

Fire Department

Samuel Klemek, Fire Chief

City Service Area
Public Safety

Programs and Services

FUNCTION	DESCRIPTION
<i>FIRE ADMINISTRATION</i>	
Management & Administration	Integrates City Council initiatives, goals, and objectives; complies with Federal, State, local laws, Memoranda of Understanding and contractual agreements. Prepares and monitors the department's annual budget and manages grants.
<i>SUPPRESSION</i>	
Fire Suppression & Rescue	Protects life, property, and the environment, from the hazards of fire, explosions, and hazardous materials incidents; provides all-risk emergency responses within the local, State, and Federal mutual-aid systems for effective and efficient resource utilization.
<i>EMERGENCY MEDICAL SERVICES</i>	
Advanced Life Support Emergency Medical Response	Provides 24/7 advanced life support medical care through cross-trained firefighter/paramedics with a focus on lifesaving emergency response, training, and collaboration with County contracted ambulance services. Assures ongoing compliance with State/local statutes and provides general program oversight for quality of care assurance.
<i>PREVENTION</i>	
Fire/Life Safety & Education and Community Risk Reduction	Implements, administers, and enforces the California Fire Code (CFC) as outlined in Title 19 and Title 24 of the California Code of Regulations; ensure public safety by mitigating fire and life safety hazards through inspections, plan review, and enforcement efforts. Conducts public outreach and education.
<i>TRAINING</i>	
Training	Provides and coordinates professionalism, safety, and expertise for fire department personnel through required training, certifications, and supports health and wellness; delivers structured relevant programs, monitors qualifications, manages the recruit academy, coordinates with external agencies, and develops leadership through advanced training and succession planning initiatives.
<i>VEHICLE MAINTENANCE</i>	
Repairs & Maintenance	Repairs and maintains all Fire Department vehicles and firefighting apparatuses in accordance with National, State, DMV, NFPA and OSHA mandates to ensure an efficient and safe fleet of emergency response vehicles.
<i>HAZARDOUS MATERIAL CONTROL</i>	
Hazardous Materials Emergency Response	Effectively controls and conducts initial mitigation of hazardous material emergencies to protect life, the environment and property by cross-training suppression personnel to respond as Hazardous Materials Specialists.

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Department Budget Summary

Expected 2025-26 Service Delivery

- Continue to work diligently to implement recommendations outlined in the 2023 Salinas Fire Department Master Plan. *(Strategic Goal: Infrastructure, City Services)*
- Continue to actively participate in the planning of development in the Future Growth Area (FGA) with consideration for the needs of an expanding community and diversity of risks. The Fire Department is proactively taking steps toward the purchase of the land for Fire Station 7 and actively pursuing its development. *(Strategic Goal: Public Safety, Infrastructure, City Services)*
- Support expeditious plan review and permitting as well as timely inspections of new projects. *(Strategic Goal: City Services)*
- Prioritize and complete fire station repairs and alterations throughout the City to ensure continuity of emergency services. Facilities will be upgraded to emerging “green standards” where feasibly and economically viable to do so. *(Strategic Goal: Public Safety, Infrastructure)*
- Identify ways to improve the delivery of mandated firefighter training and develop centralized facilities while decreasing the City’s carbon footprint. Limiting the movement of apparatus helps to reduce fuel consumption and vehicle wear while increasing the number of available unit hours to respond to emergencies. The department is actively planning for the demolition of the current tower to replace it with a new tower, at the same location that meets current State safety standards. *(Strategic Goal: Public Safety, Infrastructure)*
- Engage neighborhoods. *(Strategic Goal: Public Safety, City Services):*
 - Neighborhood fire stations will continue to host education events. Fire Prevention Week activities will return with a focus on educating youth and underrepresented population.
- Invest in prevention and intervention programs. *(Strategic Goal: Public Safety, City Services):*
 - It is a continued goal to increase staffing in the fire prevention division to address a long-standing need to expand fire and life-safety inspections to include business and commercial occupancies. This program will help protect critical investments in the community, economic development, housing, and quality of life.
- Evaluate staffing levels of public safety personnel. *(Strategic Goal: Public Safety, Infrastructure, City Services):*
 - Assuring adequate staffing of all apparatus, in compliance with the National Fire Protection Association (NFPA) NFPA-1710 standard is a priority for the Salinas Fire Department. By ensuring that a minimum number of firefighters arrive at the scene of a structural fire within 15 minutes or less, as defined by the NFPA standard as an Effective Response Force (ERF), fire and economic loss is drastically reduced for every minute this force is in place.

