Sacramento Metropolitan Fire District

10545 Armstrong Ave., Suite 200 • Mather, CA 95655 • Phone (916) 859-4300 • Fax (916) 859-3702

ADAM A. HOUSE
Fire Chief

ADOPTED
ACTION SUMMARY MINUTES – REGULAR MEETING

BOARD OF DIRECTORS
SACRAMENTO METROPOLITAN FIRE DISTRICT
Thursday, May 14, 2026, at 6:00 p.m.
Held at the following locations:
10545 Armstrong Avenue – Board Room
Mather, California
&
Remotely Via Zoom

CALL TO ORDER

The meeting was called to order at 6:00 p.m. by President Costa. Board members present: Clark, Costa, Goold, Jones, Rice, Saylors, Stark, Webber, and Wood. Board members absent: None. Staff present: Chief House and Board Clerk Rittburg.

PUBLIC COMMENTS

No public comments were received.

CONSENT ITEMS

Moved by Director Wood, seconded by Clark, and carried unanimously by members present to adopt the consent calendar as follows:

1. **Action Summary Minutes**
   Recommendation: Approve the Action Summary Minutes for the Regular Board Meetings of March 26, 2026 and April 9, 2026.
   Action: Adopted the Action Summary Minutes.

2. **Continuing Emergency Work Approval – 10545 Armstrong Avenue**
   Recommendation: Determine that an emergency continues to exist and authorize contracting without a competitive solicitation for bids pursuant to PCC Section 22050 for the repair, demolition, and clean-up services required to restore 10545 Armstrong Avenue to a condition safe for occupancy.
   Action: Approved

3. **Adopt Resolution – Contract Award Recommendation – Firefighter Occupational Medical Evaluation, Testing, and Screening Services**
   Recommendation: Adopt Resolution approving a contract award to MyNP.com Nursing Corporation and authorize the Fire Chief or his designee to negotiate, execute, and administer an agreement materially similar to the attached agreement. Staff further recommends that the Board authorize the Fire Chief or his designee to negotiate, execute, and administer an agreement with the next highest ranked proposer if, after having

bargained in good faith, the District is unable to conclude a final agreement with the highest ranked proposer within 10 calendar days. This contract shall be in effect for one year from the date of agreement and may be extended for up to four additional twelve-month periods.
Action: Adopted **Resolution 2026-019**.

4. **Memorandum of Agreement (MOA) – Cost Reimbursement During Emergency Response Activities**
Recommendation: Approve the MOA between the Sacramento Metropolitan Fire District and the Sacramento County Sheriff's Office for reimbursement of eligible costs incurred during CFAA-reimbursable SRIMT activations and related support activities.
Action: Approved.

5. **Purchase Approval – Emergency Medical Services (EMS) Supplies, Equipment and Pharmaceuticals from Life-Assist, Inc.**
Recommendation: Approve the utilization of NPPGov contract # PS25830 for applicable purchases from Life Assist, Inc. until its expiration or termination and authorize the Fire Chief or his designee to execute NPPGov's Participating Agency Endorsement and Authorization form.
Action: Approved.

6. **Adopt Resolution – Renewal of Cooperative Agreement for the Federal Excess Personal Property (FEPP) Program**
Recommendation: Adopt Resolution approving the renewal of the Cooperative Agreement for the Federal Excess Personal Property (FEPP) Program.
Action: Adopted **Resolution 2026-020**.

7. **Adopt Resolution – Station 23 Dedication for Richard M. Anspach**
Recommendation: Adopt Resolution dedicating Station 23 to Richard M. Anspach.
Action: Adopted **Resolution 2026-021**.

PRESENTATION ITEMS

1. **EMS Excellence**
(Assistant Chief Rudnicki, EMS)
Recommendation: Receive the presentation.
Action: Captain Wynne and family spoke regarding a recent save that occurred off-duty.

2. **Other Post-Employment Benefit (OPEB) Actuarial Valuation for Fiscal Year**
(Chief Financial Officer Dave O'Toole & Michael Papendieck, MacLeod Watts)
Recommendation: Receive the presentation.
Action: Presentation received.

