

# Fire Department

## Programs and Services

| FUNCTION                                                             | DESCRIPTION                                                                                                                                                                                                                                                                                                                                                                                        |
|----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>FIRE ADMINISTRATION</b>                                           |                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Management &amp; Administration</b>                               | 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.                                                                                                                                                              |
| <b>SUPPRESSION</b>                                                   |                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Fire Suppression &amp; Rescue</b>                                 | 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.                                                                                                                             |
| <b>EMERGENCY MEDICAL SERVICES</b>                                    |                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Advanced Life Support Emergency Medical Response</b>              | 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.                                                     |
| <b>PREVENTION</b>                                                    |                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Fire/Life Safety &amp; Education and Community Risk Reduction</b> | 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.                                                                                |
| <b>TRAINING</b>                                                      |                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Training</b>                                                      | 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. |
| <b>VEHICLE MAINTENANCE</b>                                           |                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Repairs &amp; Maintenance</b>                                     | 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.                                                                                                                                                                              |
| <b>HAZARDOUS MATERIAL CONTROL</b>                                    |                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Hazardous Materials Emergency Response</b>                        | 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.                                                                                                                                                                        |

# Fire Department

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## Department Budget Summary

### Expected FY 2026/27 Service Delivery

- Continue to work diligently to implement recommendations outlined in the 2023 Salinas Fire Department Master Plan. *(Strategic Goals: 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 Goals: Public Safety, Infrastructure, 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 Goals: Public Safety, Infrastructure)*
- Hire locally for public safety positions. *(Strategic Goals: Public Safety, Infrastructure, City Services):*
- A new Fire Academy with 15 recruits is expected to begin in January 2027. Upon successful completion of the academy, recruits are expected to begin providing emergency response services by Summer 2027. *(Strategic Goals: Public Safety, City Services)*
- Develop and pilot revenue-generating programs within the Training and Fire Prevention Divisions by increasing administrative capacity. *(Strategic Goals: Public Safety)*
- Evaluate the effectiveness of the Engine 7 pilot program and seek resource allocation to support permanent implementation of the service delivery model. *(Strategic Goals: Public Safety, City Services)*
- Begin phasing out the Type 3 Wildland vehicle and replace it with two Type 6 fire engines, with one engine scheduled for delivery in FY 2026/27 and the second in FY 2027/28. *(Strategic Goal: Public Safety)*
- Continue to sponsor fire department employees through paramedic school in anticipation of forecasted attrition. *(Strategic Goal: Public Safety)*
- Upgrade the emergency alerting system in all fire stations to enhance the reliability of dispatched information. *(Strategic Goals: Public Safety, Infrastructure)*
- Upgrade vehicle exhaust extraction systems in all fire stations to improve firefighter health and safety by reducing carcinogen exposure. *(Strategic Goals: Public Safety, Infrastructure)*
- Support expeditious plan review and permitting, as well as timely inspections of new projects, by increasing funding for outsourced plan review services. *(Strategic Goal: City Services)*
- Maintain effective code enforcement practices to support continued community expansion and diversification. *(Strategic Goal: City Services)*
- Expanded the pool of qualified unmanned aerial vehicle (UAV) pilots to support enhanced illegal fireworks enforcement efforts. *(Strategic Goal: Public Safety)*

## Fire Department

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- 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. *(Strategic Goal: City Services)*
- Expand the Regional Hazardous Materials Response Team through a new response agreement with the County of Monterey, County of Santa Cruz, and County of San Benito. *(Strategic Goal: Public Safety)*