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- Adequately staffing the department's two aerial apparatus aides in compliance with the NFPA 1710 standard and eliminates the need to commit additional apparatus to every fire incident in order to be in compliance. This allows for fire apparatus to remain available for additional calls for service.
 - Increases to suppression staffing will also increase "available unit hours" to help reduce response times and reduce the City's dependence on mutual-aid resources from neighboring jurisdictions. These jurisdictions have expressed concern over their frequent commitment of resources to Salinas to backfill during periods of high call volume, and response times continue to increase as a result of a growing City with increased call volume, traffic, and traffic calming measures being implemented.
- Hire locally for public safety positions. (*Strategic Goal: Public Safety, Infrastructure, City Services*):
 - The fire department fully appreciates the benefits of a locally sourced workforce that is representative of the community we serve. Recruitment efforts extend to local community colleges, high schools, athletics programs, and a social media campaign highlighting opportunities for a diverse population of potential employees.
- Maintain effective code enforcement practices. (*Strategic Goal: Infrastructure, City Services*):
 - As the community expands and diversifies, so too will the efforts of the fire department in the realm of effective enforcement. The fire prevention division will strive to assure timely inspection of housing units and continue to partner with the City's code enforcement division to protect the safety of tenants from unsafe housing conditions.
 - The Salinas Fire Department has expanded the pool of qualified unmanned aerial vehicle (UAV) pilots that will contribute in the augmented Illegal fireworks enforcement efforts in partnership with the Salinas Police Department. Inventive methods of combating the problem of illegal fireworks will continue to be developed with the goal of making the use of illegal fireworks socially unacceptable and subject to stringent consequences for violators.
- Identify ways to strengthen the path for local youth to learn about the fire service through the Regional Occupational Program. The training division will continue to engage and provide accessible opportunities for youth to participate in the Fire Department's Cadet Program. With the department's participation in the South Bay Regional Training Academy and new Paramedic training program, Salinas youth could be given the opportunity for scholarships and/or sponsorship into the accredited fire academy. Working with the Salinas Firefighters Foundation, a scholarship has been created to provide tuition assistance to one current qualified Cadet. These programs create a straight-line pathway to hiring and promoting local youth. (*Strategic Goal: Youth and Seniors*)

2024-25 Top Accomplishments

- Graduated 17 new firefighter recruits from the SFD academy. (Staffing for Adequate Fire Emergency Response Grant (SAFER) and General Fund over-hires). (*Prior year goal*)

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- Filled vacancies by promotion of 1 Deputy Fire Chief, 3 Division Chiefs (reclassified), 3 Fire Captains and 2 Fire Engineers. *(Prior year goal)*
- Filled 1 FT Fire Inspector vacancy. *(Prior year goal)*
- Successfully graduated 2 SFD personnel from the Paramedic Training Program.
- 2 Additional personnel started Paramedic training in early April 2025.
- Placed apparatus orders for 1 type 6 wildland unit, 1 type-1 pumper and 1 tiller/ladder. *(Prior year goal)*
- Secured the assignment of a Governor's Office of Emergency Services (OES) Type-1 Hazardous Materials Response Unit and an accompanying perpetual training grant of \$200K per year.
- Assumed primary administration of the Monterey County Hazardous Materials Response Team.
- Negotiated updated fees with the County of Monterey for increased Certified Unified Program Agency (CUPA) funding for the Hazardous Materials Response Program.
- Started construction of a \$6.2M renovation for fire station 1 with blended ARPA & existing CIP funds. *(Prior year goal)*
- Stood-up temporary fire stations at Sherwood Hall and 106 Lincoln Ave.
- Completed the move of fire administration and fire prevention to the west wing facility. *(Prior year goal)*
- Received \$105K grant from Cal Water for the acquisition of a mobile D.R.A.F.T.S. unit for training of personnel and mandated routine testing of fire equipment that saves over 2 million gallons of water annually. *(Prior year goal)*
- Facilitated the piloting of a dedicated Mobile Crisis Response Team joint Memorandum of Understanding with the County of Monterey.

