25-26 RUNNING TOTAL	
8/11/2026	1	\$ 379,528.62	\$ (6,961.06)	\$ (1,684.35)	\$ 370,883.21	\$	\$ 298,886.65	\$ 298,886.65	
9/9/2026	2	\$ 168,509.81	\$ (1,251.60)	\$ (1,648.09)	\$ 165,610.12	\$	\$ 251,647.39	\$ 550,534.04	
10/5/2026	3				\$ -	\$	\$ 167,832.70	\$ 718,366.74	
11/18/2025	4				\$ -	\$	\$ 2,107,581.10	\$ 2,825,947.84	
12/15/2025	5				\$ -	\$	\$ 6,376,705.21	\$ 9,202,653.05	
1/20/2026	6				\$ -	\$	\$ 3,033,856.32	\$ 12,236,509.37	
2/23/2026	7				\$ -	\$	\$ 650,643.03	\$ 12,887,152.40	
3/17/2026	8				\$ -	\$	\$ 365,268.95	\$ 13,252,421.35	
4/21/2026	9				\$ -	\$	\$ 7,265,367.27	\$ 20,517,788.62	
5/12/2026	10				\$ -	\$	\$ 683,554.18	\$ 21,201,342.80	
6/23/2026	11				\$ -	\$	\$ 674,859.38	\$ 21,876,202.18	
7/21/2026	12				\$ -	\$	\$ 56,753.13	\$ 21,932,955.31	
TOTAL YTD		\$ 548,038.43	\$ (8,212.66)	\$ (3,332.44)	\$ 536,493.33	\$ 536,493.33	\$ 21,932,955.31	\$ 21,932,955.31	
Percentage increase/(decrease)									-2.55%

North County Fire Protection District
Property Tax History



NORTH COUNTY FIRE DISTRICT

PROPERTY TAX NEWSLETTER

TAX YEAR 2026/27



TAXABLE ASSESSED VALUE
\$12.5 BILLION

+4.7%
NORTH COUNTY FIRE DISTR

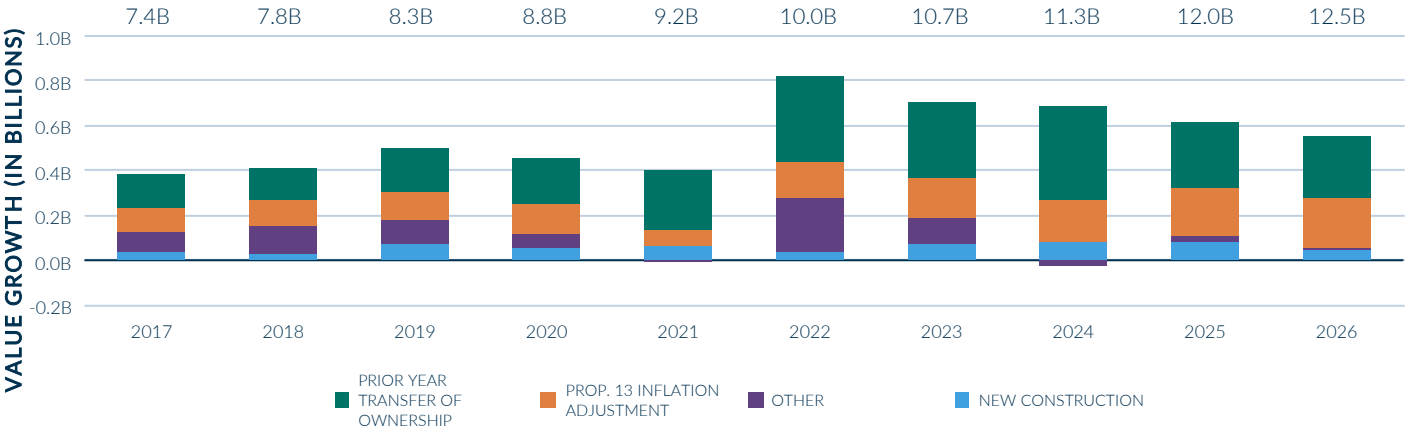


4.8%
COUNTY



HISTORY OF VALUE CHANGES BY CAUSE

INCLUDING TOTAL ASSESSED VALUE



The Other change category may include effects of assessment appeals, multi parcel sales, and changes to secured exemptions, personal property, or utility-owned property values



PROPERTY HIGHLIGHTS

The largest value increases between tax years were caused by changes to ownership and recent construction. The largest increase occurred on a vacant parcel recently sold to KL LB Propco IV-C (Lilac Road, Bonsall). The parcel changed ownership, triggering a reassessment and a \$32.6 million increase in value. Similarly, recent development plans on two parcels owned by Phase 3 At The Havens LLC (Rue De Fleurus and Rue Margaux, Bonsall) triggered reassessments and \$19.3 million increase in value.

Exemption changes and Proposition 19 base transfers were the reasons for the largest value declines between tax years. A commercial senior living facility parcel owned by 1735 South Mission LP recently received *(continued on next page)*

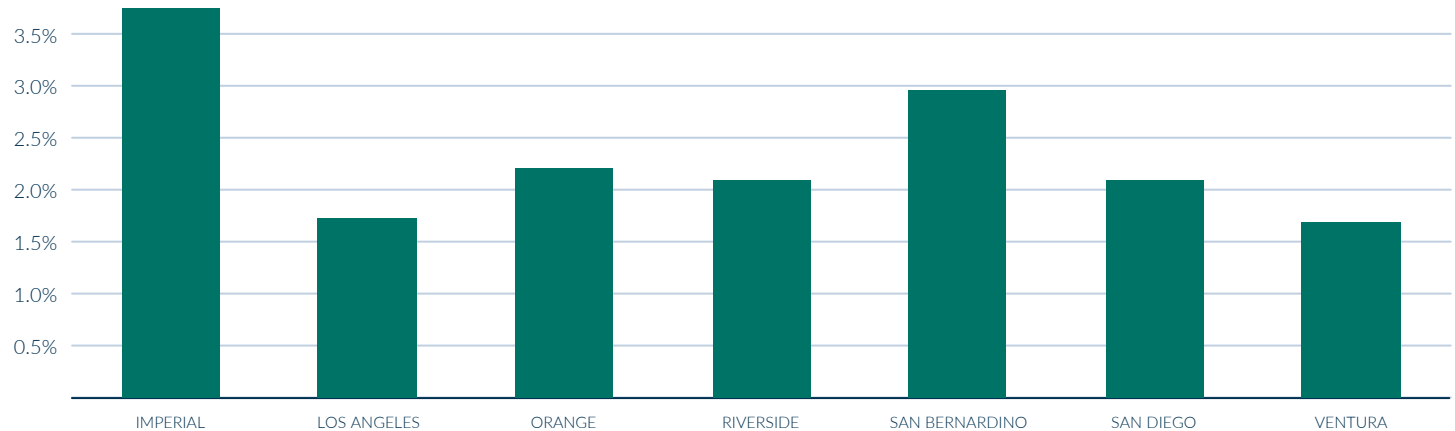


TOP 10 OWNERS

WITH PRIMARY USE CATEGORY, TOTAL VALUE AND % OF ALL VALUE

1	KL LB PROPCO IV-C LLC	VACANT	\$53.0 MILLION	0.42%
2	NEIGHBORHOODS VERDEAUX AT THE HAVENS	VACANT	\$51.0 MILLION	0.41%
3	VISTA FORTUNA LLC	COMMERCIAL	\$26.5 MILLION	0.21%
4	ALBERTSONS LLC	COMMERCIAL	\$25.0 MILLION	0.20%
5	AMERICARE HEALTH AND RETIREMENT LLC	COMMERCIAL	\$22.2 MILLION	0.18%
6	MOODY CREEK FARMS LLC	RESIDENTIAL	\$21.5 MILLION	0.17%
7	REC PROPERTIES LLC	RESIDENTIAL	\$21.3 MILLION	0.17%
8	SHERYL A HAILEY	RESIDENTIAL	\$20.3 MILLION	0.16%
9	COUNTRY VIEWS APARTMENTS LLC	RESIDENTIAL	\$16.9 MILLION	0.13%
10	AXELGAARD MANUFACTURING COMPANY LIMITED	INDUSTRIAL	\$16.1 MILLION	0.13%
TOP 10 TOTAL			\$274 MILLION	2.19 %

ESTIMATED VALUE GROWTH FROM SALE TRANSFERS AS A PERCENTAGE OF TAXABLE VALUE BY COUNTY



PROPERTY HIGHLIGHTS

(continued from previous page)

an exemption that removed \$33.1 million in value from the tax roll. A single-family residential parcel owned by Bose Road Ministries received an exemption that removed \$2.1 million from the roll. Four single-family residential parcels that had been purchased by taxpayers over 55 years old in recent years received reductions in value due to base transfers allowed under Proposition 19. The decline in value for these parcels was \$4.6 million.



PROPERTY TAX FACTS

- In 2026, 21,991 City parcels were taxable.

DETACHED SINGLE-FAMILY HOMES
MEDIAN SALE PRICE HISTORY

YEAR	SALES	MEDIAN PRICE	CHG %
2017	908	\$535,000	7.2%
2018	898	\$573,000	7.1%
2019	992	\$577,500	0.8%
2020	1,191	\$629,000	8.9%
2021	1,105	\$725,000	15.3%
2022	822	\$789,000	8.8%
2023	555	\$850,000	7.7%
2024	541	\$875,000	2.9%
2025	562	\$898,250	2.7%
2026*	334	\$941,500	4.8%

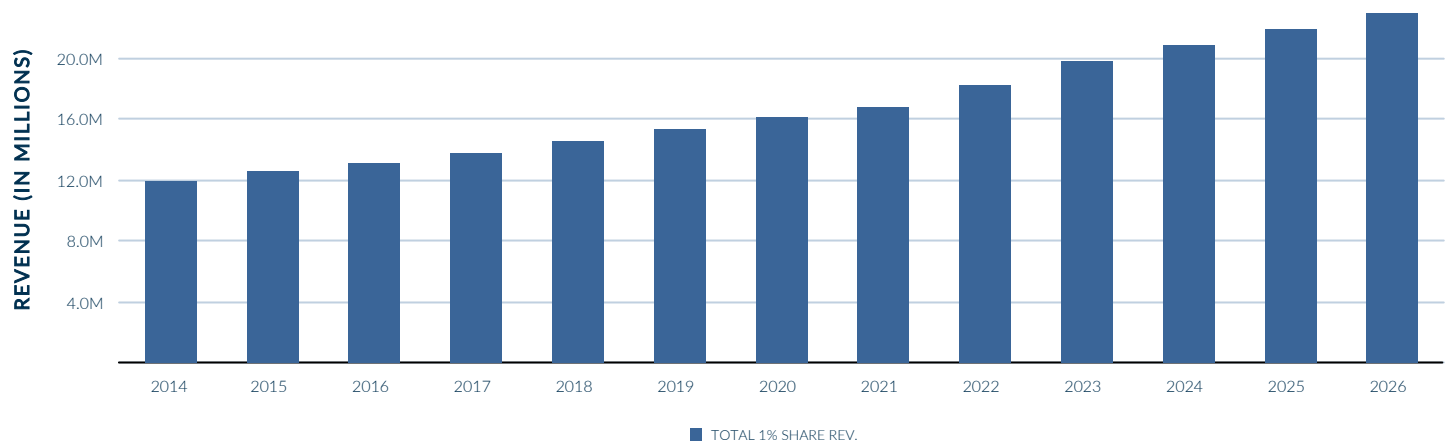
* Year-to-Date (through July 2026)



REAL ESTATE TRENDS

Through July, 34 of the 53 counties tracked by the California Association of Realtors (CAR) saw median price gains relative to 2025. Three of the five major regions had year-over-year gains in median home prices but these gains were modest with the largest being 2.7% in Southern California. All five regions experienced median price declines relative to June. The number of sales in July dropped 6% from June but was up 1.1% from last July. Statewide median home prices weakened in July, dropping from \$904,640 in June to \$887,680 in July. This is partly due to a shift in sales to a larger number of lower priced homes that causes the median price to go down. The median sale price of North County Fire District detached single-family homes from January through July 2026 was \$941,500, an increase of \$43,250 (4.8%) from 2025's median price.