### Expected FY 2027/28 Service Delivery

- Continue to implement recommendations outlined in the 2023 Salinas Fire Department Master Plan. *(Strategic Goals: Infrastructure, City Services)*
- Continue to seek resource allocation to support permanent implementation of the Engine 7 service delivery model. *(Strategic Goals: Public Safety, City Services)*
- Continue to seek and apply for grant opportunities to supplement funding shortfalls. *(Strategic Goals: Public Safety, City Services)*
- Continue to actively participate in planning efforts within the Future Growth Area (FGA), considering the needs of an expanding community and evolving risk profile. Advance efforts toward the acquisition of land and development of Fire Station 7. *(Strategic Goals: Public Safety, Infrastructure, City Services)*
- Begin construction of a new fire training tower to expand the department's training capacity and support ongoing firefighter skills development and operational readiness. *(Strategic Goals: Public Safety, Infrastructure)*
- Continue with 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 Goals: Public Safety, Infrastructure)*
- Receive and place into service a new Type 1 fire engine to support front-line emergency response operations *(Strategic Goal: Public Safety)*
- Develop and implement a comprehensive in-house training program to enhance training capabilities, equipment uses, and overall operational readiness. *(Strategic Goal: Public Safety)*
- Engage neighborhoods through community outreach and education efforts. Fire stations will continue to host public education events, including Fire Prevention Week activities, with a focus on youth and underserved populations. *(Strategic Goals: Public Safety, City Services)*
- Continue to sponsor Fire Department employees through paramedic school in anticipation of forecasted attrition. *(Strategic Goals: Public Safety, City Services)*
- Implement a comprehensive Community Risk Reduction (CRR) strategy within the Fire Prevention Division to enhance proactive risk identification, prevention efforts, and community engagement using data-driven analysis. *(Strategic Goals: Public Safety, City Services)*
- Increase Fire Prevention staffing to support the implementation of a business inspection program and expand fire and life-safety inspections across commercial occupancies. *(Strategic Goals: Public Safety, City Services)*

## Fire Department

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### FY 2025/26 Top Accomplishments

- Secured an Assistance to Firefighters Grant (AFG) to replace exhaust extraction systems at Fire Stations 1 through 6, improving firefighter health and safety. *(Strategic Goal: Public Safety)*
- Completed renovations at Fire Station 1 through a combination of Capital Improvement Project funding and American Rescue Plan Act (ARPA) funds, improving facility functionality and operational readiness. *(Strategic Goals: Public Safety, Infrastructure)*
- Increased ladder truck staffing from three to four personnel, significantly improving operational effectiveness and crew efficiency during emergency responses. *(Strategic Goals: Public Safety, City Services)*
- Initiated a pilot deployment of a seventh engine company from Fire Station 1 to enhance service delivery and prepare for anticipated growth. *(Strategic Goals: Public Safety, City Services)*
- Proactively promoted five Fire Captains and one Fire Engineer to maintain staffing levels and ensure continuity of operations following retirements and other attrition. *(Strategic Goals: Public Safety, City Services)*
- Conducted a Fire Officer promotional process, resulting in seven successful candidates who completed an in-house Captain Academy focused on leadership, administration, performance expectations, and emergency preparedness. *(Strategic Goals: Public Safety, City Services)*
- Five firefighters obtained Monterey County paramedic accreditation, strengthening the Department's advanced life support capabilities. *(Strategic Goals: Public Safety, City Services)*
- Two firefighters graduated from a paramedic training program in December 2025 and are prepared to fill vacant paramedic positions. *(Strategic Goals: Public Safety, City Services)*
- Two additional firefighters began paramedic training in January 2026 to support future staffing needs as vacancies occur. *(Strategic Goals: Public Safety, City Services)*
- Five firefighters achieved Hazardous Materials Specialist certification, enhancing the Department's ability to support and lead countywide hazardous materials responses. *(Strategic Goals: Public Safety, City Services)*
- Procured two Type 1 fire engines, one Type 6 engine, and a tiller-drawn aerial ladder truck to support current operations and future service demands. *(Strategic Goals: Public Safety, City Services)*
- Filled the vacant full-time Deputy Fire Marshal position in April 2026, improving the Prevention Division's plan review and inspection capacity. *(Strategic Goals: Public Safety, City Services)*
- Increased state-mandated and permit inspection capacity by filling a long-vacant Fire Inspector position. *(Strategic Goals: Public Safety, City Services)*
- Expanded plan review capabilities through the use of qualified fire plan check consultants under a master service agreement. *(Strategic Goals: Public Safety, City Services)*
- The Fire Prevention Division continued coordination with stakeholders to complete plan review and inspections for the new Amazon facility. *(Strategic Goals: Public Safety, City Services & Economic Development)*

