

SALINAS FIRE DEPARTMENT 2025 ANNUAL REPORT



SAMUEL P. KLEMEK, FIRE CHIEF

[Salinas Fire Department](#)

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TABLE OF Contents

Mission & Values	3
Chief's Message	4
Organizational Chart	5
By the Numbers	5-6
New Apparatus	7
Staffing & Recruitment	8-9
Incident & Fire Response	10-12
Unit Hour Utilization	13
EMS Division	14-15
Training	16-17
Prevention	18
Station 1 Renovations	19-20
SFD Fire Cadets	21
Community Engagement	22
Snapshots	23
Dedication of Annual Report	24





MISSION STATEMENT

The Salinas Fire Department is dedicated to preserving and protecting the safety of our community with integrity, pride, and commitment. We will do this with diversity of thought and people while ensuring fiscal responsibility.



VISION STATEMENT

Our steadfast belief in each other and our mission guides us in providing dynamic, professional service to our community through emergency response and community risk reduction.



OUR VALUES

Trust: We build and reaffirm the value of our trust through our actions.

Respect: The ability to see the value in others and ourselves and through this we will treat all people with courtesy, politeness, and kindness.

Accountability: We are caretakers of taxpayer money. We see ourselves as stewards of taxpayer dollars.

Diversity: We value and promote diversity in both thought and person.

Integrity: Whole and undivided in all things we do.

Teamwork: Together everyone achieves more.

Innovation: Constantly strive to use new methods, technology, and techniques.

Opportunity: Never miss an opportunity to exceed expectations.

Never Give Up: We have never, and we will never give up on each other or on our mission (Tradition).



CHIEF'S *Message*



Over the past year, our department has continued to demonstrate dedication, professionalism, and resilience in service to our community. Our personnel responded to over 17,800 emergencies with skill and compassion while strengthening training, preparedness, and community partnerships. These accomplishments reflect the commitment of every member of this department.

At the same time, we recognize there is still important work ahead. Rebuilding and strengthening our organization—through staffing, facilities, equipment, and long-term planning—remains a critical priority. As our community grows, so too must our ability to serve it effectively. Addressing these needs will require sustained effort, collaboration, and continued investment in the people and resources that make this department strong.

I remain confident in the direction of our department and proud of the dedication our members show every day. Together, we will continue the work of building a stronger organization that is prepared to protect and serve our community for years to come.

Thank you for entrusting us with your safety. We remain committed to excellence, innovation, and consistent service, and we look forward to working with residents, partners, and city leaders to keep Salinas safe and resilient.

Sincerely,

Fire Chief Samuel P. Klemek



ORGANIZATIONAL CHART



108	10	98
TOTAL PERSONNEL	PROFESSIONAL STAFF	FIRE SUPPRESSION STAFF
105 Full time 3 Part time	1 Deputy Fire Marshal Vacancy	3 Engineer Vacancies



BY THE NUMBERS



160,783
POPULATION



6
FIRE
STATIONS



93
FIREFIGHTERS



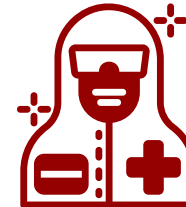
23.52
SQUARE MILES

6
ENGINES

2
LADDERS

1
BATTALION
CHIEF

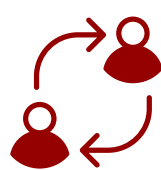
DAILY
STAFFING



68
EMTs
25
PARAMEDICS



32.8M
ANNUAL BUDGET



98
10

SWORN
NON-SWORN



28 HAZMAT CERT.
6 MECHANICS
4 INSPECTORS



142 CUSTOMERS SERVED
AT COUNTER

PHONE CALLS



10,153



NEW APPARATUS

The Salinas Fire Department is continuing its long-term effort to modernize and stabilize the fleet with new apparatus already in production and additional units planned for future replacement cycles.

Orders placed in 2024 and 2026 are scheduled to arrive in 2028 and 2030, reflecting the extended 48-51-month lead times now common across the fire-apparatus industry due to limited manufacturers and post-pandemic material shortages. These incoming units will replace aging frontline equipment and strengthen overall reliability across the system.

ESTIMATED SERVICE LIFE OF APPARATUS

Type 1 Engine: 10 years frontline, 5 years reserve

Type 6 Engine: 10 - 12 years

Ladder Truck: 15 - 18 years, depending upon aerial ladder wear and compliance

Rescue/Support Units: 10 - 12 years



Current Orders in Progress

NEW EQUIPMENT			
Type 6 Engine	Ordered 2024	→	Estimated Delivery: 2026
Type 1 Engine	Ordered 2024	→	Estimated Delivery: 2027
Ladder Truck	Ordered 2024	→	Estimated Delivery: 2028
Type 6 Engine	Ordered 2026	→	Estimated Delivery: 2027
Type 1 Engines (x2)	Ordered 2026	→	Estimated Delivery: 2030
Ladder Truck	Ordered 2026	→	Estimated Delivery: 2030

Lead Time: 48-51 months due to limited manufacturers and post-COVID material shortages. All purchases are aligned with SFD's long-term replacement schedule.