ASSESSED VALUE-BASED REVENUE HISTORY BY COMPONENT



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NORTH COUNTY FIRE PROTECTION DISTRICT

Warrant Register

September 1, 2026 - September 30, 2026

<u>Date</u>	<u>Vendor</u>	<u>Check #</u>	<u>Amount</u>
9/1/2026	NAVIA BENEFIT SO FLEXIBLE B NFP	EFT	1,713.16
9/2/2026	FOWLER PLUMBING	69763	10,750.00
9/2/2026	INTERSTATE BATTERY OF SD	69764	2,276.66
9/2/2026	JIM'S SIGN SHOP	69765	70.04
9/2/2026	KIMBALL MIDWEST	69766	126.06
9/2/2026	PARKHOUSE TIRE INC.	69767	1,081.91
9/2/2026	Reeder Media	69768	400.00
9/2/2026	RIDEOUT ELECTRIC	69769	653.75
9/2/2026	ULINE	69770	356.36
9/3/2026	XEROX CORP. XEROX INVC 2926594	EFT	357.74
9/3/2026	PITNEY BOWES PAYMENT 800090900066537	EFT	109.99
9/3/2026	DAVID AGUIRRE	69771	2,550.00
9/4/2026	FALLBROOK FIREFIGHTERS' ASSN	67038	480.00
9/4/2026	LINCOLN NATIONAL	67039	4,427.95
9/4/2026	FALLBROOK FIREFIGHTERS' ASSN	EFT	6,092.30
9/4/2026	IRS	EFT	99,179.46
9/4/2026	Nationwide 457 + Roth	EFT	8,494.89
9/4/2026	PERS 457 + Roth	EFT	14,074.48
9/4/2026	State Withholding	EFT	36,127.21
9/4/2026	Trust	EFT	11,847.42
9/4/2026	Payroll - Direct Deposit	EFT	396,331.04
9/8/2026	ATT PAYMENT XXXXX3002EPAYY	EFT	2,755.98
9/8/2026	Employer Contribution, Classic, 778, CalPERS	EFT	68,541.87
9/8/2026	Health PA Billing - PERS	EFT	152,626.67
9/9/2026	LINDE GAS & EQUI ACH F76566D8C9E1475	EFT	991.33
9/9/2026	FPUD FPUD 85278805	EFT	840.63
9/9/2026	NAVIA BENEFIT SO FLEXIBLE B NFP	EFT	745.06
9/9/2026	FALLBROOK WASTE 7607286114 12520846479	EFT	428.94
9/9/2026	FALLBROOK WASTE 7607286114 12521230688	EFT	292.83
9/9/2026	FALLBROOK WASTE 7607286114 12521230612	EFT	253.97
9/9/2026	NAVIA BENEFIT SO FLEXIBLE B NFP	EFT	252.15
9/9/2026	FALLBROOK WASTE 7607286114 12520846445	EFT	88.90
9/9/2026	FALLBROOK WASTE 7607286114 12520846471	EFT	88.90
9/9/2026	RAINBOW WATER WD WEBPAYMENT	EFT	73.61
9/9/2026	FPUD FPUD 85278312	EFT	53.05
9/9/2026	FALLBROOK WASTE 7607286114 12520846458	EFT	34.00
9/10/2026	STAN BOYETT & SO PAYMENT 35229	EFT	7,502.50
9/10/2026	NAVIA BENEFIT SO FLEXIBLE B NFP	EFT	10.00
9/10/2026	AUTO ZONE	69772	1,470.49
9/10/2026	CAL PACIFIC TRUCK CENTER LLC	69773	1,348.98
9/10/2026	FALLBROOK OIL COMPANY	69774	7,774.76
9/10/2026	KEN GRODY FORD CARLSBAD	69775	162.27
9/10/2026	LIFE-ASSIST INC	69776	7,651.32
9/10/2026	NAPA AUTO PARTS	69777	371.09
9/10/2026	NATIONWIDE MEDICAL/SURGICAL	69778	745.75
9/10/2026	O'Reilly Auto Parts	69779	789.89

October 27, 2026 - Regular Board Meeting

23

<u>Date</u>	<u>Vendor</u>	<u>Check #</u>	<u>Amount</u>
9/10/2026	PACIFIC OFFICE AUTOMATION	69780	16.66
9/10/2026	PARKHOUSE TIRE INC.	69781	1,634.52
9/10/2026	PROPANE WEST COAST	69782	179.26
9/10/2026	PTW Insurance Services	69783	2,337.00
9/10/2026	STRYKER MEDICAL	69784	15,384.26
9/11/2026	SD GAS & ELEC PAID SDGER 210001887151	EFT	2,292.36
9/11/2026	SD GAS & ELEC PAID SDGER 002882398390	EFT	1,997.71
9/11/2026	SD GAS & ELEC PAID SDGER 210001843639	EFT	561.88
9/11/2026	SD GAS & ELEC PAID SDGER 003344677080	EFT	200.81
9/11/2026	SD GAS & ELEC PAID SDGER 001812786183	EFT	177.14
9/11/2026	SD GAS & ELEC PAID SDGER 007823386122	EFT	28.41
9/11/2026	SD GAS & ELEC PAID SDGER 001812761533	EFT	21.01
9/11/2026	NAVIA BENEFIT SO FLEXIBLE B NFP	EFT	15.00
9/14/2026	SD GAS & ELEC PAID SDGER 004056447980	EFT	1,080.10
9/14/2026	COX COMM SAN PURCHASE j92Ve5GtCV6Qb7h	EFT	200.16
9/14/2026	SD GAS & ELEC PAID SDGER 007434521657	EFT	27.33
9/15/2026	SD GAS & ELEC PAID SDGER 006312726986	EFT	788.15
9/15/2026	SD GAS & ELEC PAID SDGER 003344678550	EFT	733.75
9/15/2026	SD GAS & ELEC PAID SDGER 007437759322	EFT	332.36
9/15/2026	SD GAS & ELEC PAID SDGER 005187724782	EFT	226.28
9/15/2026	8476294060 ALARM BILLING SV Recur	EFT	149.97
9/15/2026	SD GAS & ELEC PAID SDGER 007437752716	EFT	31.29
9/15/2026	SD GAS & ELEC PAID SDGER 001812763733	EFT	18.57
9/15/2026	STARLINK INTERNE STARLINK I ST-COL9M5R0U3Z6	EFT	17.08
9/16/2026	RAINBOW WATER WD WEBPAYMENT	EFT	861.52
9/16/2026	RAINBOW WATER WD WEBPAYMENT	EFT	19.58
9/17/2026	2 Hot Uniforms INC.	69785	1,857.71
9/17/2026	FIRST ALARM WELLNESS	69786	2,460.00
9/17/2026	HOCH CONSULTING	69787	3,115.00
9/17/2026	INTERSTATE BATTERY OF SD	69788	342.78
9/17/2026	LEGAL SHIELD	69789	263.20
9/17/2026	LIFE-ASSIST INC	69790	6,210.90
9/17/2026	RINCON CONSULTANTS INC	69791	12,439.41
9/17/2026	SoCal PPE	69792	269.38
9/17/2026	Southwest Lift & Equipment INC.	69793	68,093.44
9/17/2026	SUNSHINE WATER SOFTENERS & MORE	69794	225.00
9/17/2026	AT&T CWO	69797	14,327.00
9/17/2026	FAILSAFE TESTING LLC	69798	1,351.54
9/17/2026	FRANCHISE TAX BOARD	69799	1,223.44
9/18/2026	SPECTRUM SPECTRUM 8688739	EFT	1,426.98
9/18/2026	FPUD FPUD 85393705	EFT	420.31
9/18/2026	SPECTRUM SPECTRUM 8689221	EFT	327.98
9/18/2026	FPUD FPUD 85393925	EFT	280.89
9/18/2026	SPECTRUM SPECTRUM 8688532	EFT	110.00
9/18/2026	FALLBROOK FIREFIGHTERS' ASSN	67040	490.00
9/18/2026	LINCOLN NATIONAL	67041	500.00
9/18/2026	FALLBROOK FIREFIGHTERS' ASSN	EFT	5,989.10
9/18/2026	IRS	EFT	96,991.35
9/18/2026	Nationwide 457 + Roth	EFT	8,550.59
9/18/2026	PERS 457 + Roth	EFT	13,434.26
9/18/2026	State Withholding	EFT	34,588.18
9/18/2026	Trust	EFT	12,023.82
9/18/2026	Payroll - Direct Deposit	EFT	405,455.03

<u>Date</u>	<u>Vendor</u>	<u>Check #</u>	<u>Amount</u>
9/21/2026	STARLINK INTERNE STARLINK I ST-D4I6I9U5R6L4	EFT	175.00
9/21/2026	SPECTRUM SPECTRUM 9724292	EFT	147.63
9/21/2026	SPECTRUM SPECTRUM 9114667	EFT	140.00
9/21/2026	Employer Contribution, Classic, 778, CalPERS	EFT	67,608.13
9/21/2026	Employer Contribution, PEPR, 25782, CalPERS	EFT	34,832.04
9/21/2026	Employer Contribution, PEPR, 27328, CalPERS	EFT	13,866.15
9/21/2026	Employer Contribution, Classic, 777, CalPERS	EFT	3,128.25
9/22/2026	NAVIA BENEFIT SO FLEXIBLE B NFP	EFT	564.89
9/22/2026	LINDE GAS & EQUI ACH AF43BF9C4741471	EFT	230.68
9/23/2026	RAINBOW WATER WD WEBPAYMENT	EFT	287.13
9/23/2026	Burke Williams & Sorensen LLP	69800	18,907.50
9/23/2026	CONCEPTS IN LANDSCAPING	69801	1,975.00
9/23/2026	COUNTY OF SAN DIEGO - RCS	69802	7,115.00
9/23/2026	CUSTOM UPHOLSTERY UNLIMITED	69803	1,025.00
9/23/2026	ESCONDIDO AUTO SUPER CENTER	69804	1,400.00
9/23/2026	FALLBROOK OIL COMPANY	69805	8,276.08
9/23/2026	Fallbrook Overhead Doors	69806	2,105.00
9/23/2026	FOWLER PLUMBING	69807	195.00
9/23/2026	FRMS	69808	9,735.05
9/23/2026	Master Flow Heating and Air Conditioning	69809	5,300.00
9/23/2026	PARADISE CHEVROLET CADILLAC	69810	935.35
9/23/2026	POSTAL ANNEX #25	69811	31.24
9/23/2026	RENEWELL FLEET SERVICES	69812	1,099.96
9/25/2026	Primo Brands ECHECKPAY 0030618029	EFT	74.08
9/28/2026	STAN BOYETT & SO PAYMENT 35229	EFT	6,116.94
9/28/2026	STARLINK INTERNE STARLINK I ST-N9J4P6Z1N9C1	EFT	55.00
9/29/2026	LINDE GAS & EQUI ACH EDE2A86EBFA24BD	EFT	594.36
9/29/2026	NAVIA BENEFIT SO FLEXIBLE B NFP	EFT	562.14
9/29/2026	Pitney Bowes DIRECT DEB PBLessing	EFT	470.95
9/29/2026	LINDE GAS & EQUI ACH C6BBDEAD13BC41D	EFT	241.74
9/29/2026	KING WELDING	69813	400.00
			\$ 1,763,090.10

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North County Fire



MONTHLY OPERATIONS ACTIVITY REPORT:

Sept 2026

Assigned Incidents

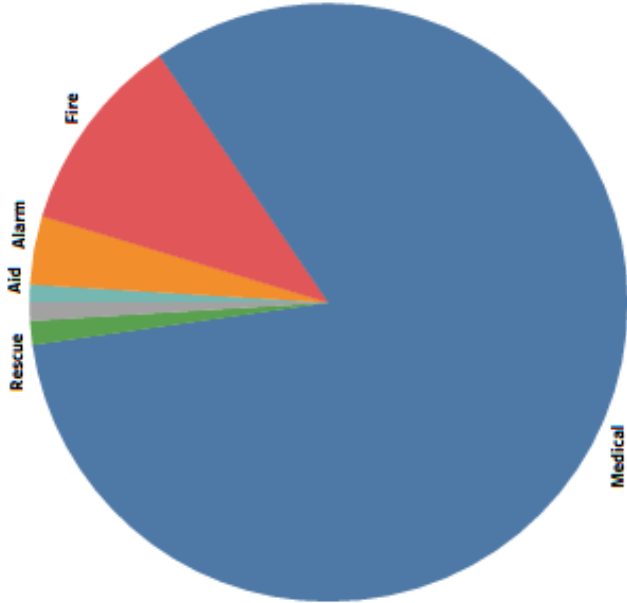
Assigned Incidents for NORTH COUNTY FPD
September 2026