3. **Metro Fire Deployment Study: Folsom Fire Department Operational Changes**
(Chief Development Officer Jeff Frye & Deputy Chief Wagaman)
Recommendation: Receive the presentation.
Action: Presentation received.

4. **Wellness, Health & Safety**
(Assistant Chief Peck)
Recommendation: Receive the presentation.
Action: Presentation received.

PUBLIC HEARING:

1. **Introduction and First Reading of Proposed Ordinance 2025-01, Fee Adjustment for Medical Aid and Ambulance Transport Fees & Adoption of a Resolution Accepting the Ambulance and First Responder Fee Study**
(Deputy Chief Mitchell & Assistant Chief Rudnicki)
Recommendation: Conduct a Public Hearing and introduce Ordinance 2026-01, Specifying the Administration and Implementation of User Fees for the Sacramento Metropolitan Fire District; waive full reading and continue the Public Hearing and Ordinance to May 28, 2026 for imposition of the fees and adoption of the Ordinance. Hear and consider any oral and written testimony and provide direction to staff as necessary and adopt Resolution Accepting the Ambulance and First Responder Fee Study.
Action: President Costa opened the Public Hearing at 8:08 p.m., no public comments were received. President Costa closed the Public Hearing at 8:10 p.m. Moved by Director Rice, seconded by Wood, and carried unanimously by members present to adopt **Resolution 2026-022** accepting the Ambulance and First Responder Fee Study. Moved by Director Goold, seconded by Wood, and carried unanimously by members present to introduce **Ordinance 2026-01** and move it to the second reading.

ACTION ITEMS:

1. **Adopt Resolution – Industrial Disability Retirement – Firefighter Brian Smith**
(Chief Human Resources Officer Melisa Maddux)
Recommendation: After discussion in Closed Session, consider adopting a Resolution finding Firefighter Smith has suffered job-related injuries incapacitating him for the performance of duties as a Firefighter, and direct staff to continue working with Firefighter Smith through his Industrial Disability Retirement process with CalPERS.
Action: None, item to be voted on after discussion in Closed Session.

The Board took a recess at 8:11 p.m. and returned at 8:17 p.m.

REPORTS

1. PRESIDENT'S REPORT - *(President Costa)*

President Costa stated the Cap-to-Cap trip was great and highlighted Erin Castleberry, Kyle MacDonald, and Battalion Chief Wilbourn for doing a great job organizing us, keeping on focused and on track. President Costa also thanked Sean Scollard and Trevor Jameson for sitting down with us and really providing us some feedback.

2. FIRE CHIEF'S REPORT — *(Chief House)*

Chief House recognized the efforts of the Human Resources Division and members who recently participated in the candidate interviews and testing processes. Nearly 400 applicants participated in the written testing process over a two-day period, with approximately 300 candidates testing on the first day and nearly 100 on the second day. He noted that applicant turnout had not reached those levels since approximately 2003–2006, reflecting strong interest in employment with the organization.

OPERATIONS REPORT – *(Deputy Chief Wagaman)*

No Report

ADMINISTRATIVE REPORT – *(Deputy Chief Fiorica)*

No Report

SUPPORT & EMERGENCY MEDICAL SERVICES – (*Deputy Chief Mitchell*)

No Report

3. **SMFD – FIREFIGHTERS LOCAL 522 REPORT** – (*Captain Sean Scollard, Local 522 Vice President)*