Looking ahead, the Department will continue to seek council authorization for the next round of fleet replacements to align with the City's established apparatus-service-life schedule.

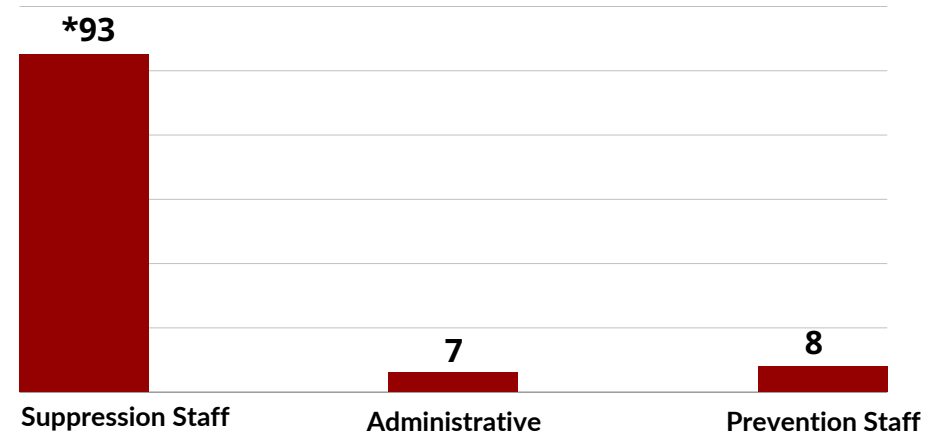


STAFFING

In 2025, the Department recognized and promoted the following employees to support operational excellence:

- **Shane VanderVeen** – Promoted to Deputy Fire Chief
- **Steven Criste** – Promoted to EMS Division Chief
- **Robert Cox** – Promoted to Captain/Paramedic
- **Henry Martinez** – Promoted to Captain
- **David Hernandez** – Promoted to Captain
- **Sergio Ruiz** – Promoted to Captain/Paramedic
- **Ryan Macoubrie** – Promoted to Captain/Paramedic
- **Kent Foster** – Promoted to Fire Engineer
- **Filemon Bobadilla** – Promoted to Fire Engineer

Staffing Breakdown



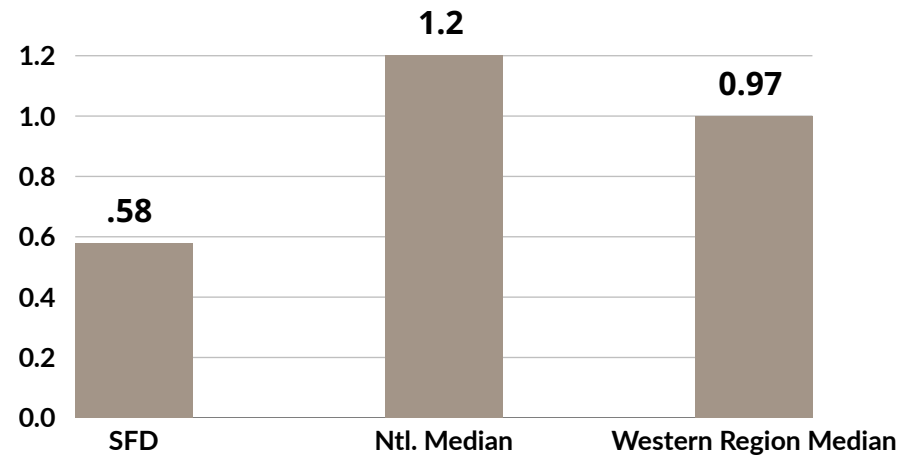
*Chiefs Klemek, VanderVeen, Criste, Furey, and Knapp are not included in the number for Suppression Staff like they are on page 5. In this illustration, they are counted as Administration or Prevention Staff.



CONGRATULATIONS TO NICK THOMAS!

Nick Thomas was named **2025 Salinas Fire Department Firefighter of the Year** and **Monterey County Firefighter of the Year** by the Monterey County Fire Chiefs Association!

