

SALINAS FIRE DEPARTMENT 2025 ANNUAL REPORT



SAMUEL P. KLEMEK, FIRE CHIEF





| CHIEF'S *Message*



“Over the past year, our department responded to 17,800+ emergencies with professionalism and compassion while strengthening training and partnerships. As our community grows, we remain focused on investing in our people, resources, and long-term readiness to keep Salinas safe.”



ORGANIZATIONAL CHART

SAMUEL P. KLEMEK
FIRE CHIEF

ESTEFANIA VARGAS
MANAGEMENT ANALYST

SHANE VANDERVEEN
DEPUTY FIRE CHIEF

LEXI URIBE
Office Technician

Paul Fenwick
Battalion Chief
A Platoon

Cary Lesch
Battalion Chief
B Platoon

Alejandro Limon
Battalion Chief
C Platoon

Steven Criste
Division Chief
EMS

David Furey
Division Chief
Training

Christopher Knapp
Division Chief
Prevention/Fire Marshal

Station 1
Captain (2)
Engineer (2)
Firefighter (4)

Station 1
Captain (2)
Engineer (2)
Firefighter (4)

Station 1
Captain (2)
Engineer (2)
Firefighter (4)

Administrative
Captain

Administrative
Analyst

Office
Technician

Station 2
Captain
Engineer
Firefighter

Station 2
Captain
Engineer
Firefighter

Station 2
Captain
Engineer
Firefighter

EMS Training Coordinator
A Platoon

Training Coordinator
A Platoon

Deputy Fire
Marshal - Vacant

Station 3
Captain
Engineer
Firefighter

Station 3
Captain
Engineer
Firefighter

Station 3
Captain
Engineer
Firefighter

EMS Training Coordinator
B Platoon

Training Coordinator
B Platoon

Fire Inspectors (3)

Station 4
Captain
Engineer
Firefighter

Station 4
Captain
Engineer
Firefighter

Station 4
Captain
Engineer
Firefighter

EMS Training Coordinator
C Platoon

Training Coordinator
C Platoon

PT Fire Inspector

Station 5
Captain (2)
Engineer (2)
Firefighter (4)

Station 5
Captain (2)
Engineer (2)
Firefighter (4)

Station 5
Captain (2)
Engineer (2)
Firefighter (4)

108
TOTAL
PERSONNEL

10
PROFESSIONAL
STAFF

98
FIRE
SUPPRESSION
STAFF

105 Full time
3 Part time

1 Deputy Fire
Marshal Vacancy

3 Engineer
Vacancies



BY THE NUMBERS



93

FIREFIGHTERS



32.8M

ANNUAL BUDGET

DAILY STAFFING

6

ENGINES

2

LADDERS

1

BATTALION CHIEF



68

EMTs

25

PARAMEDICS



17,800+

EMERGENCIES



160,783

POPULATION



6

FIRE STATIONS



28 HAZMAT CERTIFIED

6 MECHANICS

4 INSPECTORS



MODERN AND STABLE FLEET

- Incoming units will replace aging frontline equipment
- New apparatus are in production, with more planned



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 wear and compliance

Rescue/Support Units: 10 - 12 years

Current Orders in Progress

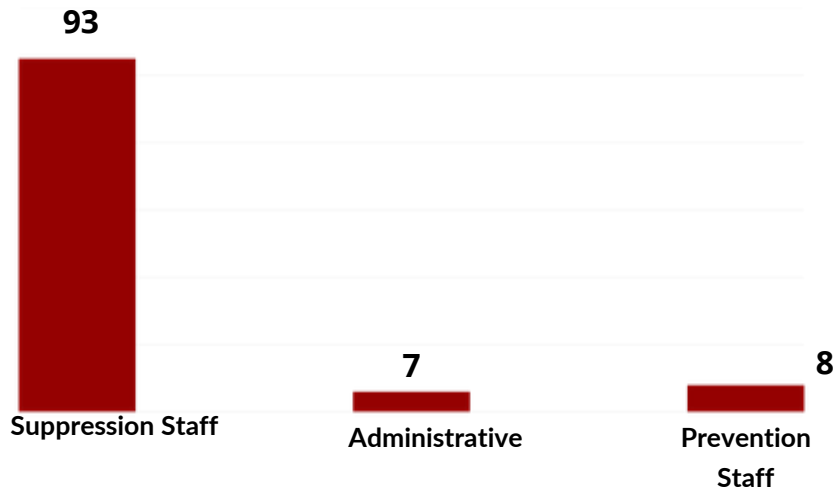
NEW EQUIPMENT			
Type 6 Engine	Ordered 2024	→	Estimated Delivery: 2026
Type 1 Engine	Ordered 2024	→	Estimated Delivery: 2027
Ladder Truck	Ordered 2024	→	Estimated Delivery: 2028
Type 6 Engine	Ordered 2026	→	Estimated Delivery: 2027
Type 1 Engines (x2)	Ordered 2026	→	Estimated Delivery: 2030
Ladder Truck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