2025-26 Key Budget Actions

- Increases the overtime budget to align it with historical trends. *(One-time costs: \$952,649)*
- Technical adjustment to move the Emergency Medical Services Division operational costs of \$408,500 to the department. This is offset by eliminating \$408,500 from non-departmental; funds a part-time civilian Deputy Fire Marshal to engage in specialized technical plan checks, planning, inspections, and oversight of large projects and initiation of a commercial occupancy inspection program. *(Ongoing costs \$0)*
- Increases Prevention Division outside services by \$90,775 to fund overflow plan reviews for large and special projects. *(One-time costs: \$94,000)*

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- Adds \$50,000 in operational costs for paramedic training, tuition, internship fees and backfill/overtime of two firefighters. (*One-time costs: \$50,000*)
- Adds 1.0 FTE Deputy Fire Marshal to increase capacity within the area of fire prevention in support of City Council Priorities. This action will increase the department's ability to provide necessary code compliance, plan review, and facility inspections. (*Ongoing costs: \$223,160*)

Operating Funds Managed

- General Fund (1000)
- Measure E (1100)
- Measure G (1200)

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Function	2022-23 Actuals	2023-24 Actuals	2024-25 Adopted	2025-26 Proposed
911 Services	509,147	-	-	-
Emergency Medical Services	1,538,084	1,628,004	1,809,700	1,798,250
Fire Administration	935,507	1,016,908	1,055,945	1,892,065
Grants	226,789	193,772	-	-
Hazardous Material Control	379,018	371,726	344,700	528,550
Prevention	1,110,576	1,251,541	1,340,269	1,838,495
Suppression	24,895,530	25,931,897	24,854,970	25,594,547
Training	647,676	687,309	803,930	718,600
Vehicle Maintenance	458,170	496,869	423,520	469,010
Total Expenditures	30,700,497	31,578,025	30,633,034	32,839,517

Expenditure Summary	2022-23 Actuals	2023-24 Actuals	2024-25 Adopted	2025-26 Proposed
Salaries & Benefits	24,650,803	26,057,071	26,309,300	27,631,658
Overtime	3,335,888	2,736,035	2,167,670	3,120,519
Supplies & Services	2,490,467	2,023,171	1,795,024	1,774,700
Capital Outlay	223,340	577,520	176,800	128,400
Debt Service	-	184,228	184,240	184,240
Total Expenditures	30,700,497	31,578,025	30,633,034	32,839,517

Funding Source	2022-23 Actuals	2023-24 Actuals	2024-25 Adopted	2025-26 Proposed
General Fund (1000)	27,108,568	27,563,709	27,072,524	29,989,975
Measure E (1100)	49,029	2,738	-	1,005,420
Measure G (1200)	1,848,094	2,303,107	1,801,810	1,844,122
Assistance to Firefighters (3115)	203,467	-	-	-
Contributions & Donations (2508)	-	2,538	-	-
Emergency Medical Service Fund (2501)	1,468,017	1,512,161	1,758,700	-
Fire Grants (3117)	22,657	1,095	-	-
Homeland Security (3106)	664	136,619	-	-
SAFER (3111)	-	56,057	-	-
Total Expenditures	30,700,497	31,578,025	30,633,034	32,839,517

Revenue Summary	2022-23 Actuals	2023-24 Actuals	2024-25 Adopted	2025-26 Proposed
Charges for Services	997,606	943,154	1,068,500	1,445,160
Intergovernmental	723,462	754,695	937,000	759,000
Other Revenue*	4,797	2,000	-	-
Transfers In	1,357,500	1,600,000	1,600,000	-
Total Revenues	3,083,366	3,299,849	3,605,500	2,204,160

* Schedule A - Other Revenue

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Schedule A – Other Revenue

Other Revenue	2022-23 Actuals	2023-24 Actuals	2024-25 Adopted	2025-26 Proposed
Contributions & Donations	4,797	2,000	-	-
Total Other Revenue	4,797	2,000	-	-

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Performance Measures

Suppression				
Performance Measure / Goal	FY 2023-24 Actual	FY 2024-25 Goal	FY 2024-25 Projected	FY 2025-26 Goal
4 Minute Response – NFPA Standard	43%	90%	40%	90%
4-6 Minute Response - General Plan Service Standard	43%	90%	44%	90%
15 Firefighters at structure fires within 8 minutes - NFPA Standard	64%	90%	76%	90%
Total Structure Fires	87	75	115	100
Total Other Type Fires	802	900	963	950
Emergency Medical Services				
Performance Measure / Goal	FY 2023-24 Actual	FY 2024-25 Goal	FY 2024-25 Projected	FY 2025-26 Goal
Number of Paramedics	27	28	23	27
EMS Training Hours	1,200	1,200	1,200	1,200
Total EMS Responses	11,508	12,500	12,500	12,500

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Fire Prevention / Community Risk Reduction