Firefighters per 1,000 in Population





**ADD A
NEW OUTFIT
TO YOUR WARDROBE.**



**BECOME OUR NEXT
FIREFIGHTER.**

[Join Salinas Fire](#)



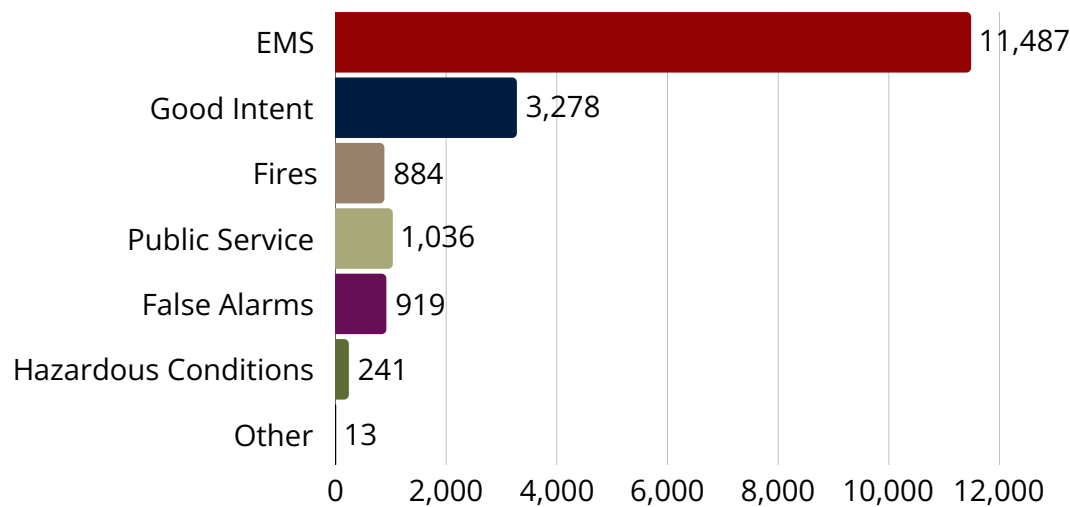


INCIDENT RESPONSE

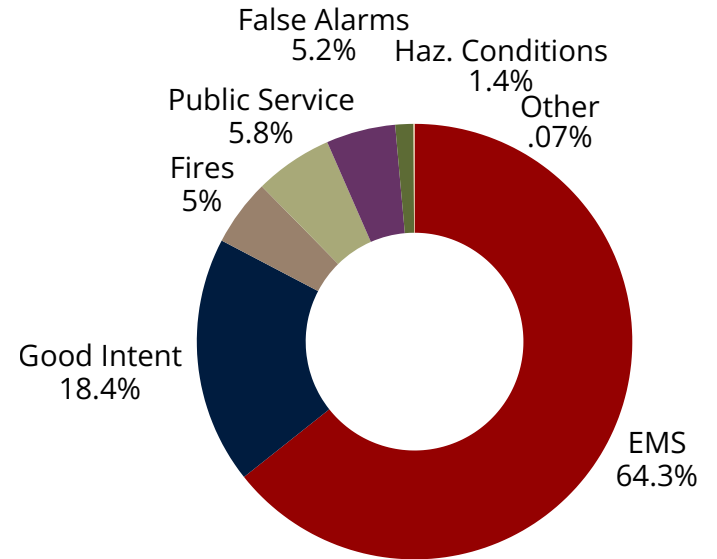
17,858

TOTAL NUMBER OF CALLS

Number of Calls by Type



Percentage of Calls by Type



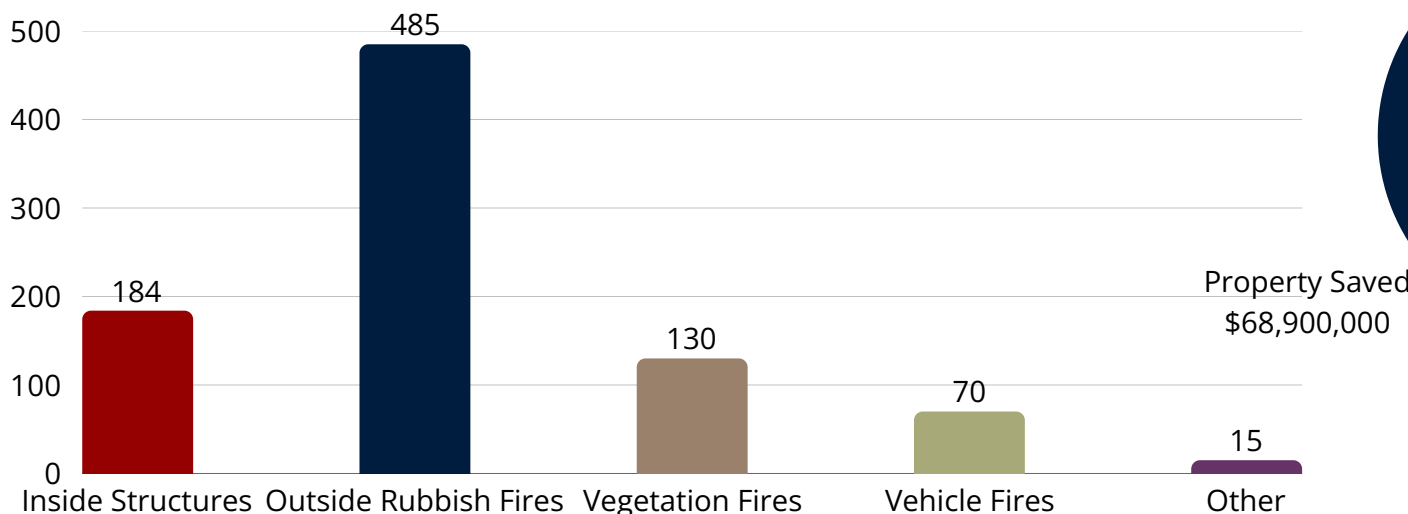
Unhoused Calls	
Fire	114
Rescue & EMS	106
Hazardous Condition	239
Service Call	295
Good Intent Call False Alarm	452

