



Meeting Minutes
San Mateo Consolidated Fire Department
Board of Directors Regular Meeting
Wednesday, May 20, 2026 – 5:00 P.M.
Hybrid Remote Teleconference Meeting
2121 S. El Camino Real, Building D, San Mateo

1. OPENING

The meeting was called to order at 5:05 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

Alternate Board Member Present: McCune

Board Members Absent: Mates

2. AGENDA CHANGES

None

3. PUBLIC COMMENT

None

4. PRESENTATIONS

Item 4.1 Assembly Bill 2561 Public Hearing on Vacancies and Recruitment and Retention Efforts by Senior Human Resources Analyst Yumi Maeda

Senior Human Resources Analyst Yumi Maeda presented the department's annual workforce report required under Assembly Bill 2561. The report outlined department staffing levels, vacancies, recruitment efforts, hiring timelines, retention data, and challenges affecting the hiring process. The department reported 163 authorized positions across 19 classifications, with a vacancy rate of 6.13% as of January 19, 2026, well below the 20% threshold requiring additional reporting. The department filled 21 positions during 2025 and experienced no voluntary turnover, with most vacancies resulting from promotions and retirements rather than employee departures. Recruitment challenges included lengthy background investigations and the competitive market for firefighter-paramedics. Staff discussed efforts to improve recruitment outreach, streamline hiring processes, and evaluate alternative background investigation providers. Board Members commended the department's strong retention record and reputation as a destination agency.

No public comments were received, and the Board accepted the report.

5. CONSENT

Chair Newsom asked if there was any public comment on this item, which there was not. Vice Chair Jimenez moved to approve the Consent calendar; Alternate Board Member McCune seconded. The

Board Secretary took a roll call vote, and the Consent calendar items were approved 3-0.

6. NEW BUSINESS

Item 6.1 Adopt a resolution to approve a supplemental appropriation for the Fiscal Year 2025-26 General Fund Operating Budget and approve the Fiscal Year 2026-27 Operating Budget.

Budget Manager Renee Halcon presented the fiscal year 2025-26 supplemental appropriation and proposed fiscal year 2026-27 operating budget. The presentation included a review of the General Fund, Fire Protection and Life Safety Fund, Equipment Replacement Fund, and Workers' Compensation and Liability Fund. The General Fund is projected to end fiscal year 2025-26 with revenues of approximately \$54.3 million, expenditures of \$53.8 million, and a year-end fund balance of approximately \$2.0 million. The proposed fiscal year 2026-27 budget includes \$55.4 million in revenues and \$55.0 million in expenditures. Contributions from Belmont and Foster City are budgeted at \$10.9 million each, and San Mateo's contribution is budgeted at \$32.6 million, representing a 5% increase for all three member agencies.

The Board discussed the financial condition of the Fire Protection and Life Safety Fund and the department's efforts to restore long-term sustainability following the implementation of the updated fee schedule. Budget Manager Halcon reported that recent increases to permit, inspection, and development-related fees are beginning to generate the anticipated revenues and are expected to reduce reliance on interfund loans from the General Fund. Fire Chief Matt Turturici noted that the department is beginning to see the positive results anticipated from the fee study and operational improvements implemented within the Community Risk Reduction Division, resulting in a gradual improvement in the fund's financial position.

Vice Chair Jimenez inquired about historical unfunded pension liabilities associated with fire prevention personnel who transferred to SMC Fire during consolidation. Treasurer Abby Veaser explained that, unlike suppression personnel whose legacy pension obligations remained with their respective cities, the pension liabilities associated with fire prevention positions transferred with the cost-recovery operations that became part of SMC Fire. These legacy costs continue to be funded through the Fire Protection and Life Safety Fund and are distinct from the individual pension obligations retained by each member agency.

Additional discussion focused on the Equipment Replacement Fund and whether current funding levels are sufficient to support future apparatus purchases. Staff explained that replacement schedules incorporate escalation factors and projected cost increases, and that current projections indicate the fund will maintain more than \$2 million in reserves after planned purchases of ladder trucks and other major apparatus. Board members requested consideration of future budget presentations that include projected equipment replacement obligations alongside reserve balances to provide additional context regarding long-term funding adequacy.

The Board also discussed rising workers' compensation costs and the projected deficits within the Workers' Compensation and Liability Fund. Chief Turturici reported that staff are actively pursuing strategies to improve claims management, reduce claim durations, and minimize future liabilities.

Chair Newsom asked if there was any public comment on this item, which there was not. Alternate Board Member McCune 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 6.2 Adopt a resolution to approve the job specification and salary range for the new Fire Inspector Trainee classification.

Fire Chief Turturici provided an overview of the staff report approving a new Fire Inspector Trainee classification and associated salary range. The classification was developed to create a pathway for hiring individuals who do not yet meet the experience requirements for Fire Inspector I positions but demonstrate potential to succeed in the profession. The trainee classification will support succession planning, improve recruitment efforts, and assist the Community Risk Reduction Bureau in addressing workload demands associated with inspections, plan reviews, and development projects.

Alternate Board Member McCune discussed the importance of practical training, consistency in code enforcement, and maintaining the department's collaborative approach to working with businesses, contractors, and property owners. Chief Turturici stated that the trainee position would be funded through the department's cost-recovery operations and would provide flexibility to develop future inspectors.

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

7. REPORTS AND ANNOUNCEMENTS

Item 7.1 Board Members and Department Management Staff

Chief Turturici shared that the Department 2026 Annual Report is available online.

8. PUBLIC COMMENT ON CLOSED SESSION ITEMS

None

9. CLOSED SESSION

10. RETURN FROM CLOSED SESSION

Written report of any reportable action would be prepared and included in the agenda packet for the next Board meeting.

11. ADJOURNMENT

The Board meeting was adjourned at 6:06 p.m.