## Fire Department

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- Modernized the Department's Learning Management System to strengthen training delivery, improve tracking, and ensure compliance with required job certifications. *(Strategic Goals: Public Safety, City Services)*

### FY 2026/27 Key Budget Actions

- Adds \$426,000 in operational costs to fund Fire personnel after the SAFER grant expires in March 2027. *(One-time costs: \$426,000)*
- Replace two staff vehicles to maintain reliability and support daily operations. *(One-time costs: \$205,000)*

### Operating Funds Managed

- General Fund (1000)
- Measure E (1100)
- Measure G (1200)
- SAFER (3111)

## Fire Department

| <b>Function</b>            | <b>2024/25<br/>Actuals</b> | <b>2025/26<br/>Adopted</b> | <b>2025/26<br/>Projected</b> | <b>2026/27<br/>Adopted</b> | <b>2027/28<br/>Adopted</b> |
|----------------------------|----------------------------|----------------------------|------------------------------|----------------------------|----------------------------|
| Emergency Medical Services | 1,737,004                  | 1,798,250                  | 1,814,965                    | 2,082,150                  | 2,179,560                  |
| Fire Administration        | 1,201,681                  | 1,892,065                  | 1,895,036                    | 1,738,205                  | 1,826,225                  |
| Grants                     | 1,177,175                  | -                          | 1,237,782                    | 1,239,500                  | -                          |
| Hazardous Material Control | 466,901                    | 528,550                    | 533,744                      | 544,060                    | 576,800                    |
| Prevention                 | 1,457,376                  | 1,838,495                  | 1,847,110                    | 1,757,565                  | 1,819,085                  |
| Suppression                | 23,963,248                 | 25,594,547                 | 25,907,587                   | 27,972,457                 | 28,924,669                 |
| Training                   | 1,051,353                  | 718,600                    | 725,926                      | 606,600                    | 631,680                    |
| Vehicle Maintenance        | 591,282                    | 469,010                    | 605,608                      | 647,840                    | 660,780                    |
| <b>Total Expenditures</b>  | <b>31,646,021</b>          | <b>32,839,517</b>          | <b>34,567,758</b>            | <b>36,588,377</b>          | <b>36,618,799</b>          |

| <b>Expenditure Summary</b> | <b>2024/25<br/>Actuals</b> | <b>2025/26<br/>Adopted</b> | <b>2025/26<br/>Projected</b> | <b>2026/27<br/>Adopted</b> | <b>2027/28<br/>Adopted</b> |
|----------------------------|----------------------------|----------------------------|------------------------------|----------------------------|----------------------------|
| Salaries & Benefits        | 26,144,172                 | 27,631,658                 | 29,150,496                   | 30,619,208                 | 30,718,430                 |
| Overtime                   | 2,965,436                  | 3,120,519                  | 3,167,922                    | 3,831,779                  | 3,760,779                  |
| Supplies & Services        | 2,011,327                  | 1,774,700                  | 1,986,803                    | 2,097,390                  | 2,099,590                  |
| Capital Outlay             | 340,858                    | 128,400                    | 78,297                       | 40,000                     | 40,000                     |
| Debt Service               | 184,228                    | 184,240                    | 184,240                      | -                          | -                          |
| <b>Total Expenditures</b>  | <b>31,646,021</b>          | <b>32,839,517</b>          | <b>34,567,758</b>            | <b>36,588,377</b>          | <b>36,618,799</b>          |