Performance Measure / Goal	FY 2023-24 Actual	FY 2024-25 Goal	FY 2024-25 Projected	FY 2025-26 Goal
Fire & Life Safety Education	11	20	15	20
Public Safety Demonstrations	2	10	5	5
Total Number of Fire Code/State Mandated Inspections	1,120	2,000	950	1,500
Total Number of Commercial/Fire Permit Inspections	827	1,500	1,000	1,500
Number of Fire Plan Checks	394	400	360	650

Training

Performance Measure/ Goal	FY 2023-24 Actual	FY 2024-25 Goal	FY 2024-25 Projected	FY 2025-26 Goal
Number of Training hours	27,230	29,000	31,303	30,000
Mandated Training Compliance	24,396	25,000	25,000	25,000

Vehicle Maintenance

Performance Measure / Goal	FY 2023-24 Actual	FY 2024-25 Goal	FY 2024-25 Projected	FY 2025-26 Goal
Scheduled Maintenance Compliance - %	100%	100%	100%	100%
Aerial & Ground Ladder Testing Compliance - %	100%	100%	100%	100%

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Hazardous Materials Control

Performance Measure / Goal	FY 2023-24 Actual	FY 2024-25 Goal	FY 2024-25 Projected	FY 2025-26 Goal
Total Training Hours	1,990	1,200	2,400	2,400
Annual Certified Unified Program Agency (CUPA) Reimbursement	\$249,290	\$200,000	\$264,000	\$350,000

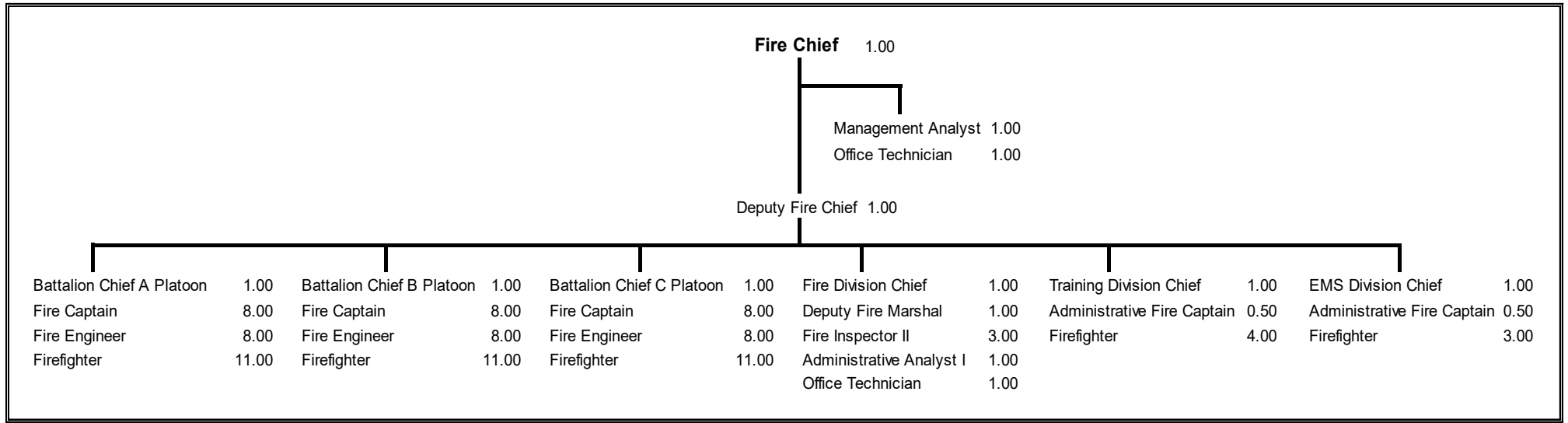
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Department Position Detail

Position	FY 2024-25 Adopted	FY 2025-26 Proposed	Change
Administrative Analyst I	1.00	1.00	-
Administrative Fire Captain	1.00	1.00	-
Battalion Chief	3.00	3.00	-
Deputy Fire Chief	1.00	1.00	-
Deputy Fire Marshal	0.00	1.00	1.00
Fire Captain	24.00	24.00	-
Fire Chief	1.00	1.00	-
Fire Division Chief	3.00	3.00	-
Fire Engineer	24.00	24.00	-
Fire Inspector II	3.00	3.00	-
Firefighter	40.00	40.00	-
Management Analyst	1.00	1.00	-
Office Technician	2.00	2.00	-
Total Positions	104.00	105.00	1.00

Fire Department

Organizational Chart



Regular Full -Time Equivalents (FTE): 105.00