Year	Annual Calls	Daily Personnel	Number of Apparatus
2007	10,987	23	8
2016	13,758	24	8
2024	17,326	24	8
2025	17,858	24	8

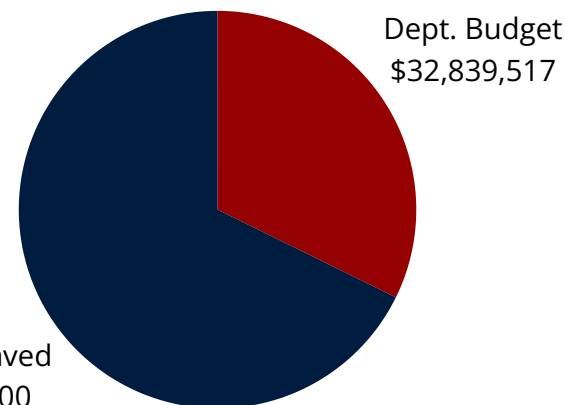


2025 FIRE RESPONSE

Fire Incidents by Type



Annual Budget to Property Value Saved



153

**RESIDENTIAL
STRUCTURE FIRES**



\$72.4M

**TOTAL ESTIMATED
PROPERTY VALUE AT RISK**



111

**MUTUAL AID
GIVEN**



-\$3.5M

**ESTIMATED PROPERTY
VALUE LOST**



94

**MUTUAL AID
RECEIVED**



68.9M

**ESTIMATED PROPERTY
VALUE SAVED**



RESPONSE TIMES: CHALLENGES AND OPPORTUNITIES

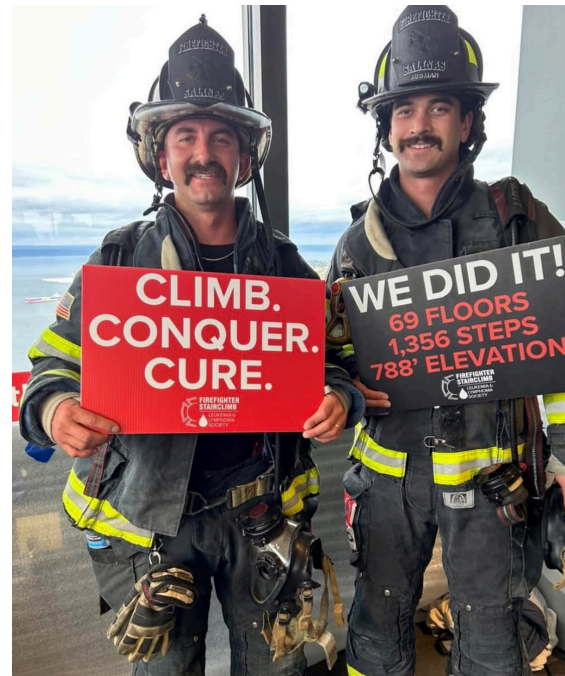
Our response times, while striving for excellence, are currently exceeding the national standards for both fire and EMS responses. The department’s strategic recruitment plan, the increasing number of firefighters receiving paramedic certification, and equipment purchases under SFD’s long-term replacement schedule are intended to preserve readiness, improve response times, and ensure crews are trained, staffed, and equipped for the community’s needs.