| <b>Funding Source</b>        | <b>2024/25<br/>Actuals</b> | <b>2025/26<br/>Adopted</b> | <b>2025/26<br/>Projected</b> | <b>2026/27<br/>Adopted</b> | <b>2027/28<br/>Adopted</b> |
|------------------------------|----------------------------|----------------------------|------------------------------|----------------------------|----------------------------|
| General Fund (1000)          | 26,964,523                 | 29,989,975                 | 30,480,433                   | 31,341,085                 | 32,866,840                 |
| Measure E (1100)             | -                          | 1,005,420                  | 1,005,420                    | 866,520                    | 913,810                    |
| Measure G (1200)             | 1,815,347                  | 1,844,122                  | 1,844,122                    | 3,141,272                  | 2,838,149                  |
| Emergency Medical Svc (2501) | 1,688,976                  | -                          | -                            | -                          | -                          |
| SAFER (3111)                 | 1,177,175                  | -                          | 1,237,782                    | 1,239,500                  | -                          |
| <b>Total Expenditures</b>    | <b>31,646,021</b>          | <b>32,839,517</b>          | <b>34,567,758</b>            | <b>36,588,377</b>          | <b>36,618,799</b>          |

| <b>Revenue Summary</b> | <b>2024/25<br/>Actuals</b> | <b>2025/26<br/>Adopted</b> | <b>2025/26<br/>Projected</b> | <b>2026/27<br/>Adopted</b> | <b>2027/28<br/>Adopted</b> |
|------------------------|----------------------------|----------------------------|------------------------------|----------------------------|----------------------------|
| Charges for Services   | 1,162,669                  | 1,445,160                  | 1,445,160                    | 1,359,000                  | 1,409,000                  |
| Intergovernmental      | 1,847,958                  | 759,000                    | 2,625,436                    | 1,998,500                  | 759,000                    |
| Other Revenue*         | 127,166                    | -                          | -                            | -                          | -                          |
| <b>Total Revenues</b>  | <b>3,137,792</b>           | <b>2,204,160</b>           | <b>4,070,596</b>             | <b>3,357,500</b>           | <b>2,168,000</b>           |

\* Schedule A - Other Revenue

## Fire Department

### Schedule A – Other Revenue

|                            | 2024/25<br>Actuals | 2025/26<br>Adopted | 2025/26<br>Projected | 2026/27<br>Adopted | 2027/28<br>Adopted |
|----------------------------|--------------------|--------------------|----------------------|--------------------|--------------------|
| <b>Other Revenue</b>       |                    |                    |                      |                    |                    |
| Contributions & Donations  | 1,700              | -                  | -                    | -                  | -                  |
| Miscellaneous Receipts     | 125,466            | -                  | -                    | -                  | -                  |
| <b>Total Other Revenue</b> | <b>127,166</b>     | <b>-</b>           | <b>-</b>             | <b>-</b>           | <b>-</b>           |