Lead times are now 48-51 months



Current Staffing vs. Service Demand

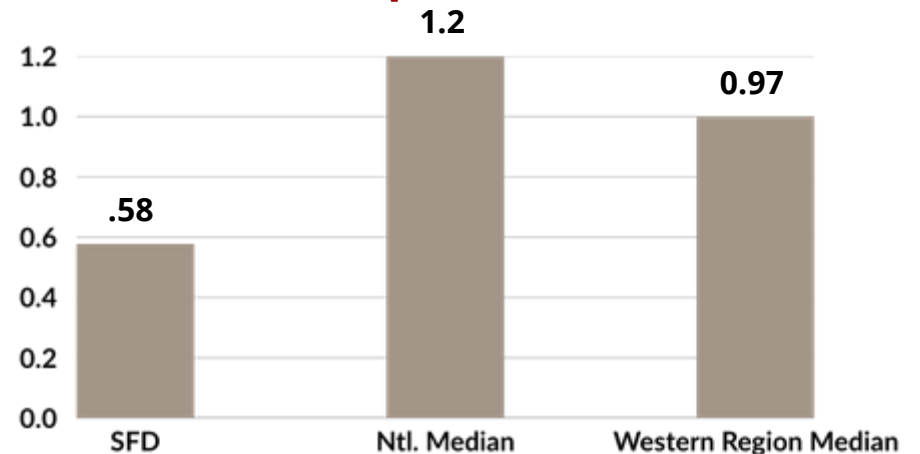
Staffing Breakdown



- Demand for service is increasing
- Staffing below national benchmarks
- Strategic funding needed to meet future needs

Gap in staffing capacity: +160 firefighters needed in total to meet service demand

Firefighters per 1,000 Residents (Comparison)