Agency
NORTH COUNTY FPD



Assigned Incidents (Last Month)

Aid	6 incidents / 0.96%
Alarm	23 incidents / 3.70%
Fire	67 incidents / 10.77%
Medical	512 incidents / 82.32%
Rescue	8 incidents / 1.29%
Other	6 incidents / 0.96%
Grand Total	622 incidents / 100.00%



Assigned Incidents (Year-over-Year)

	September 2025	September 2026
Aid	4	6
Alarm	23	23
Fire	47	67
Medical	448	512
Rescue	6	8
Other	10	6
Grand Total	538	622

Assigned Incidents (Year-to-Date)

	2025	2026
Aid	33	45
Alarm	194	204
Fire	614	604
Medical	4,400	4,740
Rescue	63	59
Other	125	127
Grand Total	5,429	5,779

Data Source: AgencyDashboard_v3_Extract_v5
Data Last Updated: 10/1/2026 7:13:30PM



Incidents in Jurisdiction

Incidents in NORTH COUNTY FPD
September 2026

Agency
NORTH COUNTY FPD



Incidents in NCF (Last Month)

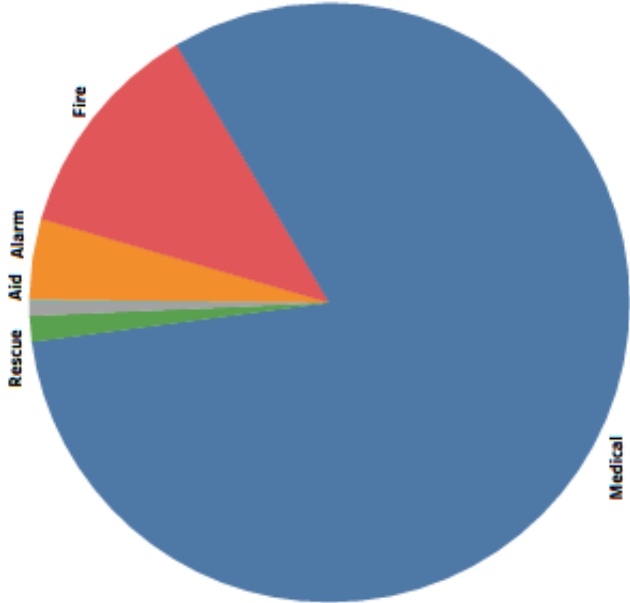
Aid	1 incidents / 0.17%
Alarm	25 incidents / 4.34%
Fire	69 incidents / 11.98%
Medical	469 incidents / 81.42%
Rescue	8 incidents / 1.39%
Other	4 incidents / 0.69%
Grand Total	576 incidents / 100.00%

Incidents in NCF (Year-over-Year)

	September 2025	September 2026
Aid	0	1
Alarm	21	25
Fire	42	69
Medical	411	469
Rescue	5	8
Other	9	4
Grand Total	488	576

Incidents in NCF (Year-to-Date)

	2025	2026
Aid	4	4
Alarm	191	208
Fire	570	567
Medical	3,932	4,337
Rescue	44	52
Other	87	76
Grand Total	4,828	5,244



Data Source: AgencyDashboard_v3_Extract_v5
Data Last Updated: 10/1/2026 7:13:30 PM



Turnout Time

(Time of station notification to responding)

90th Percentile – Emergency Calls Only

Shift	Unit Name	September	Shift	Unit Name	September	Shift	Unit Name	September
A-SHIFT	B111	00:01:13 (10)	B-SHIFT	B111	00:01:13 (9)	C-SHIFT	B111	00:01:44 (4)
	E111	00:01:41 (68)		E111	00:01:22 (63)		E111	00:01:36 (61)
	E112	00:01:46 (28)		E112	00:01:09 (34)		E112	00:01:44 (30)
	E113	00:01:17 (14)		E113	00:01:15 (11)		E113	00:01:04 (12)
	E114	00:01:47 (37)		E114	00:02:12 (37)		E114	00:02:06 (26)
	E115	00:01:33 (36)		E115	00:01:17 (29)		E115	00:01:46 (25)
	M110	00:01:42 (40)		M110	00:01:16 (36)		M110	00:01:35 (36)
	M111	00:01:32 (38)		M111	00:01:26 (26)		M111	00:00:56 (37)
	M114	00:01:57 (35)		M114	00:02:13 (34)		M114	00:01:48 (28)
	M115	00:02:02 (35)		M115	00:01:33 (38)		M115	00:01:45 (33)
				RA111	00:01:07 (8)		RA111	00:00:36 (1)



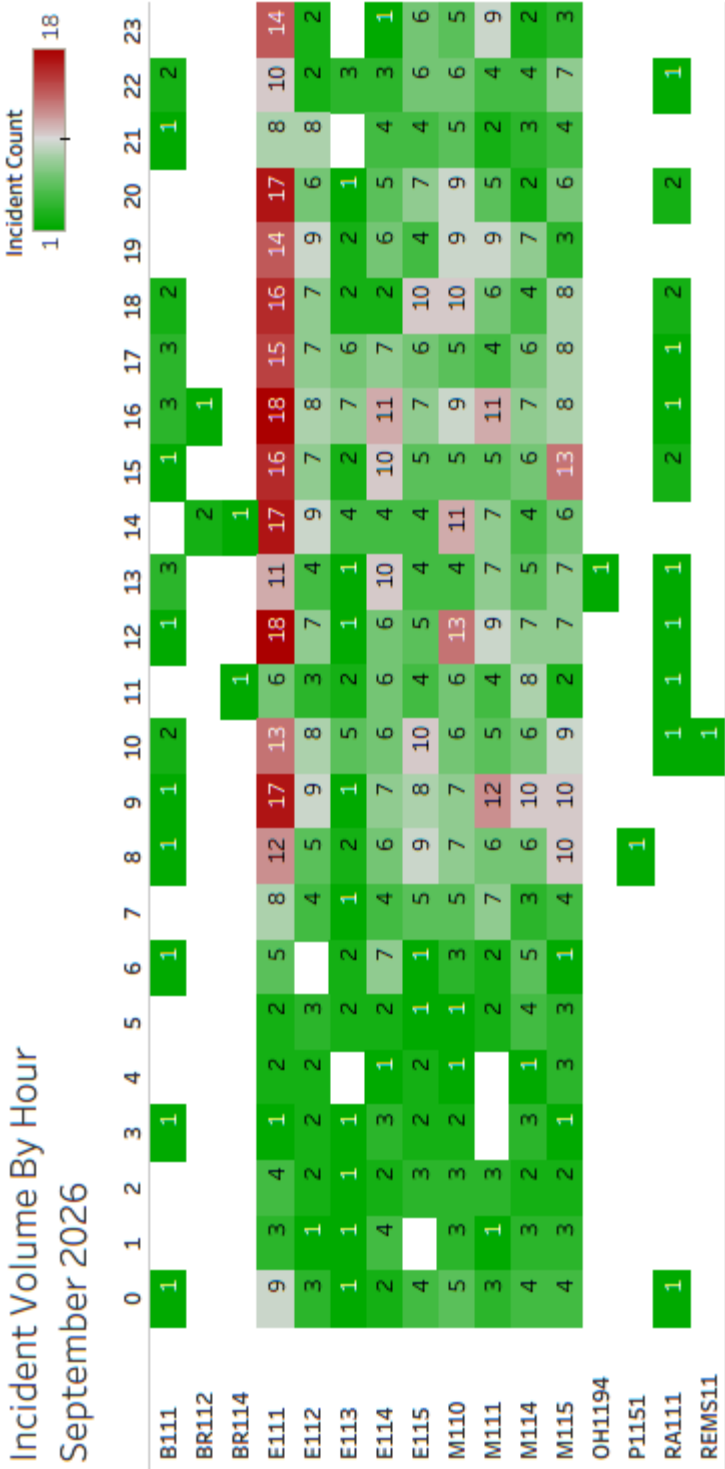
Aid Given/Received

	Aid Given (Incidents)	Aid Received (Incidents)	Aid Given (Response)	Aid Received (Response)
CAL FIRE	18	76	28	180
OCEANSIDE FD	14	20	14	45
VISTA FD	11	26	12	34
PALA FD	6	15	9	19
CAMP PENDLETON	3	12	4	21
HEARTLAND	1	0	1	0
PAUMA FD	1	0	1	0
VALLEY CENTER FPD	1	0	1	0
CARLSBAD FD	0	2	0	2
SAN DIEGO FD	0	1	0	1
Grand Total	55	152	70	302

Incidents outside of jurisdiction to which units were assigned sorted by jurisdiction.



Incident Volume by Hour



Incident count broken down by Time Assigned Hour vs. Unit Name



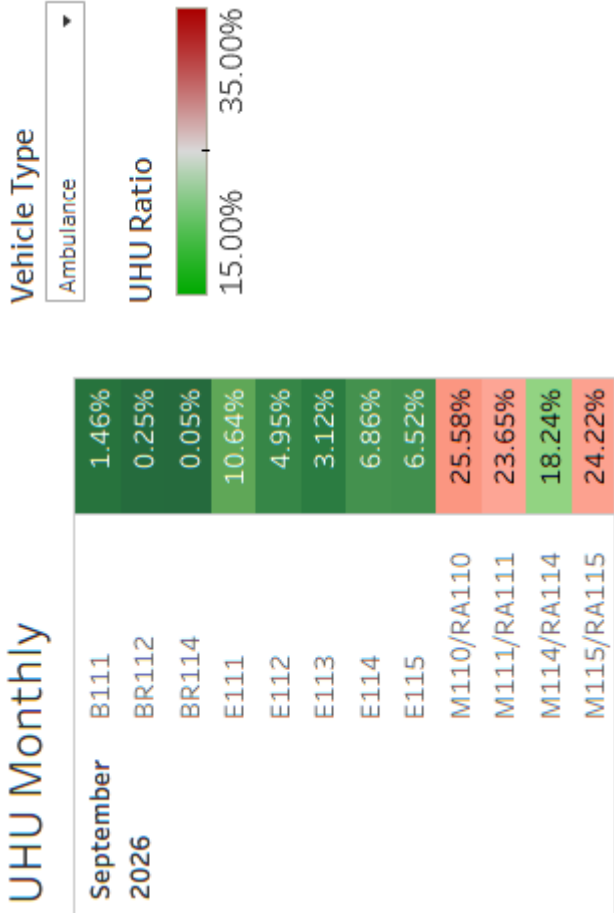
Incidents by Unit

Responses by Unit for NORTH COUNTY FPD September 2026

Ambulance	M110	140
	M111	123
	M114	113
	M115	132
	RA111	14
	Total	522
Brush	BR112	3
	BR114	2
	Total	5
Engine / Truck	E111	259
	E112	118
	E113	51
	E114	122
	E115	117
	Total	667
Other units	B111	23
	OH1194	1
	P1151	1
	REMS11	1
	Total	26
Grand Total		1,220



Ambulance Unit Hour Utilization



Transports

Transport Counts	Transport Destinations	
M110	TEMECULA VALLEY HOSPITAL	171
M111	PALOMAR MEDICAL CENTER	113
M114	TRI CITY MEDICAL CENTER	20
M115	KAISER PERMANENTE SAN MARCOS MEDICAL C..	18
RA111	RADY'S CHILDREN'S HOSPITAL	6
Grand Total	RANCHO SPRINGS HOSP.	4
	MCP NAVAL HOSPITAL	2
	SCRIPPS MEMORIAL HOSPITAL ENCINITAS	2
	INLAND VALLEY HOSPITAL	1
	KAISER SAN DIEGO MEDICAL CENTER	1
	Grand Total	338

*Only transports which arrive at a destination are counted.