## Fire Department

### Performance Measures & Workload Highlights

| Suppression                                                         |                   |                 |                      |                 |                 |
|---------------------------------------------------------------------|-------------------|-----------------|----------------------|-----------------|-----------------|
| Performance Measure / Goal                                          | FY 2024/25 Actual | FY 2025/26 Goal | FY 2025/26 Projected | FY 2026/27 Goal | FY 2027/28 Goal |
| 4 Minute Response – NFPA Standard                                   | 50%               | 90%             | 49%                  | 90%             | 90%             |
| 4-6 Minute Response - General Plan Service Standard                 | 50%               | 90%             | 49%                  | 90%             | 90%             |
| 15 Firefighters at structure fires within 8 minutes - NFPA Standard | 49%               | 90%             | 90%                  | 90%             | 90%             |
| Total Structure Fires                                               | 39                | N/A             | 60                   | N/A             | N/A             |
| Total Other Type Fires                                              | 979               | N/A             | 863                  | N/A             | N/A             |
| Total of Calls Received                                             | 17,696            | N/A             | 18,500               | N/A             | N/A             |
| Emergency Medical Services                                          |                   |                 |                      |                 |                 |
| Performance Measure / Goal                                          | FY 2024/25 Actual | FY 2025/26 Goal | FY 2025/26 Projected | FY 2026/27 Goal | FY 2027/28 Goal |
| Number of Paramedics                                                | 24                | 27              | 25                   | 30              | 30              |
| EMS Training Hours                                                  | 1200              | 1,200           | 1,200                | 1,500           | 1500            |
| Total EMS Responses                                                 | 11,193            | N/A             | 12,700               | N/A             | N/A             |
| Fire Prevention / Community Risk Reduction                          |                   |                 |                      |                 |                 |
| Performance Measure / Goal                                          | FY 2024/25 Actual | FY 2025/26 Goal | FY 2025/26 Projected | FY 2026/27 Goal | FY 2027/28 Goal |
| Fire & Life Safety Education                                        | 11                | 20              | 13                   | 20              | 20              |
| Public Safety Demonstrations                                        | 2                 | 5               | 4                    | 5               | 5               |
| Total Number of Fire Code/State Mandated Inspections                | 1,296             | 1,500           | 1,150                | 1,500           | 1,750           |
| Total Number of Commercial/Fire Permit Inspections                  | 1,202             | 1,500           | 1,000                | 1,500           | 1,500           |
| Number of Fire Plan Checks                                          | 471               | 650             | 500                  | 650             | 700             |
| Training                                                            |                   |                 |                      |                 |                 |
| Performance Measure/ Goal                                           | FY 2024/25 Actual | FY 2025/26 Goal | FY 2025/26 Projected | FY 2026/27 Goal | FY 2027/28 Goal |
| Number of Training hours                                            | 41,000            | 30,000          | 32000                | 40000           | 40000           |
| Mandated Training Compliance                                        | 22800             | 25,000          | 22800                | 23000           | 23000a          |

## Fire Department

| Vehicle Maintenance                                          |                      |                    |                         |                    |                    |
|--------------------------------------------------------------|----------------------|--------------------|-------------------------|--------------------|--------------------|
| Performance Measure / Goal                                   | FY 2024/25<br>Actual | FY 2025/26<br>Goal | FY 2025/26<br>Projected | FY 2026/27<br>Goal | FY 2027/28<br>Goal |
| Scheduled Maintenance Compliance - %                         | 100%                 | 100%               | 100%                    | 100%               | 100%               |
| Aerial & Ground Ladder Testing Compliance - %                | 100%                 | 100%               | 100%                    | 100%               | 100%               |
| Hazardous Materials Control                                  |                      |                    |                         |                    |                    |
| Performance Measure / Goal                                   | FY 2024/25<br>Actual | FY 2025/26<br>Goal | FY 2025/26<br>Projected | FY 2026/27<br>Goal | FY 2027/28<br>Goal |
| Total Training Hours                                         |                      | 2,400              | 2400                    | 2400               | 2400               |
| Annual Certified Unified Program Agency (CUPA) Reimbursement | \$350,000            | \$350,000          | \$350,000               | \$400,000          | \$400,000          |