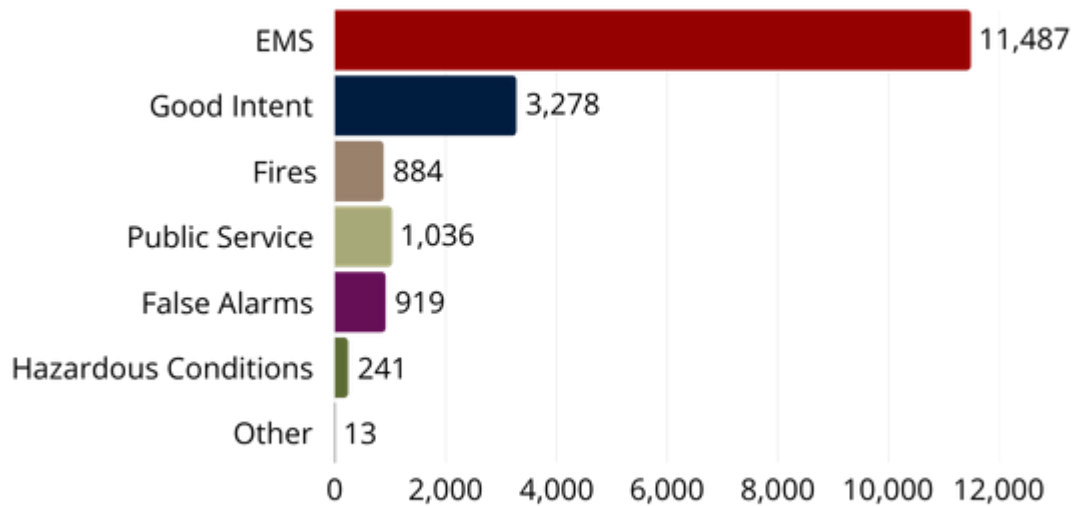


INCIDENT RESPONSE

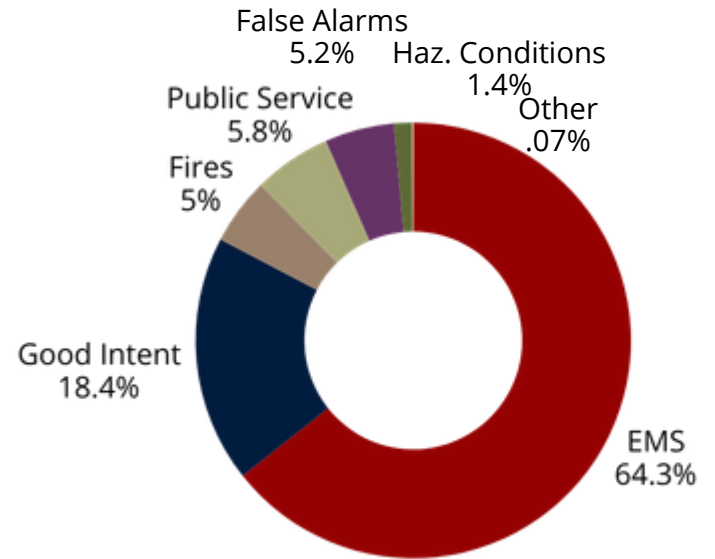
17,858

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

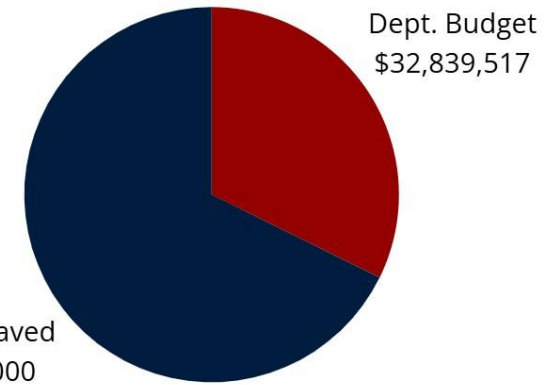
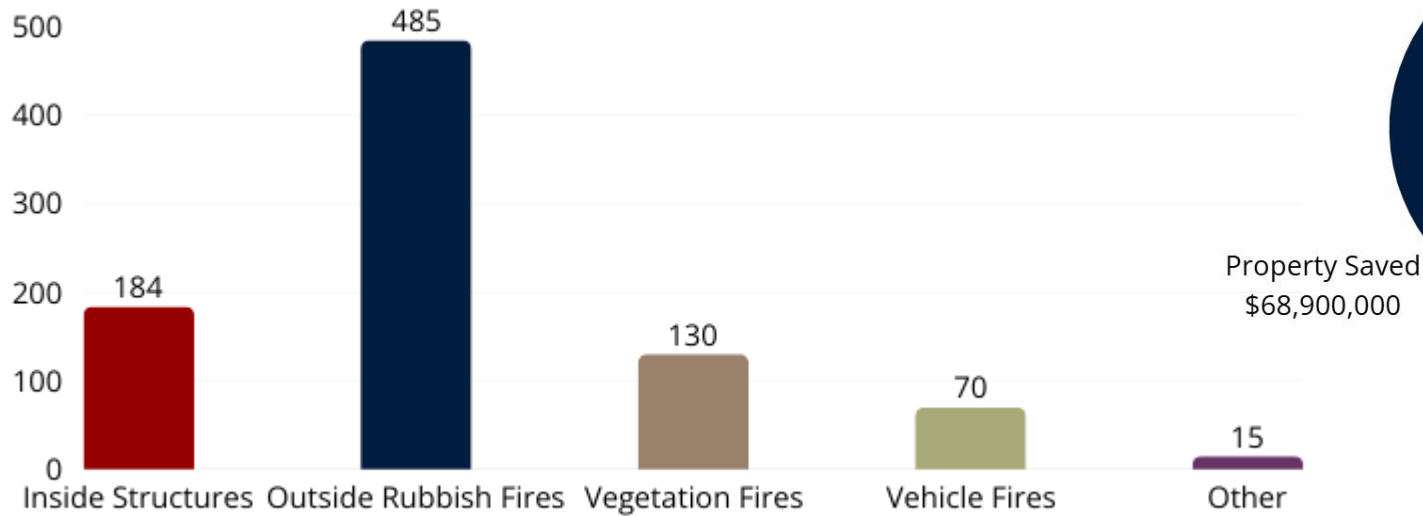
Year	Annual Calls	Daily Personnel	Number of Apparatus
2007	10,987	23	8
2016	13,758	24	8
2024	17,326	24	8
2025	17,858	24	8