Response Times

Type of Response	90th Percentile	Median Response	National Standard
Fire Response	9:50	6:23	5:20
EMS Response	9:28	6:09	5:00

Simultaneous Calls

Number of Overlapping Calls	Number of Occurrences
2	5,970
3	2,631
4	863
5	224
6	69
7	18
8	6
9	4



Factors which can contribute to Delayed Response include:

- Traffic Congestion
- Traffic Calming Measures (e.g., speed bumps, traffic circles, etc.)
- Overlapping Calls (e.g., when multiple emergencies occur simultaneously)



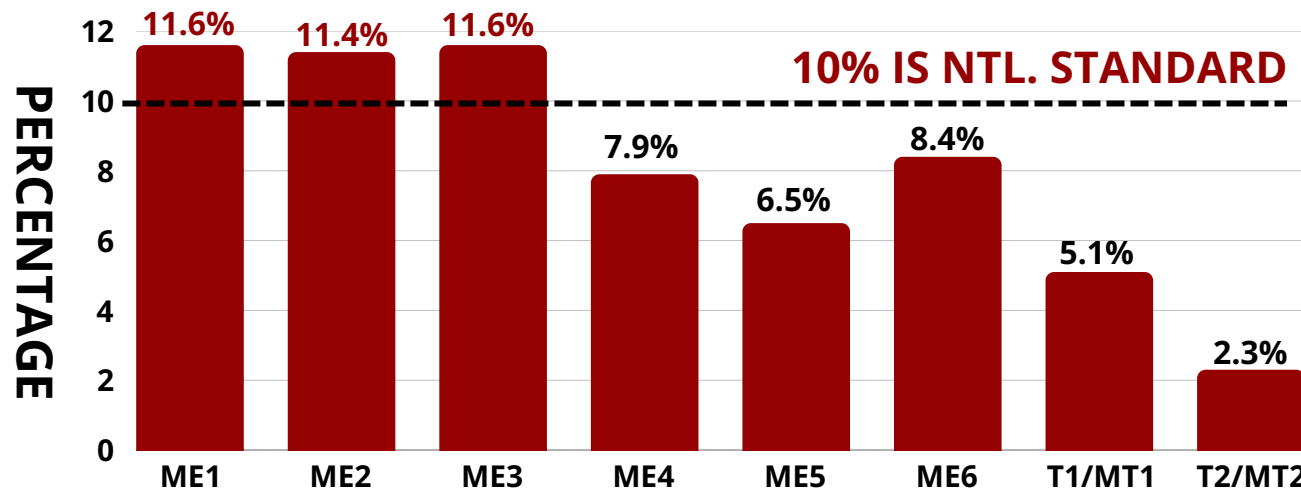
UNIT HOUR UTILIZATION

Unit Hour Utilization (UHU) is a metric that reflects the percentage of time emergency response units are actively engaged in calls compared to their total available hours. It helps evaluate efficiency, balance workloads, and optimize resource allocation to maintain quality service.

Values over 10% indicate that the unit is over-utilized, which results in a lower probability that the closest fire engine will be available when 9-1-1 is called.

- ME** = Medic Engine
- T1** = Truck 1
- MT1** = Medic Truck 1
- MT** = Medic Truck
- T2** = Truck 2
- MT2** = Medic Truck 2

Percent of time unit is being utilized in a 24-hour period.



2025

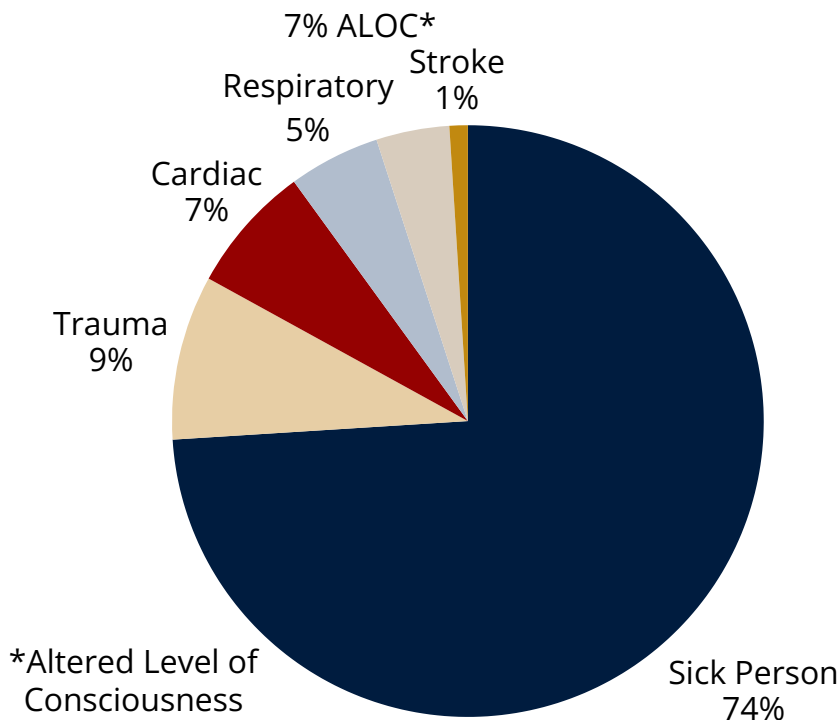
Calls by Unit

ME1	4,396
ME2	3,588
ME3	3,700
ME4	2,665
ME5	2,066
ME6	2,568
T1/MT1	1,661
T2/MT2	588




EMERGENCY MEDICAL SERVICES


The EMS Division's commitment to innovation has a direct and positive impact on the community. By constantly seeking new approaches in treatment, technology, avenues of transport, and patient destinations, the Division ensures that it is always at the forefront of providing the best possible care. This commitment is a source of hope and optimism for the community, as it leads to improved patient outcomes and a higher standard of emergency medical services.