Social Media Metrics

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept
Instagram Followers	5,814	5,939	6,038	6,221	6,260	6,432	6,553	6,647	6,714
X Followers	19.8k	19.7k	19.7k	19.8k	19.8k	19.8k	19.8k	19.8k	19.8k
Facebook Followers	10,245	10,247	10,329	10,557	10,592	10,646	10,709	10,739	10,734
Post Reach Instagram	-19%	47.70%	-38.40%	86%	-10.50%	48.80%	0.60%	-11.90%	184.60%
Post Views Facebook	158.50%	-50.70%	3.60%	141.90%	33.70%	-50.10%	21.60%	-37.40%	79.80%
Audience Growth Instagram	1.99%	2.10%	1.70%	2.94%	0.63%	2.67%	1.84%	1.41%	1%
Audience Growth X	0	0	0	0	0	0	0	0	0
Audience Growth Facebook	0.70%	0	0.80%	2.16%	0.33%	0.50%	0.59%	0.28%	-0.05%
Interaction rate Instagram	320.70%	-66.30%	-4.40%	7.70%	26.50%	-33.70%	-10%	-25.80%	258.30%
Interaction rate Facebook	87.30%	-41.70%	27%	37.40%	168.80%	-73.20%	2.71%	-57.50%	61.90%
Engagement rate X	-12%	33%	16%	500%	117%	-17%	-21%	-34%	-42%



- Instagram - Tristan and Connor pass their mentorship, 583 likes, 23 comments, 48 shares, 5 saves
- Facebook- Richelle passing mentorship, 653 reactions, 35 comments, 16 shares, 6 saves
- X - Camp Pendleton Smoke Advisory, 13 likes, 5 reposts



**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: OCTOBER 27, 2026
SUBJECT: WRITTEN CORRESPONDENCE

WRITTEN COMMUNICATION:

- The Honorable Joel Anderson, Supervisor Second District

BOARD RECOGNITION PROGRAM:

- There were no recognition submissions for this meeting.

President
Keith McReynolds
North County

Vice President
Don Butz
Lakeside



Secretary
Mike Sims
Bonita

*Representing the
following:*

October 5, 2026

Fire Districts
Alpine
Bonita-Sunnyside
Borrego Springs
Deer Springs
Lakeside
Lower Sweetwater
North County
Rancho Santa Fe
San Diego County
San Marcos
San Miguel
Valley Center
Vista

The Honorable Joel Anderson
Supervisor, Second District
San Diego County Board of Supervisors
1600 Pacific Highway, Room 335
San Diego, CA 92101-2470

RE: Protect San Diego County's Health & Safety Fund - Independent Fire Protection District Funding

Dear Supervisor Anderson:

Water District
Rincon del Diablo

On behalf of the San Diego County Fire Districts Association, we appreciate the opportunity to provide a collective response to your request for feedback from our member agencies regarding the proposed Protect San Diego County's Health & Safety Fund. The responses received from our member fire protection districts identify a common concern regarding the proposed funding structure and the inclusion of independent fire protection districts.

Our comments are limited to the proposed funding structure and should not be interpreted as support for or opposition to the measure itself.

Our concern is straightforward. If residents throughout San Diego County are asked to pay a countywide tax that includes public safety, wildfire preparedness, emergency response, and community resilience among its purposes, residents served by independent fire protection districts should receive an identifiable benefit from that investment through the agencies responsible for protecting their communities.

As currently presented, the San Diego County Fire Protection District is specifically identified as a recipient of funding generated by the proposed tax. However, the initiative does not appear to establish a corresponding allocation or revenue-sharing mechanism for the independent fire protection districts that provide fire protection, emergency medical response, wildfire mitigation, fire prevention, emergency preparedness, and disaster response services throughout the County. This concern has also been identified by member agencies responding to your request for feedback.

Fire and emergency services in San Diego County are delivered through several forms of local government. Depending upon where a resident lives, those services may be provided by a municipal fire department, the San Diego County Fire Protection District, or an independent fire protection district. The governmental structure may differ, but the public-safety responsibility and the needs of the residents being served do not.

For residents served by independent fire protection districts, this is fundamentally an issue of taxpayer equity. Those residents would pay the same countywide sales tax as residents elsewhere in the County. Without an established mechanism for independent districts to participate, however, there is no assurance that an identifiable portion of the public-safety investment generated by that tax would reach the local agencies directly responsible for providing their fire and emergency services.

There is relevant historical context. In 1993, California voters approved Proposition 172, establishing a permanent one-half-cent statewide sales and use tax dedicated to local public-safety services. The measure followed the 1993-94 state budget actions that shifted substantial property-tax revenue from local governments to schools and was intended, in part, to mitigate the effects of those shifts on local public safety. Fire protection is recognized as an eligible public-safety purpose, and the California Attorney General has concluded that an independent fire protection district is eligible to receive Proposition 172 funds from a county.

Although state law recognizes fire protection as an eligible public-safety purpose and independent fire protection districts as eligible recipients, Proposition 172 does not provide independent fire protection districts with an automatic allocation of those revenues. San Diego County's current allocation practices include Proposition 172 funding for County public-safety functions, including the Sheriff's Office and District Attorney.

The history of Proposition 172 provides relevant context as the County considers another countywide revenue measure involving public safety. Although independent fire protection districts are eligible to receive Proposition 172 funding, eligibility alone does not ensure an allocation. A new funding mechanism should recognize not only the services being funded, but also the governmental agencies actually responsible for delivering those services throughout San Diego County.

For that reason, the San Diego County Fire Districts Association respectfully requests that independent fire protection districts be expressly included in the funding framework for the Protect San Diego County's Health & Safety Fund.

We are not proposing a specific allocation formula at this time. We believe the appropriate methodology should instead be developed collaboratively between the County and the affected independent fire protection districts. That process should result in an equitable, predictable, and transparent mechanism using objective criteria appropriate to the communities, service demands, and risks found throughout the County.

Accordingly, we respectfully ask that you facilitate a meeting between representatives of the San Diego County Fire Districts Association, the independent fire protection districts, and appropriate County staff before the funding framework is finalized. The purpose of that meeting would be to establish a common understanding of the proposed funding structure and begin developing a dedicated revenue-sharing mechanism through which independent fire protection districts can participate in the public-safety revenues generated by the measure.

This request does not presume the ultimate disposition of the proposed measure. It simply recognizes that if San Diego County residents are asked to make a countywide investment in public safety, the funding structure should account for the agencies actually responsible for delivering those services in their communities.

We appreciate your willingness to solicit input from the fire service and your consideration of this issue. The San Diego County Fire Districts Association is prepared to work with you, the Board of Supervisors, County staff, and our regional fire-service partners to develop an equitable funding framework that appropriately recognizes independent fire protection districts and the communities they serve.

Respectfully,

A handwritten signature in black ink, appearing to read "Donald H. Butz". The signature is fluid and cursive, with the first name "Donald" being the most prominent part.

Donald H. Butz
President
San Diego County Fire Districts Association

1 **August 25, 2026**

2 **REGULAR MEETING MINUTES OF THE**
3 **BOARD OF DIRECTORS OF THE**
4 **NORTH COUNTY FIRE PROTECTION DISTRICT**

5
6 **LOCATION: 990 E. MISSION ROAD, FALLBROOK CA 92028**

7 President Shaw called the meeting to order at 5:30 p.m.

8 **ROLL CALL:**

9
10 **PRESENT:** Egkan, Pike, Munson, Reardon, and Shaw

11 **ABSENT:** None

12 **ALL RECITED THE PLEDGE OF ALLEGIANCE.**

13 **MOMENT OF SILENCE:** President Shaw requested a moment of silence in remembrance of Greg King
14 and Ryan Cutter, two helicopter pilots who perished fighting the Yosemite Dome Fire.

15 **STAFF PRESENT:** Chief McReynolds, Counsel Steinke, DFC MacMillan, Finance Manager Rocha, HR
16 Manager Goss, FM Fieri, DC August, BC DeCamp, BC Harrington, IT Specialist Swanger, Board Clerk
17 Canpinar, members of the public both in person and virtually, and members of the association.

18 **CHANGES TO THE AGENDA:** President Shaw requested Item #2 on the agenda, Valor Award
19 Presentation to Captain Krenz, be postponed.

20 **PUBLIC ACTIVITIES AGENDA**

21 1. **PUBLIC COMMENT:** President Shaw inquired if there were any public comments regarding items
22 not on the agenda. There being no public comment, the public activities portion of the agenda was
23 closed.

24 **DISCUSSION/PRESENTATION AGENDA**

25 2. **VALOR AWARD PRESENTATION – CAPTAIN KRENZ:** This item was postponed.

26 **RATIFICATION OF INFORMATION AGENDA**

- 27 3. Warrant Register: Information only; no action required.
28 4. Operations Report: Information only; no action required.
29 5. Written Communication: Information only; no action required.
30 6. Golden Pacific Powerlink Project; no action required.

31 **ACTION AGENDA**

32 **CONSENT ITEMS:**

33 7. **REVIEW AND ACCEPT MEETING MINUTES:**

- 34 • **AUGUST 25, 2026, REGULAR BOARD MEETING**
35

36 8. **POLICIES AND PROCEDURES:** There were no policy revisions for this meeting.

37 9. **WAIVE THE FULL TEXT READING OF ALL ORDINANCES**

38 President Shaw inquired whether there were any questions or comments on consent items 7-9. There
39 being no comments or questions, President Shaw then asked for a motion to approve the consent
40 agenda. On a motion by Director Pike seconded by Director Egkan, the motion to approve the consent
41 agenda passed unanimously.

42 10. **PUBLIC HEARING DATE/TIME CERTAIN SEPTEMBER 22, 2026, AT 5:30 P.M. TO ADOPT THE FY2026-27**

43 **FINAL BUDGET AND RESOLUTION 2026-16:** President Shaw opened the scheduled public hearing at 5:34
44 p.m. Finance Manager Rocha presented the FY 2026/27 final budget to the Board. General Fund
45 revenues are projected to decrease approximately 8% overall; however, excluding one-time revenues
46 received in FY 2025/26, revenues are projected to increase approximately 2.7%. Fire Prevention Fee
47 revenue was increased by \$25,000 to reflect additional inspection activity associated with development
48 within District boundaries. Expense updates included a finalized 0.88% salary increase for represented
49 employees under the current Safety MOU and an approximately \$45,000 increase in healthcare costs.
50 The budget for the 2026 Board Election was increased by \$40,000 based on updated cost estimates.
51 To offset these increases, planned building maintenance projects were deferred and the Structures &
52 Grounds budget was reduced. Capital project updates included moving the Station #4 project into the
53 current fiscal year with revised costs and funding sources. The planned replacement of one staff
54 vehicle was deferred from capital until FY2027-28. Staff will continue to monitor revenues and
55 expenditures and provide quarterly financial updates. A mid-year budget review is anticipated around
56 January 2026 to address unforeseen needs and updated revenue projections. Finance Manager Rocha
57 also reported that negotiations are underway for new employee MOUs, which expire September 30,
58 2026. Any resulting contracts and necessary budget amendments will be presented to the Board for
59 approval. President Shaw inquired whether there was any public comment. There being no public
60 comment, the public hearing was closed at 5:45 p.m. On a motion by Director Munson seconded by
61 Director Pike, the Board approved Resolution 2026-16 adopting the FY2026-27 Final Budget by the
62 following vote: **Ayes:** Egkan, Munson, Pike, Reardon, and Shaw.

63 11. **RESOLUTION 2026-14 – ADOPTING AN UPDATED PAY SCHEDULE:** HR Manager Goss recommended
64 that the Board of Directors adopt Resolution 2026-14 to update the pay schedule to reflect current
65 salary rates. The update is required under California Code of Regulations, Title 2, Section 570.5, which
66 requires a publicly available pay schedule covering all positions. The updated pay schedule will be
67 posted on the District's website and submitted to CalPERS and CalOES. Future pay rate adjustments
68 will be addressed through similar Board resolutions in conjunction with approval of bargaining unit or
69 individual employee contracts. The action is procedural only and has no fiscal impact, as the salaries
70 have already been approved by the Board. On a motion by Director Pike seconded by Director Egkan,

the motion to adopt Resolution 2026-14 with the updated pay schedule listed as Exhibit 'A' passed unanimously.