2025 FIRE RESPONSE

Annual Budget to Property Value Saved

Fire Incidents by Type



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

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

Response times currently exceed national standards for Fire and EMS

Factors that contribute to delayed response:

- Traffic Congestion
- Traffic Calming Measures
- Overlapping Calls

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



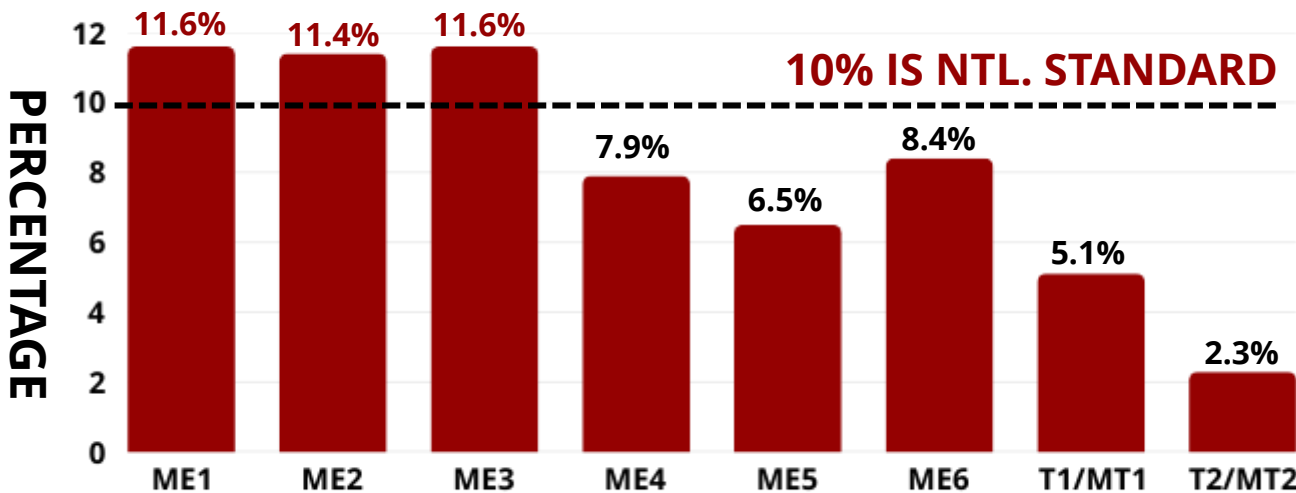


UNIT HOUR UTILIZATION

% of time units are actively engaged
VS.
total available hours per unit

10%+ = unit is over-utilized = lower probability that the closest fire engine will be available when 9-1-1 is called

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



2025

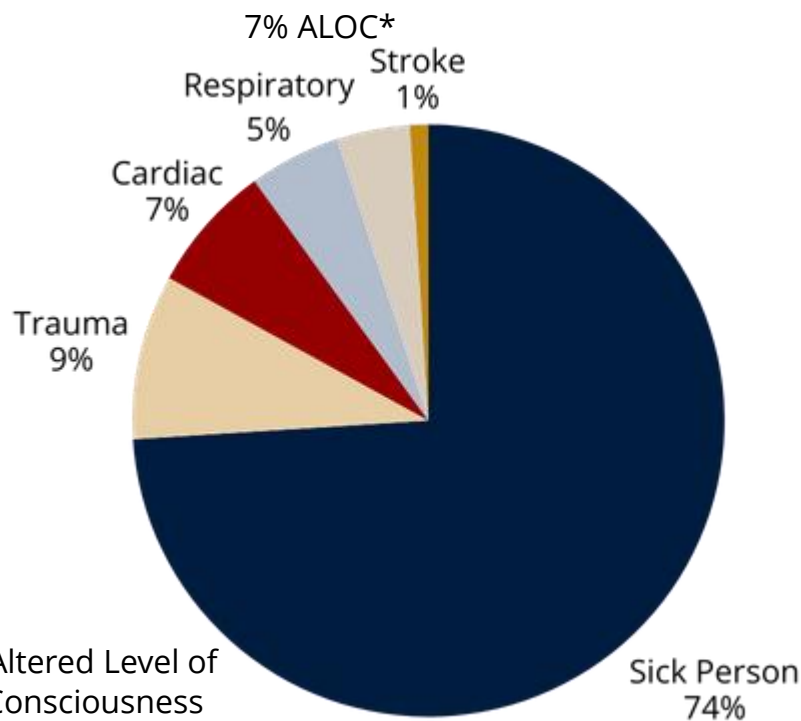
Calls by Unit


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

commitment to innovation
In treatment, technology,
avenues of transport, and
patient destinations