**CARDIAC ARREST
SAVES
50**



**TOTAL EMS CALLS
11,487**



**68 EMTs
25 PARAMEDICS**



**TRAINING HOURS
1,223**



**AUTO
ACCIDENTS
1,177**



2025 PARAMEDIC CERTIFICATIONS

In 2025, five SFD firefighters earned paramedic certification, reinforcing professional development and strengthening emergency medical response amid rising call volumes.



Davis and Valdez

Upper left: Broadi Davis with Preceptor Ernesto Valdez.



Thomas and Nijmeddin

Upper right: Preceptor Nick Thomas and Paramedic Jihad Nijmeddin; Jihad received a commendation for a Cardiac Arrest Field Save.

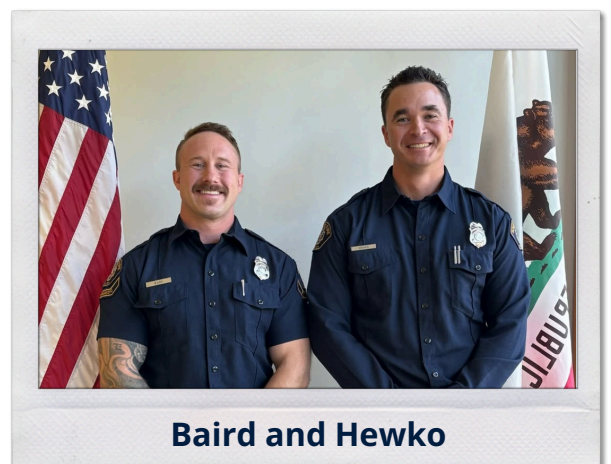


Salinas and Macoubrie

Lower left: Paramedic Paul Salinas with Preceptor Ryan Macoubrie.

Lower right: Paramedics Jack Baird and Abe Hewko — both completed the South Bay Paramedic Program.

All five received paramedic rocker patches to mark their new status as advanced medical providers.



Baird and Hewko



EMS TRAINING HIGHLIGHTS

The EMS Division pursues innovative treatment, technology, transport, and destination strategies to deliver leading emergency care. This continuous improvement enhances patient outcomes and strengthens community confidence.



NARCAN LEAVE-BEHIND KITS
480



PARAMEDIC STUDENTS SUPPORTED
4



NARCAN AWARENESS TO CITY EMPLOYEES
160



TRAINING TO SALINAS POLICE DEPARTMENT (SPD)
50 SPD Civilian Employees for Stop the Bleed training **24** SPD SWAT TEAM for Tactical EMS



EMT MEMBERS TO PARAMEDIC UPGRADE
5





TRAINING DIVISION



37,151
TRAINING
HOURS

371
TRAINING
HOURS PER
FIREFIGHTER



5
NEW IN-HOUSE
REGISTERED
INSTRUCTORS

5
NEW HAZMAT
TECHNICIAN
SPECIALISTS



1,200
HAZMAT
TRAINING HOURS



TRAINING DIVISION HIGHLIGHTS

Focus — Learning Management System (LMS) Modernization; Inter-agency Operations; Career Development, and New Video Training Equipment.

Core Subjects — Building Construction; Incident Management; Water Supply; Wildland; Swift Water; Tablet Command; Mental Health; Firefighter Down; Hazmat; Driver/Operator; Live Fire; FF1/FF2 Instructor; Wildlife Fire, and Helicopter Operations.

Strong Regional Partners — Cal Fire; Monterey County Regional Fire; North County Fire, and Marina Fire.

Promotions & Professional Development — Supported 7 Captain Candidates during a one-week long Captain’s College for prospective new Fire Captains, and 5 FF’s achieved paramedic accreditation.



PREVENTION

Substantial growth continued within the Fire Prevention Division in 2025, driven by ongoing development throughout the City. Staffing enhancements made in 2024, including the addition of personnel with specialized expertise in permitting and fire plan review, positioned the division to keep pace with a significant volume of construction activity. These improvements supported safer, more efficient project completion while maintaining strong life safety standards. As development activity remains high, increased demand on inspection services continues. Additional supervisory support will be necessary to sustain service levels, support staff, and ensure consistent and effective inspection operations as the City continues to grow.

