



Meeting Minutes
San Mateo Consolidated Fire Department
Board of Directors Regular Meeting
Wednesday, June 24, 2026 – 5:30 P.M.
Hybrid Remote Teleconference Meeting
2121 S. El Camino Real, Building D, San Mateo

1. OPENING

The meeting was called to order at 5:31 p.m. by Board Chair Newsom

1.1. Call to Order & Determination of a Quorum

1.2. Pledge of Allegiance

1.3. Roll Call

Board Members Present: Newsom, Jimenez, Mates

Board Members Absent: None

2. AGENDA CHANGES

None

3. PUBLIC COMMENT

None

4. CONSENT

Prior to the vote, Board Member Mates asked Legal Counsel whether she could vote on the meeting minutes despite not having attended the referenced meetings. Counsel Bill Ross advised that while she could vote if she had reviewed the minutes and felt sufficiently familiar with their contents, the preferred practice would be to abstain. Board Member Mates elected to abstain from Items 4.1 and 4.2 while participating in the vote on the remaining consent item.

Chair Newsom asked if there was any public comment on this item, which there was not. Board Chair Mates moved to approve the Consent calendar; Chair Newsom seconded. The Board Secretary took a roll call vote, and the Consent calendar items were approved. Board Member Mates abstained from Items 4.1 and 4.2.

5. NEW BUSINESS

Item 5.1 Adopt a Resolution to amend the Memorandum of Understanding with the San Mateo County Firefighters, Local 2400 International Association of Firefighters, Battalion Chiefs, for a term through June 30, 2029.

Senior Human Resources Analyst Yumi Maeda provided an overview of the staff report recommending approval of the Memorandum of Understanding (MOU) between the San Mateo Consolidated Fire Department and the San Mateo County Firefighters Local 2400, International Association of Fire Fighters Battalion Chiefs bargaining unit for the period of July 1, 2026, through June 30, 2029.

Senior Human Resources Analyst Maeda reported that negotiations concluded on May 21, 2026, resulting in a three-year agreement that includes a 3% cost-of-living adjustment in each year of the agreement, a 0.5% equity adjustment in the first year, and revisions to specialty assignment pay and flexible benefits that align with agreements reached with the firefighter's employee group.

Chair Newsom asked if there was any public comment on this item, which there was not. Board Member Mates moved to approve the resolution; Vice Chair Jimenez seconded. The Board Secretary took a roll call vote, and the resolution was approved 3-0.

Item 5.2 Adopt a resolution approving a 3% salary increase and 0.6% equity adjustment for the position of Fire Chief, 3% salary increase for the Deputy Fire Chiefs and Business Manager effective the first pay period following Board adoption.

Senior Human Resources Analyst Yumi Maeda provided an overview of the staff report recommending approval of executive management salary adjustments for the Fire Chief, Deputy Fire Chiefs, and Business Manager.

Prior to Board discussion, Legal Counsel Bill Ross provided the oral summary required under Government Code Section 54953(c)(3), outlining the proposed compensation adjustments. Senior Human Resources Analyst Maeda explained that the recommendations include a 3% salary increase for all executive management classifications, a 0.6% equity adjustment for the Fire Chief, and are intended to maintain appropriate salary relationships, prevent salary compaction, preserve promotional opportunities, and maintain internal equity among executive positions. The proposed adjustments become effective July 6, 2026.

Chair Newsom asked if there was any public comment on this item, which there was not. Vice Chair Jimenez moved to approve the resolution; Chair Newsom seconded. The Board Secretary took a roll call vote, and the resolution was approved 3-0.

6. REPORTS AND ANNOUNCEMENTS

Item 7.1 Board Members and Department Management Staff

There were no reports from department management. Deputy Fire Chief Agresti stated departmental updates would be provided at the next Board meeting.

Chair Newsom reminded the public that the Cities of San Mateo, Belmont, and Foster City maintain a strict zero-tolerance policy regarding the possession, sale, and use of fireworks, including those marketed as "safe and sane." He encouraged residents to celebrate safely, attend professionally organized fireworks displays, and avoid impaired driving during the Independence Day holiday.

Vice Chair Jimenez highlighted Fourth of July activities taking place in Foster City, including community celebrations, live entertainment, food vendors, and family-friendly events. She encouraged residents to participate in the local festivities as a safe alternative to the use of personal fireworks.

The Board wished everyone a safe and enjoyable Independence Day holiday.

The next regular meeting of the Board of Directors is scheduled for July 15, 2026.

7. ADJOURNMENT

The Board meeting was adjourned at 5:40 p.m.