**CARDIAC ARREST
SAVES
50**




**TOTAL EMS CALLS
11,487**



**68 EMTs
25 PARAMEDICS**



**TRAINING HOURS
1,223**



**AUTO
ACCIDENTS
1,177**



2025 PARAMEDIC CERTIFICATIONS



Davis and Valdez



Thomas and Nijmeddin



Salinas and Macoubrie



Baird and Hewko

5 SFD firefighters earned certification, reinforcing professional development and strengthening emergency medical response amid rising call volumes



EMS TRAINING HIGHLIGHTS



NARCAN LEAVE-BEHIND KITS

480



PARAMEDIC STUDENTS SUPPORTED

4

**NARCAN AWARENESS TRAINING
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**





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 DIVISION

- Increased contractual capacity to support permitting and fire plan review
- increased demand on inspection services continues.
- Additional supervisory support will be necessary to sustain service levels

Inspections

Code Inspections

1,217

Permit Inspections

1,234

Permits Issued

364

Permits Reviewed

703

Projects Reviewed

120

Fireworks Statistics

2025 Total Revenue

Citations Issued

96

Citations Collected

\$102,748.12

Backlog Data

Inspections Not Yet Completed

Codes

698

Permits

174



SFD CADETS



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

96



**RIDE-ALONGS
CONDUCTED**

100



**SPECIAL EVENTS
SUPPORTED**

19



**PUBLIC
EDUCATION
EVENTS**

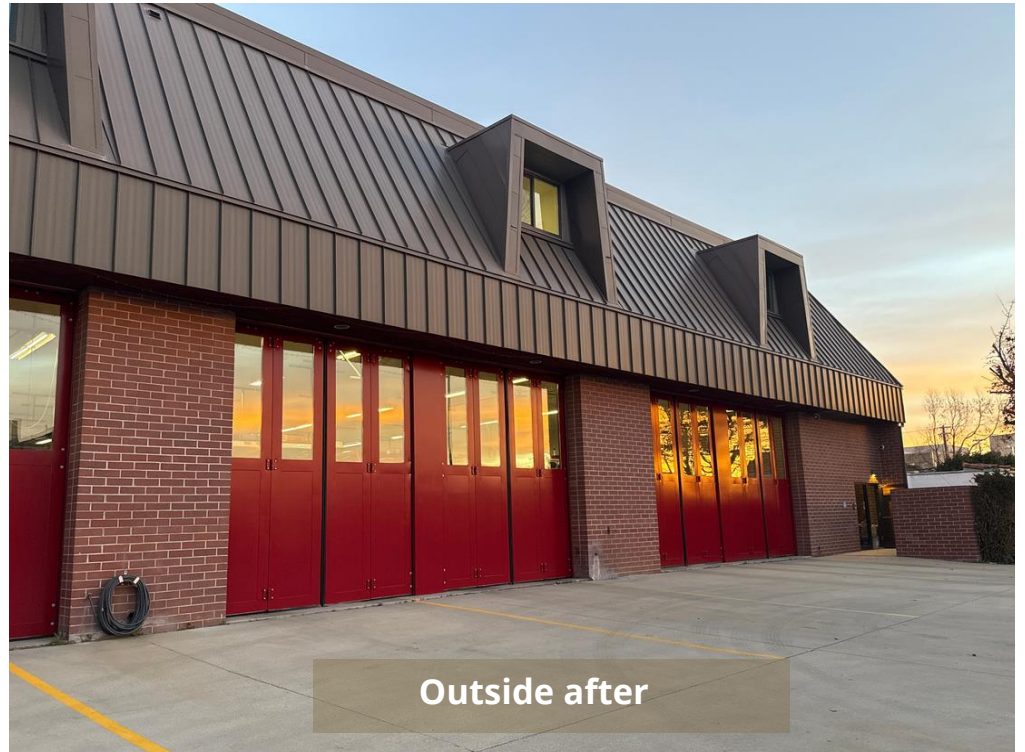
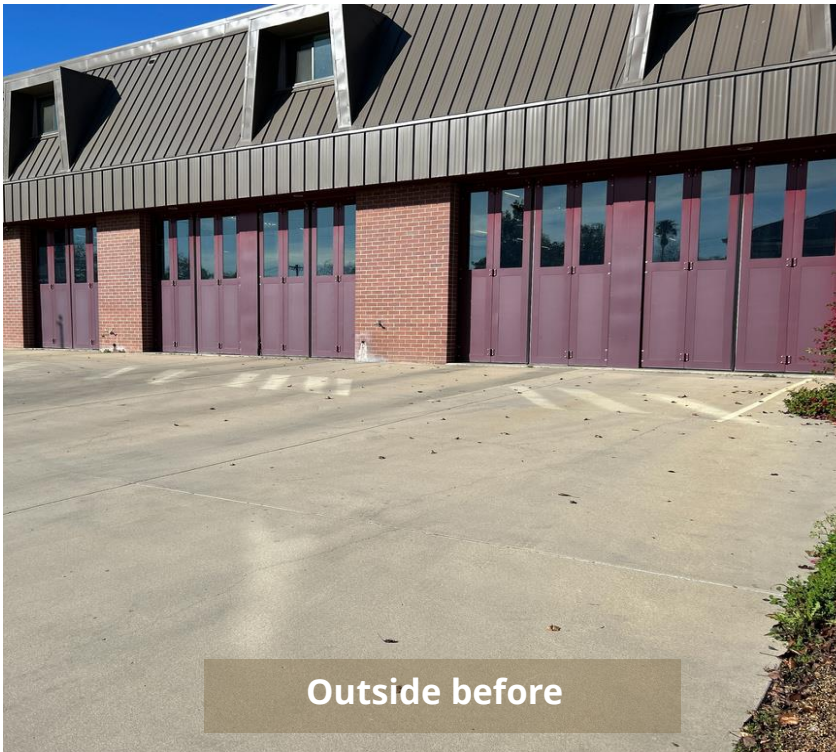
20