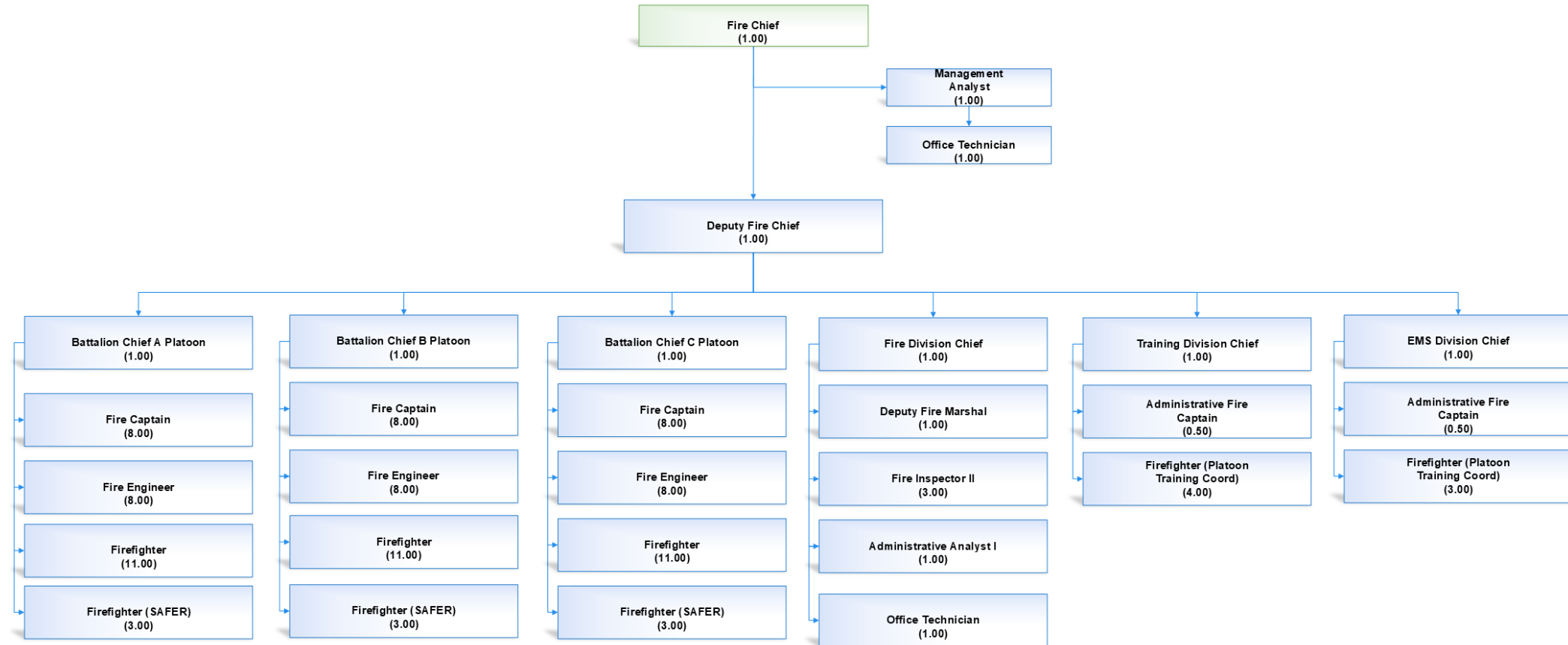
## Fire Department

### Department Position Detail

| Position                    | FY 2025/26<br>Adopted | FY 2026/27<br>Adopted | Change      | FY 2027/28<br>Adopted | Change        |
|-----------------------------|-----------------------|-----------------------|-------------|-----------------------|---------------|
| Administrative Analyst I    | 1.00                  | 1.00                  | -           | 1.00                  | -             |
| Administrative Fire Captain | 1.00                  | 1.00                  | -           | 1.00                  | -             |
| Battalion Chief             | 3.00                  | 3.00                  | -           | 3.00                  | -             |
| Deputy Fire Chief           | 1.00                  | 1.00                  | -           | 1.00                  | -             |
| Deputy Fire Marshal         | 1.00                  | 1.00                  | -           | 1.00                  | -             |
| Fire Captain                | 24.00                 | 24.00                 | -           | 24.00                 | -             |
| Fire Chief                  | 1.00                  | 1.00                  | -           | 1.00                  | -             |
| Fire Division Chief         | 3.00                  | 3.00                  | -           | 3.00                  | -             |
| Fire Engineer               | 24.00                 | 24.00                 | -           | 24.00                 | -             |
| Fire Inspector II           | 3.00                  | 3.00                  | -           | 3.00                  | -             |
| Firefighter                 | 40.00                 | 49.00                 | 9.00        | 40.00                 | (9.00)        |
| Management Analyst          | 1.00                  | 1.00                  | -           | 1.00                  | -             |
| Office Technician           | 2.00                  | 2.00                  | -           | 2.00                  | -             |
| <b>Total Positions</b>      | <b>105.00</b>         | <b>114.00</b>         | <b>9.00</b> | <b>105.00</b>         | <b>(9.00)</b> |

# Fire Department

## Organizational Chart



Regular Full-Time Equivalents (FTE): 114.00  
\*FY 2027-28 FTE count is 105.00 due to the SAFER grant ending in March 2027.