   Vice President Scollard reported on recent participation in Cap-to-Cap and CPF convention activities. He noted productive collaboration, constructive discussions, and progress made in addressing organizational issues during the conferences. VP Scollard expressed appreciation to Board members and attendees for their time, effort, and collaborative work during Cap-to-Cap. VP Scollard provided remarks recognizing Director Rice for his longstanding dedication and service to organized labor, Metro Fire, and the fire service profession throughout California. 522 Director Oberlander addressed the Board regarding the results of a recently distributed member wellness survey, noting a significant response rate and expressing concern that no communication or response had been provided to members in the month following the survey. Mr. Oberlander stated that survey responses reflected high levels of stress, emotional exhaustion, burnout, fatigue, mandatory overtime impacts, work-life imbalance, and concerns regarding member mental health, including reports of intrusive thoughts and suicidal ideation among some personnel. Mr. Oberlander emphasized the urgency of addressing staffing shortages, operational demands, deployments, and burnout, stating that current short-term measures were insufficient to resolve long-term workforce and wellness challenges. Board members acknowledged the seriousness of the survey findings and expressed concern regarding mental health, burnout, and suicide risks within the profession. Director Stark requested that the survey results be forwarded to all Board members. Director Rice shared concerns regarding firefighter suicides statewide and stressed the importance of immediate intervention, member outreach, and encouraging individuals in crisis to seek support before acting impulsively. Discussion occurred regarding scheduling additional labor-management meetings focused specifically on staffing, wellness, workload, and operational concerns. Staff and union leadership agreed that multiple meetings would likely be necessary.

4. **COMMITTEE AND DELEGATE REPORTS**

   All Committee Meetings will be held at the Sacramento Metropolitan Fire District Board Room, 10545 Armstrong Avenue, Mather, California unless otherwise specified.

   A. **Executive Committee** – *(President Costa)*

      President Costa reported staff provided an update on Strategic Plan development efforts with consultant ICS and staff collaboration. Stated that staff will distribute the current Strategic Plan draft framework to the full Board for review. Advised the Board that staffing capacity and workload limitations will need to be considered as Strategic Plan priorities and implementation efforts move forward.

      President Costa reported that Deputy Chief Mitchell discussed enhancements to the labor-management meeting process, including providing agendas in advance of meetings, clearly identifying discussion items, defining requested actions tied to policy or discussion items, identifying responsible parties for follow-up actions, documenting outcomes and next steps, and tracking status updates on identified issue.

President Costa reported that Director Webber requested clarification on the current board policy concerning year-end Executive Committee nominations and whether alternative appointment structures are permitted. Staff was directed to return the item to the full Board for discussion and consideration of possible alternatives.

B. Communications Center JPA – *(Deputy Chief Fiorica)*

The Communication Center JPA Board last met on April 28, 2026. During that we briefed by staff on the status of the CAD upgrade that includes new mapping for the Dispatchers. This is the first step in the AVL upgrade. The most recent group of Dispatch recruits (7) have graduated from the Academy and have started their pod training. There was no other reportable action taken.

Our next meeting is scheduled for Tuesday May, 26, 2026.

C. Finance and Audit Committee – *(Director Jones)*

No Report

D. Policy Committee – *(Director Clark)*

The Policy Committee met tonight on one Board Policy, Fraud, Theft, and Corruption Policy. The Confidential Employee Complaint Phoneline information will be added to the policy before it comes to the full Board for approval.

BOARD MEMBER QUESTIONS AND COMMENTS

Director Jones thanked the Wynne family for the work that they did.

Director Stark stated he was able to attend CPF and saw Director Brian Rice retire. Director Stark thanked staff for the Cap-to-Cap trip, it was an outstanding event.

Director Rice requested a full report on the MIH units and what we may be losing without County funding.

President Costa thanked my fellow Directors for their focus and efforts during the lengthy meeting and acknowledged the substantial agenda items requiring support and collaboration with staff. President Costa recognized the ongoing positive work within the organization while also acknowledging existing gaps and areas for improvement. President Costa extended appreciation to Local 522 and staff members who continue to identify operational gaps and opportunities, emphasizing the importance of transparent communication in supporting informed Board decision-making. The Board and staff were encouraged to remain open to innovation, learn from unsuccessful attempts, adjust strategies as needed, and continue pursuing long-term solutions.