Fireworks Statistics 2025 Total Revenue

Citations Issued
96

Citations Collected
\$102,748.12

Backlog Data Inspections Not Yet Completed

Codes
698

Permits
174

Inspections

Code Inspections

1,217

Permit Inspections

1,234

Permits Issued

364

Permits Reviewed

703

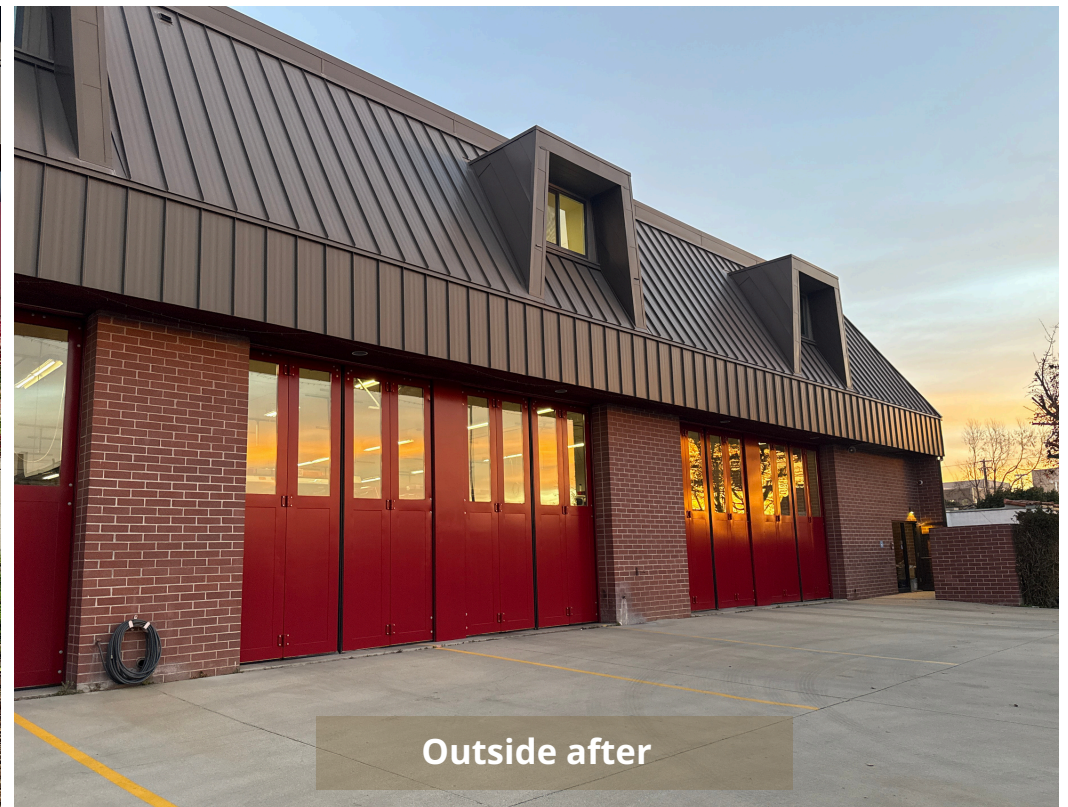
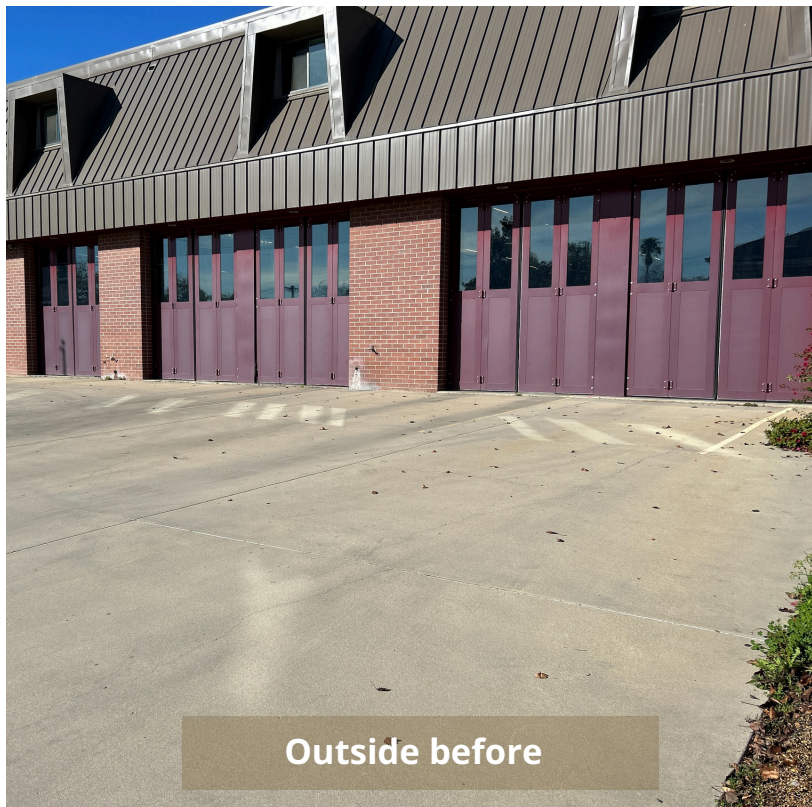
Projects Reviewed