LEGAL COUNSEL REPORT: Counsel Steinke provide an oral legal report this month detailing SB 1187, which was enacted as an urgency statute. SB 1187 repeals language from SB 707, which required language translation of public meeting agendas and language interpretation/language translation at public meetings.

COMMENTS AND REPORTS SECTION - STAFF:

CHIEF McREYNOLDS:

- Event recognitions: The 9/11 Memorial Hike, Bonsall Chamber of Commerce First Responders, the Stormy McInerney fundraiser, the State of the Chamber, IAFF Fallen Firefighters event recognizing Rob Hager. The California Professional Firefighters will memorialize the contributions of Rob Hager on Oct. 3.
- Events on the horizon: Harvest Fair Oct. 18 and Open House at Station 1 Oct. 24
- Thanks to BC Garing and Captain Lindsay for securing an AFG grant totaling approximately \$156k.
- Details on appropriation funding awards to follow in the coming months.

BC DECAMP: Apparatus updates included fourth quarter delivery of a new BC vehicle. **BC HARRINGTON:** Swift water, blue card, mass casualty incident, and multi company tower training took place. **FM FIERI:** Community Risk Reduction updates including status on new construction, defensible space inspections, and ongoing fire investigations. **DC AUGUST:** Open House will be held on Oct. 24, and Oct. 19-23 onsite school presentations will take place. The user fee study conducted by Clear Source should be finalized in the next two months. **HR MANAGER GOSS:** Attended the San Diego Chapter of Human Resource professionals training, along with a separate fiduciary employee training. Open enrollment is underway along with the Fire Chief recruitment. **FINANCE MANAGER ROCHA:** The new financial software, Casselle, now allows multiple users so employees can more accurately track and monitor their budgets. **DFC MACMILLAN:** Great response by BC DeCamp and 'C' Crew on the recent vehicle extrication. A REMS crew is currently staffed on the Timber Fire. New legislation, AB 2453, was recently passed, allowing UTVs to be driven on roadways. Congratulations to the new Medical Services Officer, Ben Lian!

COMMENTS AND REPORTS SECTION – DIRECTORS AND OTHERS:

PIKE: Congratulations to Ben Lian on his role of Medical Services Officer. He attended a local 9/11 local ceremony and thanked the participants. A town hall meeting to hear feedback from NCF employees on what they feel is important when choosing the next Fire Chief will be held in the next week with himself and Board Clerk Canpinar. **DIRECTOR EGKAN:** No additional comment. **DIRECTOR REARDON:** Requested status on Fire Station #4. Chief McReynolds updated site status, noting the

Notice to Proceed should be in by the end of the week. **DIRECTOR SHAW:** No additional comment.

DIRECTOR MUNSON: No additional comment.

BARGAINING GROUPS: No additional comment.

CLOSED SESSION

At 6:07 p.m. President Shaw inquired whether there was a motion to adjourn to closed session. On a motion by Director Pike seconded by Vice President Reardon there was no objection to adjournment. President Shaw read the items to be discussed in closed session and open session was closed. A short break ensued after the reading of the closed session items. At 6:22 p.m. the Board entered closed session to hear:

CS-1. ANNOUNCEMENT – PRESIDENT SHAW:

CS-2. PUBLIC EMPLOYMENT (GC §54957): Fire Chief

CS-3. CONFERENCE WITH LABOR NEGOTIATOR (GC §54957.6): Agency Representative: Counsel Steinke. Employee Organizations: Safety, Miscellaneous, Single-Role Paramedics, & Management Group Employees.

CS-4. REPORT FROM CLOSED SESSION – PRESIDENT SHAW:

● REOPENING TO OPEN SESSION:

On a motion by Director Pike seconded Director Munson which passed unanimously, the Board returned to open session at 7:09 p.m. and the following items were reported to the public:

CS-2. PUBLIC EMPLOYMENT (GC §54957): Direction was given to Staff.

CS-3. CONFERENCE WITH LABOR NEGOTIATOR (GC §54957.6): No reportable action.

ADJOURNMENT

A motion was made at 7:10 p.m. by Director Pike seconded by Director Egkan to adjourn the meeting and reconvene on September 22, 2026, at 5:30 p.m., which motion carried unanimously.

Respectfully submitted,

Mavis Canpinar

Board Clerk

Minutes approved at the Board of Director's Meeting on: _____

October 7, 2026

**SPECIAL MEETING MINUTES OF THE
BOARD OF DIRECTORS OF THE
NORTH COUNTY FIRE PROTECTION DISTRICT**

LOCATION: 1636 E. MISSION ROAD, FALLBROOK CA 92028

President Shaw called the meeting to order at 2:30 p.m.

ROLL CALL:

PRESENT: Egkan, Pike, Munson, Reardon, and Shaw

ABSENT: None

ALL RECITED THE PLEDGE OF ALLEGIANCE.

MOMENT OF SILENCE: There was no moment of silence for this meeting.

STAFF PRESENT: Chief McReynolds, Counsel Steinke, Human Resources Manager Goss, and Board Clerk Canpinar. Finance Manager Rocha was present for item CS.2.

CHANGES TO THE AGENDA: There were no changes to the agenda.

PUBLIC ACTIVITIES AGENDA

1. **PUBLIC COMMENT:** President Shaw inquired if there were any public comments regarding items not on the agenda. There being no public comment, the public activities portion of the agenda was closed.

CLOSED SESSION

President Shaw inquired whether there was a motion to adjourn to closed session. On a motion by Director Pike seconded by Director Egkan, there was no objection to adjournment. President Shaw read the items to be discussed in closed session and open session was closed. A short break ensued after the reading of the closed session items. At 2:33 p.m. the Board entered closed session to hear:

CS-1. ANNOUNCEMENT – PRESIDENT SHAW:

CS-2. PUBLIC EMPLOYMENT (GC §54957(b)): Fire Chief.

CS-3. CONFERENCE WITH LABOR NEGOTIATOR (GC §54957.6): Agency Representative: Counsel Steinke and Counsel Burns of BW&S. Employee Organizations: Safety, Miscellaneous, Single-Role Paramedics, & Management Group Employees.

CS-4. REPORT FROM CLOSED SESSION – PRESIDENT SHAW:

● **REOPENING TO OPEN SESSION:**

The Board returned to open session at 4:55 p.m. and the following items were reported to the public:

CS-2. PUBLIC EMPLOYMENT (GC §54957(b)): There was no reportable action.

CS-3. CONFERENCE WITH LABOR NEGOTIATOR (GC §54957.6): On a motion by Director Munson seconded by Director Egkan, the Board voted and approved to a last, best, and final offer as presented by the negotiation team by the following vote: Egkan, aye; Munson, aye; Pike, no; Reardon, aye; Shaw, aye.

ADJOURNMENT

A motion was made at 4:58 p.m. by Director Pike seconded by President Shaw to adjourn the meeting and reconvene on October 14, 2026, at 5:30 p.m., which motion carried unanimously.

Respectfully submitted,

Mavis Canpinar

Board Clerk

Minutes approved at the Board of Director's Meeting on: _____

Official Seal

1 **October 14, 2026**

2 **SPECIAL MEETING MINUTES OF THE**
3 **BOARD OF DIRECTORS OF THE**
4 **NORTH COUNTY FIRE PROTECTION DISTRICT**
5

6 **LOCATION: 990 E. MISSION ROAD, FALLBROOK CA 92028**

7 President Shaw called the meeting to order at 5:30 p.m.

8 **ROLL CALL:**

9 **PRESENT:** Egkan, Pike, Munson, Reardon, and Shaw

10 **ABSENT:** None

11 **ALL RECITED THE PLEDGE OF ALLEGIANCE.**

12 **MOMENT OF SILENCE:** There was no moment of silence for this meeting.

13 **STAFF PRESENT:** Chief McReynolds, Counsel Steinke, Human Resources Manager Goss, and Board
14 Clerk Canpinar.

15 **CHANGES TO THE AGENDA:** There were no changes to the agenda.

16 **PUBLIC ACTIVITIES AGENDA**

17 1. **PUBLIC COMMENT:** President Shaw inquired if there were any public comments regarding items
18 not on the agenda. There being no public comment, the public activities portion of the agenda was
19 closed.

20 **CLOSED SESSION**

21 President Shaw inquired whether there was a motion to adjourn to closed session. On a motion by
22 Director Pike seconded by Director Egkan, there was no objection to adjournment. President Shaw
23 read the items to be discussed in closed session and open session was closed. A short break ensued
24 after the reading of the closed session items. At 5:32 p.m. the Board entered closed session to hear:

25 **CS-1. ANNOUNCEMENT – PRESIDENT SHAW:**

26 **CS-2. PUBLIC EMPLOYMENT (GC §54957(b)):** Fire Chief.

27 **CS-3. REPORT FROM CLOSED SESSION – PRESIDENT SHAW:**

28 **● REOPENING TO OPEN SESSION:**

29 The Board returned to open session at 9:45 p.m. and the following items were reported to the public:

30 **CS-2. PUBLIC EMPLOYMENT (GC §54957(b)):** There was no reportable action.

31 **ADJOURNMENT**

32 A motion was made at 9:46 p.m. by Director Pike seconded by Director Egkan to adjourn the meeting
33 and reconvene on October 27, 2026, at 5:30 p.m., which motion carried unanimously.
34

35 Respectfully submitted,

36

37 Mavis Canpinar

38 Board Clerk

39 Minutes approved at the Board of Director's Meeting on:

DRAFT

Official Seal

1 **October 21, 2026**

2 **SPECIAL MEETING MINUTES OF THE**
3 **BOARD OF DIRECTORS OF THE**
4 **NORTH COUNTY FIRE PROTECTION DISTRICT**
5

6 **LOCATION: 990 E. MISSION ROAD, FALLBROOK CA 92028**

7 President Shaw called the meeting to order at 5:30 p.m.

8 **ROLL CALL:**

9 **PRESENT:** Egkan, Pike, Munson, Reardon, and Shaw

10 **ABSENT:** None

11 **ALL RECITED THE PLEDGE OF ALLEGIANCE.**

12 **MOMENT OF SILENCE:** There was no moment of silence for this meeting.

13 **STAFF PRESENT:** Chief McReynolds, Counsel Steinke, Human Resources Manager Goss, and Board
14 Clerk Canpinar.

15 **CHANGES TO THE AGENDA:** There were no changes to the agenda.

16 **PUBLIC ACTIVITIES AGENDA**

17 1. **PUBLIC COMMENT:** President Shaw inquired if there were any public comments regarding items
18 on the agenda. Ms. Leticia Stamos stepped to the podium to share her thoughts on why she believed
19 Chief Tom Harrington was the best fit for the new fire chief. Ms. Stamos submitted comments both
20 orally and via email to the Board Clerk and full Board. President Shaw then asked if there were any
21 other public comment requests. There being no further public comment, the Board thanked Ms.
22 Stamos for her comments and the public activities portion of the agenda was closed.

23 **CLOSED SESSION**

24 President Shaw inquired whether there was a motion to adjourn to closed session. On a motion by
25 Director Pike seconded by Vice President Reardon, there was no objection to adjournment.

26 President Shaw read the items to be discussed in closed session and open session was closed. A
27 short break ensued after the reading of the closed session items. At 5:35 p.m. the Board entered
28 closed session to hear:

29 **CS-1. ANNOUNCEMENT – PRESIDENT SHAW:**

30 **CS-2. PUBLIC EMPLOYMENT (GC §54957(b)):** Fire Chief.

31 **CS-3. REPORT FROM CLOSED SESSION – PRESIDENT SHAW:**

32 **● REOPENING TO OPEN SESSION:**

33 The Board returned to open session at 6:55 p.m. and the following items were reported to the public:

CS-2. PUBLIC EMPLOYMENT (GC §54957(b)) FIRE CHIEF: On a motion by Director Munson seconded by Vice President Reardon, the Board unanimously voted to make a conditional offer to one of the candidates. Upon acceptance of the offer, notification will be sent out to the public, and a copy of the incoming Fire Chief's contract will be brought back to the Board for consideration at the October 27, 2026, Regular Board Meeting.

ADJOURNMENT

A motion was made at 6:56 p.m. by Director Pike seconded by Director Egkan to adjourn the meeting and reconvene on October 27, 2026, at 5:30 p.m., which motion carried unanimously.