CLOSED SESSION:

The Board recessed to closed session at 8:57 p.m. on the following matter(s):

1. CONFERENCE WITH LABOR NEGOTIATOR
Pursuant to California Government Code Section 54957.6

A. District Negotiator: Jack Hughes, Liebert Cassidy Whitmore
Employee Organization: Sacramento Area Fire Fighters Local 522

B. District Negotiator: Jack Hughes, Liebert Cassidy Whitmore
Employee Organization: Battalion Chiefs Bargaining Group, Sacramento Area Fire Fighters Local 522

C. District Negotiator: Jack Hughes, Liebert Cassidy Whitmore
Employee Organization: Administrative Support Personnel (ASP) Affiliate of Sacramento Area Fire Fighters Local 522

D. District Negotiator: Jack Hughes, Liebert Cassidy Whitmore
Employee Organization: Safety Senior Management, Management and Unrepresented Confidential Employees

E. District Negotiator: Jack Hughes, Liebert Cassidy Whitmore
Employee Organization: Non-Safety Senior Management, Management and Unrepresented Confidential Employees

F. District Negotiator: Jack Hughes, Liebert Cassidy Whitmore
Employee Organization: EMT and Paramedic Memorandum of Understanding

2. PURSUANT TO CALIFORNIA GOVERNMENT CODE SECTION 54956.9 (a) – ONE (1) MATTER OF WORKERS' COMPENSATION SETTLEMENT AUTHORITY

Jason Watts and the Sacramento Metropolitan Fire District
Claim #25-189343
Workers' Compensation Settlement Authority
Joseph Fiorica, Deputy Chief of Administration

Action: Moved by Stark, seconded by Saylors, and carried unanimously by members present to give authority to its third-party administrator to conclude a settlement of the matter.

3. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION – Significant Exposure to litigation pursuant to California Government Code Section 54956.9 (b): One Case

Claim Against Public Entity Pursuant to Government Code Section 910
Priscilla Van Dyke v. Sacramento Metropolitan Fire District
John Lavra, General Counsel

Action: Moved by Goold, seconded by Wood, and carried unanimously by members present to return the 910 Claim as untimely.

4. PURSUANT TO CALIFORNIA GOVERNMENT CODE SECTION 54956.9 (a) – ONE (1) MATTER OF INDUSTRIAL DISABILITY RETIREMENT.

Brian Smith and the Sacramento Metropolitan Fire District
Claim #24-184529 – Industrial Disability Retirement
Joseph Fiorica, Deputy Chief of Administration

5. CONFERENCE WITH LEGAL COUNSEL – PURSUANT TO CALIFORNIA GOVERNMENT CODE SECTION 54956.9(d)

Significant exposure to litigation pursuant to Paragraph (2) of subdivision (d) of section 54956.9. Activities/incident/discussion with and among staff at Station 106 on September 4, 2025.

CLOSED SESSION REPORT OUT:

The Board reconvened in open session at 10:46 p.m. General Counsel John Lavra reported that the Board met in closed session on five items:
1. Conference with Labor Negotiator; the Board met with its designated labor negotiator; no reportable action was taken in closed session.
2. Workers' Compensation Settlement Authority for Jason Watts, the Board voted unanimously to effectuate a settlement in that matter.
3. Conference with Legal Counsel on 910 Claim of Priscilla Van Dyke, the Board voted unanimously to return the 910 Claim as untimely.
4. One Matter of Industrial Disability Retirement, of Brian Smith, no reportable action was taken in closed session and the Board will proceed with the vote in open session now on that matter.
5. Conference with Legal Counsel, Significant exposure to litigation; no reportable action was taken in closed session.

ACTION ITEM CONTINUED TO AFTER CLOSED SESSION:

1. **Adopt Resolution – Industrial Disability Retirement – Firefighter Brian Smith**
(Chief Human Resources Officer Melisa Maddux)
Recommendation: After discussion in Closed Session, consider adopting a Resolution finding Firefighter Smith has suffered job-related injuries incapacitating him for the performance of duties as a Firefighter, and direct staff to continue working with Firefighter Smith through his Industrial Disability Retirement process with CalPERS.
Action: Moved by Director Weber, seconded by Jones, and carried unanimously by members present to defer the matter to a future meeting.

To view the video of the meeting, please visit the Metro Fire Website or our YouTube channel:

https://metrofire.ca.gov/2026-05-14-board-meeting

https://www.youtube.com/channel/UC9t-uKlc_oOUGNrmogdQ_QA

ADJOURNMENT

The meeting was adjourned at 10:49 p.m.

John Costa, Board President

Brian Rice, Secretary

Marni Rittburg, CMC
Board Clerk