120



FIRE STATION 1 REMODEL

In January 2025, Salinas Fire Station 1, located at 216 W. Alisal Street, was relocated to a temporary home near Sherwood Hall and on 106 Lincoln Avenue to ensure uninterrupted response times and maintain service to the community while construction of the remodel at W. Alisal Fire Station moves forward. This temporary move allows the City to begin long-overdue repairs and upgrades at Station 1—improvements identified in the Salinas Fire Department Master Plan as a priority due to deteriorating infrastructure and years of deferred maintenance. The remodel will strengthen the station’s safety, reliability, and long-term ability to serve the residents of Salinas.





Inside Bay Area before



Inside Bay Area after



Kitchen/Dayroom in progress



Inside Kitchen & Dayroom after



Kitchen in progress



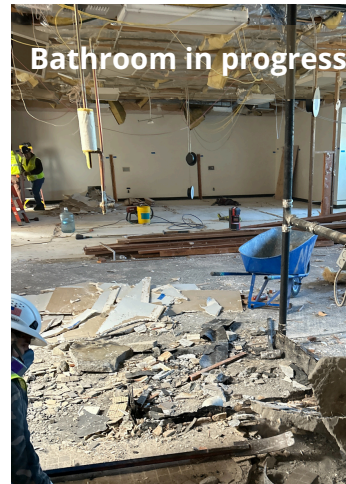
Dayroom in progress



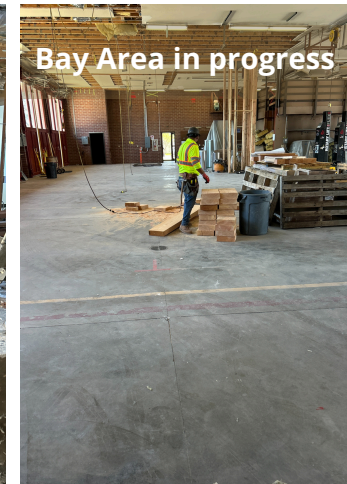
Kitchen in progress



Bathroom in progress



Bay Area in progress



Generator





SFD CADETS

2025 was a productive and impactful year for Salinas Fire Cadet Unit 202. After having 11 cadets in 2024, the program set a clear goal to grow to 20 cadets by the end of 2025 — a target that was successfully achieved.

Highlights included:



Goal met: Grew from 11 cadets (2024) to 20 cadets (2025) by adding 9 new cadets; 14 mentors supporting the program.



Monthly training: hose/nozzle; search & rescue; SCBA; forcible entry; ground ladders; EMS; auto extrication; professional development.



December End-of-year Drill: Auto extrication on 4 vehicles; hands-on hydraulic tool practice.



Pathways: ROTC option for post-college service or limited participation.



Impact: Builds leadership, teamwork, and real-world fire service experience.

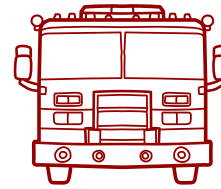




COMMUNITY ENGAGEMENT

Through 215 total engagement activities in 2025, which included special event support, proactive public education, and immersive ride-along experiences, the Salinas Fire Department continues to prioritize safety, visibility, and meaningful engagement within the community we serve.

96



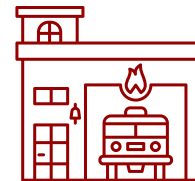
**RIDE-ALONGS
CONDUCTED**

100



**SPECIAL EVENTS
SUPPORTED**

19



**PUBLIC
EDUCATION
EVENTS**

20



**FIRE CADETS
MET 2025 GOAL!**





A FEW SNAPSHOTS





In Remembrance



JOSHUA HOSTETTER
Fire Engineer &
IAFF Local 1270 President

THANK YOU FOR YOUR SUPPORT

The Salinas Fire Department is dedicated to preserving and protecting the safety of our community with integrity, pride, and commitment.



200 Lincoln Ave., Salinas, CA 93901
(831) 758-7261

SAMUEL P. KLEMEK, FIRE CHIEF

City of Salinas Fire Department