Respectfully submitted,

Mavis Canpinar

Board Clerk

Minutes approved at the Board of Director's Meeting on:

Official Seal



**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF MCREYNOLDS
DATE: OCTOBER 27, 2026
SUBJECT: POLICIES AND PROCEDURES

CONSENT AGENDA

There are no policy and procedure revisions for the October 27, 2026, Regular Board Meeting.

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NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS

FROM: CHIEF McREYNOLDS & COUNSEL STEINKE

DATE: OCTOBER 27, 2026

SUBJECT: WAIVE THE FULL TEXT READING OF ALL ORDINANCES

Waive the full text reading of all ordinances included in this agenda. Ordinances shall be introduced and adopted by title only.

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NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: OCTOBER 27, 2026
SUBJECT: APPROVAL OF EMPLOYMENT AGREEMENT FOR FIRE CHIEF/CEO
PETER AUGUST

ACTION AGENDA

RECOMMENDATION:

That the Board of Directors approve the employment agreement between the North County Fire Protection District (District) and Peter August for the position of Fire Chief/Chief Executive Officer (CEO), effective January 1, 2027, and grant authority to the current Fire Chief/CEO and General Counsel to make any minor mutually agreeable modifications that may be necessary prior to the effective date of the Agreement.

BACKGROUND:

Following the recruitment and selection process, Peter August has been selected to serve as the District's next Fire Chief/CEO. The Fire Chief serves as the District's chief executive and administrative officer, providing executive leadership, operational oversight, and strategic direction in support of the District's mission. The appointment represents an important leadership transition for the District and provides an opportunity to continue advancing organizational priorities, maintaining high standards of emergency service delivery, and ensuring responsible stewardship of public resources.

To formalize this appointment, the District has prepared an employment agreement outlining the terms and conditions under which Mr. August will serve as Fire Chief/CEO. The proposed agreement is presented to the Board for consideration and approval.

DISCUSSION:

The proposed employment agreement establishes the employment terms for Peter August as Fire Chief/CEO and provides a clear framework for the professional relationship between the District and its chief executive.

As the District's senior executive, the Fire Chief is responsible for the overall administration and management of District operations, including emergency response services, personnel, fiscal management, facilities, equipment, strategic planning, regulatory compliance, and coordination with local, regional, and state partners. The

position also requires effective communication with the Board of Directors, District employees, and the communities served by the District.

The proposed agreement addresses the principal terms of employment, including the effective date of appointment, compensation, benefits, leave provisions, and other applicable employment conditions. These provisions are intended to establish a clear understanding of the respective responsibilities and expectations of the District and the incoming Fire Chief.

Approval of the agreement will provide a formal basis for Mr. August's assumption of executive leadership and support an orderly transition. It will also ensure that the terms of employment are established through Board action and documented in an executed agreement.

The recommendation contained in this staff report also seeks authority for the current Fire Chief/CEO and General Counsel to make any minor modifications that may be necessary prior to the effective date of the Agreement in conjunction with the new Fire Chief/CEO should there be any minor changes necessary. Although not anticipated, any substantive changes to the Agreement would return to the Board for approval.

FISCAL ANALYSIS:

The fiscal impact includes salary, benefits, retirement contributions, and other compensation specified in the agreement. These expenses will be paid from the District's operating budget in accordance with the adopted budget and applicable financial policies.

SUMMARY:

Approval of the employment agreement will formalize Peter August's appointment as Fire Chief/CEO and establish the terms of his employment. Staff recommend that the Board approve the agreement and authorize its execution on behalf of the District and grant authority to the current Fire Chief/CEO and General Counsel to make any minor mutually agreeable modifications that may be necessary prior to the effective date of the Agreement.

Attachment: Proposed Employment Agreement — Peter August

EMPLOYMENT AGREEMENT

BETWEEN

**NORTH COUNTY FIRE
PROTECTION DISTRICT**

AND

PETER AUGUST



COVERING THE PERIOD OF

January 1, 2027-December 31, 2029

EMPLOYMENT AGREEMENT NORTH COUNTY FIRE PROTECTION DISTRICT

This Agreement is made and entered into between **PETER AUGUST** and **NORTH COUNTY FIRE PROTECTION DISTRICT** (hereinafter referred to as "**DISTRICT**") in order to provide, in writing, the terms and conditions for the employment of the Fire Chief/Chief Executive Officer by the **DISTRICT**.

RECITALS

- A.** The **DISTRICT** desires to hire **PETER AUGUST** (hereinafter referred to as "**EMPLOYEE**") to the position of **FIRE CHIEF/CHIEF EXECUTIVE OFFICER**.
- B.** In exchange for certain benefits and severance compensation as described below, **EMPLOYEE** agrees that this is the sole and entire Agreement between the **DISTRICT** and **EMPLOYEE** regarding the term of employment and the termination thereof, and that this Agreement can be terminated at any time by either party.
- C.** **EMPLOYEE** desires to accept this employment, on an at-will basis, as the Fire Chief/Chief Executive Officer ("CEO") of the **DISTRICT** commencing on January 1, 2027.

IN CONSIDERATION OF THE MUTUAL COVENANTS AND AGREEMENT HEREIN CONTAINED, IT IS HEREBY AGREED AS FOLLOWS:

1. EMPLOYMENT:

- a.** **EMPLOYEE** shall serve as the Fire Chief/CEO of the **DISTRICT** during the term of this Agreement. **EMPLOYEE** will perform such duties specified in the job description of the position, the **DISTRICT'S** Standard Practices and Rules and Regulations. subject to modification by the Board of Directors (the "**BOARD**"), and any additional duties that are assigned by the **BOARD** which are legally permissible and proper duties. **EMPLOYEE** agrees to abide by all applicable **DISTRICT** policies and procedures. Where there is a conflict between those procedures and specific terms of this Agreement, this Agreement shall prevail.
- b.** **EMPLOYEE** is an at-will employee serving at the pleasure of the **BOARD**. **EMPLOYEE** has no property rights in his employment. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the **BOARD** to terminate the services of **EMPLOYEE** at any time for any lawful reason.
- c.** The terms of **DISTRICT'S** policies, regulations, procedures, ordinances, resolutions (only if applicable to the Fire Chief/CEP position), as they may be amended or supplemented from time to time, (collectively, "Personnel Policies") apply to **EMPLOYEE** to the extent such Personnel Policies do not conflict with this Agreement.

2. TERM:

- a. The term of this Agreement shall be from January 1, 2027 through December 31, 2029. Unless this the Agreement is terminated pursuant to Section 9, the Agreement will automatically extend for an additional twelve (12) month period on the yearly anniversary date, so that the Agreement term remains three (3) years. However, the **BOARD** may notify **EMPLOYEE** on or before October 1st, of any year, that the provision for the annual extension has been terminated. In that event, the automatic extension provision shall be terminated, and the Agreement shall expire at the end of the then existing period. **EMPLOYEE** may notify the **DISTRICT** prior to October 1st of any year that he does not desire the extension, in which case the automatic extension shall be terminated, and the Agreement shall expire at the end of the then existing three-year (3) period.

3. RESIDENCY:

- a. **EMPLOYEE** will reside within a reasonable response distance of the **DISTRICT**, as determined by the **BOARD**, sufficient to allow the **EMPLOYEE** to respond to the needs of the **DISTRICT** in a timely manner, when required.

4. COMPENSATION:

- a. **Base Pay:** **EMPLOYEE** will receive a base annual salary of two hundred sixty-five thousand (\$265,000), payable in installments at the same time as other employees of the **DISTRICT** are paid.
 - (1) The **BOARD** may increase said base pay annually, based on **EMPLOYEE'S** performance, as the **BOARD** deems appropriate, as further provided herein.
 - (2) **EMPLOYEE'S** base pay may not be reduced during the term of this Agreement, except if the **BOARD** finds it necessary to reduce salaries of all employees, base pay may be reduced by no more than the average percent salary reduction imposed on all other employees. **EMPLOYEE'S** base pay may be frozen if the **BOARD** determines it necessary to freeze the compensation of all employees.
- b. **Overtime:**
 - (1) Exemption from Overtime: The Fire Chief/CEO position is an at-will, Fair Labor Standards Act exempt position and therefore not eligible to earn overtime wages, except as provided below. **EMPLOYEE** is expected to work as many hours per day as necessary to fulfill the responsibilities of the position.
 - (2) Mutual Aid Overtime: Without altering the FLSA exempt status of the Fire Chief position, pursuant to 29 CFR 541.604, **EMPLOYEE** shall be compensated portal to portal at time and one-half (1.5) times their

hourly rate, calculated based on **EMPLOYEE'S** yearly base salary, for work performed outside of **EMPLOYEE'S** normal hours when assigned to mutual aid (not automatic aid) incidents directly impacting the **DISTRICT**.

- (a) At no time shall there be less than two (2) Administrative Chief Officers available to the **DISTRICT**. Administrative Chief Officers shall include the Fire Chief/CEO, Deputy Chief, and Division Chief. If two Administrative Chief Officers are unavailable to the **DISTRICT**, **EMPLOYEE** may not participate in outside mutual aid, except in the instance of exigent circumstances, as determined by the **BOARD**.

5. **BENEFITS:**

a. **Annual Leave.**

- (1) For the purposes of this section, the term "Annual Leave" is synonymous with the term "Vacation Leave."
- (2) **EMPLOYEE** shall accrue twenty (20) hours of Annual Leave per calendar month. Accumulated Annual Leave shall not exceed 600 hours as of June 30, of any year.
- (3) **EMPLOYEE** may convert Annual Leave to cash or other form of compensation only as set forth in this section:
 - (a) **EMPLOYEE** may make an irrevocable election to cash out annual leave that will accrue within a future six-month time period by submitting an Irrevocable Election Form available from the **DISTRICT** as set forth in this Section. **EMPLOYEE** must have a minimum of 240 hours of accrued annual leave balances at the time they submit an Irrevocable Election Form to the **DISTRICT** in order to convert accrued annual leave in accordance with this Section. If **EMPLOYEE** does not submit an Irrevocable Election Form in accordance with this Section, they will be ineligible convert annual leave for the applicable time period.
 - (i) No later than June 1st of any year, **EMPLOYEE** may submit the Irrevocable Election Form to convert Annual Leave to cash for Annual Leave hours **EMPLOYEE** will accrue between July 1st and December 31st of that year. **EMPLOYEE** will be paid within two weeks of January 1st at his/her base hourly rate as of December 31st (i.e., the rate existing on the last day of the six-month election period).
 - (ii) No later than December 1st of any year, **EMPLOYEE** may submit the Irrevocable Election Form to convert Annual Leave to cash for Annual Leave hours

EMPLOYEE will accrue between January 1st and June 30th of the following year. **EMPLOYEE** will be paid within two weeks of July 1 at his/her base hourly rate existing as of June 30th (i.e., the rate existing on the last day of the six-month election period).

- (b) No later than June 1st of each year, **EMPLOYEE** may submit a written election to direct all or a portion of the value of accrued Annual Leave in excess of 600 hours to **EMPLOYEE'S** qualifying 457 Deferred Compensation Plan account, subject to applicable IRS annual contribution limits.
- (c) Upon separation of employment, **EMPLOYEE** shall be paid for all accrued and unused annual leave at **EMPLOYEE'S** then-current base rate of pay. By written election received by the **DISTRICT**, no later than thirty (30) days prior to separation of employment, **EMPLOYEE** may instead direct a portion of the value of the Annual Leave to their qualifying 457 Deferred Compensation Plan account, subject to applicable IRS annual contribution limits.

b. Sick Leave.

- (1) **EMPLOYEE** shall accrue twelve (12) hours of sick leave per calendar month.
- (2) On June 30 of each year, if **EMPLOYEE** has accumulated more than 540 hours of sick leave, excess hours shall be converted to cash value, based on **EMPLOYEE'S** then base rate of pay. The value shall be deposited into **EMPLOYEE'S** individual account in the Post-Retirement Medical Benefit Trust in accordance with all applicable laws and regulations.
- (3) Upon separation of employment, one hundred percent (100%) of the value of all accrued and unused sick leave hours shall be contributed to **EMPLOYEE'S** individual account in the Post-Retirement Medical Benefit Trust and/or an approved 457(b) Plan at **EMPLOYEE'S** base rate of pay in effect at the time of separation from the **DISTRICT** subject to applicable IRS annual contribution limits.

c. Holiday Leave.