**FIRE CADETS
MET 2025 GOAL!**

FIRE STATION 1 REMODEL

- Relocated to a temporary home near Sherwood
- Infrastructure and years of deferred maintenance
- Strengthened 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



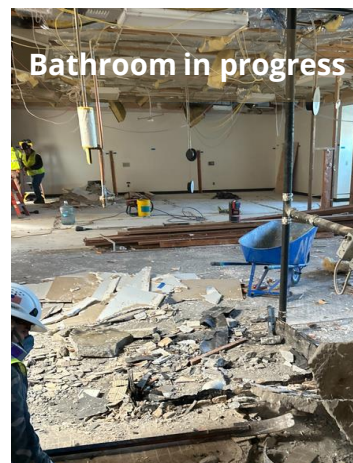
Kitchen in progress



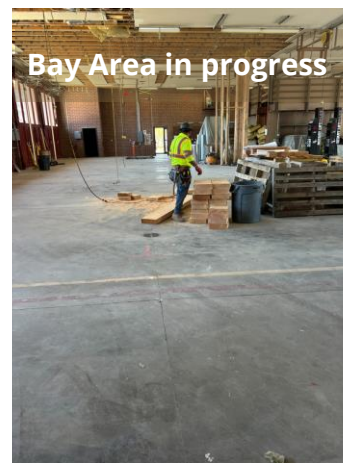
Dayroom in progress



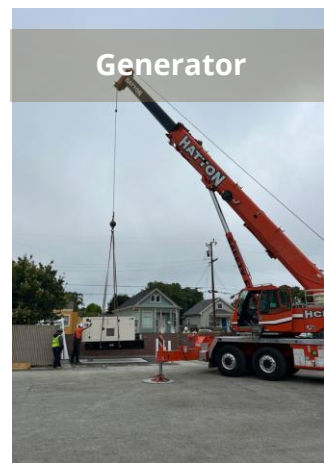
Kitchen in progress



Bathroom in progress



Bay Area in progress



Generator

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.



SAMUEL P. KLEMEK, FIRE CHIEF