- (1) **EMPLOYEE** shall be entitled to the same holidays as outlined in the Management Memorandum of Understanding.
- (2) **EMPLOYEE** may select three (3) existing holidays and utilize them as floating holidays.

d. Executive Leave.

- (1) In recognition of that **EMPLOYEE** does not receive compensatory time, works non-standard hours, is always on call, attends numerous night meetings and works many weekends and holidays, he shall be entitled to eighty (80) hours of Executive Leave each fiscal year of the Agreement, which leave is in addition to other leave provided in this agreement. This leave will be credited on July 1 of each year, except that **EMPLOYEE** will receive an initial prorated amount of Executive Leave for the period of January 1, 2027, to June 30, 2027. Executive leave does not accrue or rollover from year to year and must be taken within the fiscal year in which it is granted. Executive leave may not be cashed out.

e. Personal Time.

- (1) **EMPLOYEE** shall have the ability to earn Personal Time, on an hour-for-hour basis, for hours worked in addition to **EMPLOYEE'S** regular schedule to include: holidays, emergencies, strike teams and the like. At the **EMPLOYEE'S** discretion, they may choose to be paid for the Personal Time earned in the current pay period or add the hours to their Personal Time accrual. **EMPLOYEE** shall have the ability to earn Personal Time with no maximum accrual. All accrued and unused Personal Time as of the end of each calendar year shall be cashed out and paid to **EMPLOYEE** in the final payroll check issued during that calendar year. Personal Time shall not be compensable or transferable upon separation or termination.

f. Management Personnel Docking.

- (1) **EMPLOYEE** will not be required to use any leave hours for absences of less than eight (8) hours.

g. Retirement.

- (1) The **DISTRICT** shall contract with the Public Employees' Retirement System (PERS) to provide, in addition to minimum benefits, retirement benefits described in California Government Code, Section 21363.1, known commonly as three percent at fifty-five (3% at 55). The contract shall also include the following:
 - (a) Fourth level of 1959 Survivor Benefits (Section 21574);
 - (b) Two years of additional service credit (Section 20903);
 - (c) Credit for unused sick leave (Section 20965);
 - (d) Post-retirement survivor allowance (Sections 21624, 21626 and 21628);
 - (e) One-year final compensation (Section 20042);
 - (f) Military Service credit as Public Service (Section 21024);
 - (g) **EMPLOYEE** shall pay the full employee share of the PERS contribution.

h. Bereavement Leave.

- (1) **EMPLOYEE** shall be entitled to paid bereavement leave consisting of three (3) days per death event. This leave shall be limited to the following immediate family members: Spouse or domestic partner; Child (biological, adopted, step, foster); Parent or parent-in-law; Sibling; Grandparent; Grandchild; Step-parent; Step-siblings; Legal guardian; Person who raised **EMPLOYEE**; Domestic partner's immediate family. In addition, **EMPLOYEE** is entitled to unpaid bereavement leave in accordance with California law.

i. Court Leave.

- (1) If **EMPLOYEE** is summoned by a court to appear for the purpose of qualifying or serving as a juror, or receives an enforceable subpoena or court order to appear as a witness related to their work duties, **EMPLOYEE** shall be entitled to paid court leave for the duration of the leave.

j. Uniform Allowance.

- (1) **EMPLOYEE** is required to wear a uniform while on duty. **EMPLOYEE** will receive \$1400.00 per calendar year, paid on a bi-weekly basis as a uniform allowance. Uniform allowance and/or the value of the uniform(s) provided to the employee will be reported to CalPERS pursuant to applicable law and regulations.

k. Health Contribution.

- (1) The **DISTRICT** agrees to offer the PERS Health Benefits Program and pay a portion of the associated premiums as specified in this paragraph. **EMPLOYEE** agrees that he is liable for the difference between the total cost of the health plan they choose and the **DISTRICT'S** PERS health benefit contribution.
- (2) The **DISTRICT** agrees to pay an amount equal to ninety percent (90%) of the current Blue Shield HMO premium for the **EMPLOYEE'S** designated coverage.
- (3) **EMPLOYEE** may waive **DISTRICT** sponsored healthcare and receive a **DISTRICT** provided incentive equal to 50% of the CalPERS Blue Shield Access+ HMO premium for the **EMPLOYEE'S** applicable benefit tier if each year during the PERS Health Benefits Program Open Enrollment period the **EMPLOYEE** must provide to the **DISTRICT** evidence of healthcare coverage and applicable dependent eligibility for the coming premium term.
 - (a) **EMPLOYEE** shall receive the incentive to waive **DISTRICT** sponsored healthcare in the form of a bi-weekly deposit commensurate, with the **DISTRICT'S** payroll cycle, on the **EMPLOYEE'S** behalf to the Post-Retirement Medical Benefit Trust or 457(b) plan. There shall be no cash option for this incentive.

I. Other Benefits.

- (1) The **DISTRICT** agrees to maintain a benefit plan to be available to **EMPLOYEE**. Benefits which are available through this plan include dental insurance, vision care, life insurance, long term disability (LTD), AD&D, Flexible Spending Account (FSA) plan and health insurance.
 - (a) The **DISTRICT** shall provide **EMPLOYEE** with \$182.19 per month for purchase of life, dental, or vision benefits. Any unused funds shall revert back to **DISTRICT** and shall not be available to the employee for any purpose.
 - (b) With the exception of the Flexible Spending Account (FSA), the **DISTRICT** agrees to pay all administrative fees/costs associated with the above programs.
- (2) Life Insurance. The **DISTRICT** agrees to pay on behalf of **EMPLOYEE** for the purchase of a \$10,000 life insurance policy as required by FDAC for plan participation.
- (3) Education Incentive. The **DISTRICT** agrees to pay or to reimburse tuition and book costs of any course on job-related subjects. In addition, the **DISTRICT** agrees to pay or reimburse seventy-five percent (75%) of tuition and material costs for upper division and/or post graduate course studies.
- (4) Vehicle, Transportation And District Equipment. **EMPLOYEE** shall be provided a **DISTRICT** vehicle and shall be reimbursed for the actual cost of other modes of transportation used for **DISTRICT** business. The **DISTRICT** shall be responsible for paying for liability, property damage and comprehensive insurance for that automobile, and shall be responsible for paying for gasoline and maintenance and repair of that vehicle. **EMPLOYEE** shall operate any **DISTRICT** vehicle used in connection with the performance of their duties in a safe manner and otherwise in observance of all established traffic safety laws and ordinances and shall maintain a valid California automobile's driver's license during the period of employment. In recognition that **EMPLOYEE** is always on call, **EMPLOYEE** may use the vehicle and other **DISTRICT**-provided equipment (cell phone, laptop computer) for more than purely work-related purposes, within reason, and pursuant to **DISTRICT** policy. For purposes of the ethical consideration of a public employee, the personal use of the vehicle, cell phone, laptop computer and office phone is approved without the need for additional approval.
- (5) Professional Development. The **DISTRICT** shall pay the reasonable and necessary costs and allow time for **EMPLOYEE'S** professional

development, including professional conferences, seminars, meetings, participation in professional associations, professional dues and subscriptions.

6. INDIRECT/BUSINESS EXPENSES:

- a. The **DISTRICT** agrees to reimburse **EMPLOYEE** for reasonable business-related expenses, and such reasonable expense reimbursement shall not be considered additional compensation or wages.

7. PHYSICAL EXAMINATION:

- a. **EMPLOYEE** shall be provided an annual comprehensive physical/medical examination in accordance with District policy for Safety employees. **EMPLOYEE** shall immediately advise the **BOARD** of any physical or mental condition, which would affect their ability to perform the duties of Fire Chief/CEO.

8. NO OUTSIDE EMPLOYMENT:

- a. **EMPLOYEE** shall devote their full working time and attention to the duties of the position and shall not engage in any outside employment, business activity, or other compensated services during the term of this Agreement.

9. TERMINATION:

a. Termination by the District, Generally.

- (1) The **BOARD** may terminate **EMPLOYEE** and this Agreement at any time, with or without cause, upon the affirmative vote of at least four-fifths (4/5) of the **BOARD'S** members. If the **BOARD** terminates **EMPLOYEE**, it shall provide written notice of the reason(s) and an opportunity for administrative appeal in accordance with the requirements of the Firefighters Bill of Rights ("FBOR") (Government Code sections 3250-3262), including but not limited to Government Code subdivision 3254(c), which states the **DISTRICT** is required to provide written notice of termination and the reason or reasons therefore and an opportunity for administrative appeal. Nothing in this Agreement is intended to, or does, confer upon **EMPLOYEE** any right to any property interest in continued employment, or any due process right to a hearing before or after a decision by the **BOARD** to terminate employment.

b. Termination Without Cause.

- (1) **Severance Pay.** Should the **DISTRICT** terminate **EMPLOYEE'S** employment without cause, while **EMPLOYEE** is willing and able to perform the duties of the Fire Chief/CEO, the **DISTRICT** will provide **EMPLOYEE** a payment equal to the monthly salary at the time of termination multiplied by the number of months left on the unexpired term of this Agreement, provided Employee does not challenge such

termination, including but not limited to, by means of appeal or civil or administrative hearing and executes a Settlement Agreement and General Release satisfactory to the **DISTRICT**. In the event the **EMPLOYEE** elects not to sign the Settlement Agreement and General Release, **EMPLOYEE** will not be entitled to severance pay.

- (a) In no case shall the severance pay be more than the monthly salary multiplied by eighteen (18) months.
- (b) All payments required under this Section are subject to and shall be interpreted to comply with the limitations set forth in Government Code Section 53260 and 53261.
- (c) The parties to this Agreement agree that the severance benefits due upon termination, if any, and other benefits due upon termination as provided by this Agreement, shall be the only compensation payable to the **EMPLOYEE** and are intended to compensate the **EMPLOYEE** for any damages, which could include, among other losses: the loss of the opportunity to transition employment, the loss of alternate employment opportunities, the loss of income, the loss of opportunities for retraining or further education, the erosion of personal investments and savings, the loss of retirement benefits, physical displacement or the loss of a residence, the loss of insurance and medical benefits, expenses for professional counseling, the loss of standard of living including educational opportunities for children, and the resultant emotional distress to **EMPLOYEE** and **EMPLOYEE's** family.
- (d) A decision by the **BOARD** to not extend the Agreement pursuant to Section 2 of this Agreement, will be considered termination without cause.

c. **Termination for Cause.** Notwithstanding the provisions of Section 9.b, **EMPLOYEE** may be terminated for cause. In the event the **BOARD** terminates **EMPLOYEE** for cause, then the **DISTRICT** may terminate this Agreement immediately, and **EMPLOYEE** shall be entitled to only the compensation accrued up to the date of termination and such other benefits and payments as may be required by law. **EMPLOYEE** shall not be entitled to any severance pay as set forth under Section 9.b. As used in this Agreement, "cause" shall mean only one or more of the following:

- (1) Incompetency such as failure to comply with the minimum standards for **EMPLOYEE'S** position for a significant period of time.
- (2) Proven failure of **EMPLOYEE** to observe or perform any of the assigned duties and obligations, if that failure continues for a period of thirty (30) business days from the date of receipt of notice from the Board specifying the acts or omissions deemed to amount to that failure.

- (3) Any grossly negligent action or inaction by **EMPLOYEE** that materially and adversely: (a) impedes or disrupts the operations of **DISTRICT** or its organizational units; (b) is detrimental to employees or public safety; or (c) violates **DISTRICT'S** properly established rules or procedures.
- (4) Repeated failure to carry out a directive or directives of the **BOARD**.
- (5) Dishonesty involving **EMPLOYEE'S** performance of duties.
- (6) Being under the influence of alcohol or intoxicating drugs while on duty.
- (7) Addiction to or habitual use of alcoholic beverages, narcotics, or any habit-forming non-prescription drug that renders it more difficult for **EMPLOYEE** to deliver public service.
- (8) Absence without authorized leave.
- (9) Improper or unauthorized use of **DISTRICT** property.
- (10) Failure to engage or participate in good faith in an interactive process to attempt to identify an effective reasonable accommodation to resolve a physical or mental infirmity(s) or defect(s) affecting job performance when it is within the capacity of the employee to do so.
- (11) Acceptance from any source of any emolument, reward, gift, or other form of remuneration in addition to **EMPLOYEE'S** regular compensation, as a personal benefit to **EMPLOYEE** in connection with actions performed in the normal course of **EMPLOYEE'S** assigned duties.
- (12) Acceptance from any source of any emolument, reward, gift, or other form of remuneration in addition to **EMPLOYEE'S** regular compensation, as a personal benefit to **EMPLOYEE** in connection with actions performed in the normal course of **EMPLOYEE'S** assigned duties.
- (13) Falsification of any **DISTRICT** report or record or any report or record required to be or filed by **EMPLOYEE**.
- (14) Engagement in prohibited harassment, discrimination, retaliation, or abusive conduct.
- (15) Any action by **EMPLOYEE** likely to bring substantial discredit to the **DISTRICT**.
- (16) A material breach of this Agreement.

d. **Termination By Employee.** **EMPLOYEE** may resign or retire and thereby terminate this Agreement at any time upon giving ninety (90) days written

notice to the **BOARD**, unless an earlier effective date is agreed to by both parties. In such event, **EMPLOYEE** shall continue to render services and be paid regular compensation and benefits up to the date of termination, unless mutually agreed by both parties. Upon such termination, **EMPLOYEE** shall be entitled to receive only such accrued benefits that may be due and payable at the time, but he shall not be entitled to any severance pay or other compensation. A decision by the **EMPLOYEE** to not extend the Agreement pursuant to Section 2 of this Agreement, will be considered a termination by **EMPLOYEE** under this Section.

- e. **By Death or Disability.** The employment of **EMPLOYEE** and this Agreement shall automatically terminate upon the death of or upon the termination of employment because of permanent disability. As used herein, disability shall have the same meaning and shall be determined in the same manner, as provided under PERS. Neither **EMPLOYEE** nor their heirs, administrators or assigns shall have any right under this Agreement to salary after such death or disability, but they shall have such rights to accrued benefits as described herein and that may be provided by law and PERS. **EMPLOYEE** and heirs shall be entitled to receive only such accrued benefits that may be due and payable at the time, but he shall not be entitled to any severance pay or other compensation.
- f. **COBRA Benefits.** This Agreement in no way affects **EMPLOYEE'S** rights to continue health insurance coverage as required under COBRA for **EMPLOYEE** and Employee's eligible dependents.

10. **PERFORMANCE AND EVALUATION:**

- a. The **BOARD** and **EMPLOYEE** shall, by September of each year, define such goals and performance objectives which they determine necessary for proper operation of the **DISTRICT** in the attainment of the **BOARD'S** policy objectives and shall establish a relative priority among said goals and objectives. This shall be reduced to writing and reviewed and approved by the **BOARD**.
- b. The **BOARD** shall review and evaluate performance annually in October of each year. Said reviews and evaluations shall be conducted in accordance with specific criteria developed jointly by the **BOARD** and which may be added to, or deleted from, as the **BOARD** may from time to time determine in consultation with the Fire Chief/CEO. As a component of the evaluation and no later than September of each year, the **BOARD** will conduct a contract and salary review. Based upon a positive performance evaluation, the **BOARD** will consider any changes to the terms of this Agreement and/or **EMPLOYEE'S** compensation and benefits.

11. **OTHER TERMS AND CONDITIONS OF EMPLOYMENT:**

- a. The **BOARD**, in consultation with may fix any such other terms and conditions of employment, as it may determine from time-to-time, relating to the performance of the Fire Chief/CEO.

12. INDEMNIFICATION:

- a. In accordance with and to the extent provided by California's Tort Claims Act (Government Code Section 825 et seq.) and Government Code Sections 995-996.5, the **DISTRICT** shall defend and indemnify **EMPLOYEE** against and for all losses sustained by Employee in direct consequences of the discharge of **EMPLOYEE'S** duties on the **DISTRICT'S** behalf for the period of **EMPLOYEE'S** employment.
- b. Without limiting the application of Section 12.a, nothing in this Agreement shall expand the **DISTRICT'S** defense and indemnification obligations beyond those provided in the Government Code Tort Claims Act (Government Code Section 825, et seq.) and Government Code Sections 995-996.5. Further, in the event **DISTRICT** provides funds for legal criminal defense pursuant to this sub-section and terms of the Government Code, **EMPLOYEE** shall reimburse the **DISTRICT** for such legal criminal defense funds if **EMPLOYEE** is convicted of a crime involving an abuse of office or position, as provided by Government Code Sections 53243 — 53243.4.
- c. This Section 12 shall survive separation and termination of this Agreement.

13. ABUSE OF OFFICE:

- a. Any severance pay **EMPLOYEE** may receive pursuant to Section 9.b of this Agreement, as paid leave pending an administrative investigation, as funds for the legal criminal defense of **EMPLOYEE**, or as any cash settlement related to the termination of **EMPLOYEE** shall be fully reimbursed to the **DISTRICT** if Employee is convicted of a crime involving an abuse of their office or position. "Abuse of office or position" means either of the following:
 - (1) An abuse of public authority, including, but not limited to, waste, fraud, and violation of the law under color of authority.
 - (2) A crime against public justice, including, but not limited to, a crime described in Title 7 (commencing with Section 92) of Part 1 of the Penal Code.
- b. Nothing in this Section entitles **EMPLOYEE** to any of the above-mentioned payments described in this Section. This Section shall be interpreted to comply with the requirements set forth in Government Code Section 53243-53243.4.

14. GENERAL PROVISIONS:

- a. Waiver of Breach. The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, shall not operate or be construed as a waiver of any subsequent breach.

- b. Assignment. The rights and obligations of the respective parties hereto under this Agreement shall inure to the benefit and shall be binding upon heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement shall not be assignable by either party without prior written consent of the other party. Any attempted assignment is void.
- c. Entire Agreement. This Agreement supersedes any and all other agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof and contains all of the covenants and agreements between the parties with respect to said subject matter in any manner whatsoever. Each party to this Agreement acknowledges that no representations, inducements, promises or agreements, oral or otherwise, have been made by any party, or anyone acting on behalf of any party, which are not embodied herein, and no other agreement, statement or promise not contained in this Agreement shall be valid or binding. Any modification of this Agreement will be effective only if it is in writing and signed by both **EMPLOYEE** and the **BOARD**.
- d. Governing Law. This Agreement shall be governed by, construed, and enforced in accordance with the laws of the State of California. Any action to interpret or enforce terms of this Agreement shall be held exclusively in a state court in San Diego County, California. Employee expressly waives any right to remove any such action from San Diego County otherwise permitted by the California Code of Civil Procedure section 394.
- e. Partial Invalidity. If any provision of this Agreement, or portion thereof, is held unconstitutional, or found to be invalid or unenforceable by any court, such provision shall be deemed to be modified to the extent necessary to permit its enforcement to the maximum extent permitted by applicable law, and the remaining provisions hereof shall remain in full force and effect unless such partial invalidity or unenforceability would defeat an essential business purpose of this Agreement.
- f. Attorney's Fees. Each party shall bear its own attorney's fees or costs associated with litigation concerning this Agreement.
- g. Arbitration. In the event any controversy or claim arising out of this Agreement cannot be settled by the parties or their legal representatives, such controversy or claim shall be settled by binding arbitration in accordance with the then current rules of the American Arbitration Association and judgment upon the award may be entered in any court having jurisdiction thereof. Costs of such proceedings shall be borne equally by the respective parties without reimbursement of legal fees and shall not include any punitive, exemplary, or other damages, other than compensatory damages for any breach of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed on this 27th day of October, 2026.

BY NORTH COUNTY FIRE PROTECTION DISTRICT:

Chris Shaw
President of the Board of Directors

BY EMPLOYEE:



Peter August
FIRE CHIEF/CEO

APPROVED AS TO FORM:

Kristen Steinke
General Counsel, North County Fire Protection District

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NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS

FROM: CHIEF McREYNOLDS AND BOARD CLERK CANPINAR

DATE: OCTOBER 27, 2026

SUBJECT: SETTING OF YEARLY MEETING SCHEDULE

ACTION AGENDA

RECOMMENDATION:

That the Board approve the schedule of Regular Board Meetings for the Board of Directors of North County Fire Protection District.

DISCUSSION:

The Fallbrook Public Utility District Board Room continues to be an appropriate location for the North County Fire Protection District's Board business. The 5:30 p.m. meeting time and location are suitable, with appropriate response to public hearings and issues requiring public input.

As usual, there is no meeting in November; the December meeting is early to accommodate the holidays. Agreement on meeting dates for the year will allow the Board, Staff and public to anticipate and plan for attendance at meetings. Early approval allows staff to post the meeting calendar on the District website before the beginning of the year and reserve the Board Room in advance with Fallbrook Public Utility District. The proposed meetings dates are:

26-Jan	27-Jul
23-Feb	24-Aug
23-Mar	28-Sep
27-Apr	26-Oct
25-May	No November Meeting
22-Jun	14-Dec

FISCAL ANALYSIS:

None.

SUMMARY:

It is recommended that the Board approve the meetings be continued at the location and time recommended, following the schedule outlined herein.

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San Diego, California 92101-8474
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MEMORANDUM

TO: Board of Directors
North County Fire Protection District

FROM: Kristen S. Steinke, General Counsel

DATE: October 27, 2026

RE: General Counsel Report for Monthly Board Meeting

1. AB 1821. On September 30, 2026, Governor Newsom signed Assembly Bill ("AB") 1821 into law. This bill amends the California Public Records Act ("CPRA").

The CPRA is a government transparency law that gives every person the right to access public records that are in the custody of local government agencies, unless they are exempt from disclosure by law. Under existing law, public agencies must communicate a determination of whether the request seeks copies of disclosable public records in possession of the agency within 10 calendar days. This 10 day time limit can be extended to up to 14 calendar days under unusual circumstances and can be a challenging deadline to meet.

Assembly Bill 1821 amends the CPRA to change the timeline requirement from 10 calendar days to 10 business days with possible extensions up to 14 business days for unusual circumstances. This amendment balances the right of the public to access records in a timely manner while taking into account the heavy burden on City staff of gathering what can be extensive responsive records. AB 1821 will go into effect on January 1, 2027.

2. SB 1187. On September 18, 2026, Governor Newsom signed Senate Bill ("SB") 1187 into law as an urgency measure. This bill amends the Ralph M. Brown Act ("Brown Act") by rolling back certain amendments made to the Brown Act by SB 707, which expanded public access to local government meetings through the use of teleconferencing, video platforms, translation services, and internet technologies.

SB 707 made significant changes to the Brown Act in an effort to modernize and expand public access to local agency meetings. For example, "eligible legislative bodies" were required to (1) translate the agenda for each meeting and reasonably assist members of the public in translating or receiving interpretation during the meeting, (2) implement a system for the electronic acceptance and fulfillment of requests for meeting agendas and documents through email or an integrated agenda management platform,

and (3) create and maintain an accessible internet webpage dedicated to informing the public about details regarding the public meetings.

Recognizing the burden on public agencies in implementing the requirements of SB 707, the new legislation amends the Government Code to eliminate the above-referenced requirements. SB 1187 became effective immediately on September 18, 2026, as an urgency statute.



**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: OCTOBER 27, 2026
SUBJECT: COMMENTS, REPORTS, AND UPDATES

STAFF COMMENTS/REPORTS/UPDATES:

- Chief McReynolds
- Chief Officers & Staff
- Board
- Bargaining Groups

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: OCTOBER 27, 2026
SUBJECT: CLOSED SESSION

CS.1. Announcement — President Shaw

An announcement regarding the items to be discussed in closed session will be made prior to the commencement of closed session.

CS.2. Public Employment (Govt. Code §54957): Fire Chief

CS.3. Conference with Labor Negotiator (Government Code §54957.6):

*Agency Representative:
Employee Organization(s):*

*Counsel Burns of BW&S
Safety, Miscellaneous, Single-Role
Paramedics, and Management Group
Employees*

CS.4. Report from Closed Session – President Shaw

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