Agenda

San Mateo Consolidated Fire Department
Board of Directors
Regular Meeting
Wednesday, June 24, 2026 – 5:30 P.M.

Consistent with Government Code Section 54953, this meeting will be conducted both in person and also via Zoom Teleconferencing to promote public participation at public meetings while maintaining compliance with local, state, and federal guidelines. Department officials and members of the public are invited to attend and give public comment either in person or via teleconference. Comments may also be submitted prior to the meeting by email to: nmorales@smcfire.org

To Attend in-person
2121 S. El Camino Real, Building D (Conference Room 117), San Mateo

To Observe and Participate via Video Teleconference
Register in advance for this Zoom webinar:
https://us06web.zoom.us/webinar/register/WN_U-qEOzNlRi6WROB4eB0LBw

1. OPENING

1.1 Call to Order & Determination of a Quorum

1.2 Pledge of Allegiance

1.3 Roll Call

2. AGENDA CHANGES

The Chair/Board Member may change the order of the Agenda or request discussion of a Consent Item. A member of the public may request discussion of a Consent Item by emailing the Board Clerk Nicole Morales at nmorales@smcfire.org prior to Public Comment.

3. PUBLIC COMMENT

Public Comment is limited to 15 minutes, with a maximum of three (3) minutes per speaker. If you wish to address the hearing body, please notify the Department as soon as practical by emailing the Board Clerk of the Fire Board at nmorales@smcfire.org . If you are addressing the Board of Directors on a non-agenda item, the Board of Directors may, but is not required to, briefly respond to statements made or questions posed as allowed by the Brown Act (GC 54954.2). The Board of Directors may refer items to staff for attention, or have a matter placed on a future Board of Directors Meeting, for more comprehensive action or report.

4. CONSENT

4.1 Approval of Fire Board Meeting Minutes from May 20, 2026.

4.2 Report from Closed Session of May 20, 2026.

4.3 Adopt a resolution in support of staff's application for grant funds via the 2025 Fire Prevention and Safety (FP&S) Grant for the purpose of funding one (1) full-time Fire Inspector I position and, if awarded, authorizing acceptance of the grant funds.

5. NEW BUSINESS

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.

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.

6. REPORTS AND ANNOUNCEMENTS

6.1 Board Members and Department Management Staff will have an opportunity to make announcements.

7. ADJOURNMENT

I, Nicole Morales, Board Clerk of the San Mateo Consolidated Fire Department, hereby declare that the foregoing Agenda was posted in compliance with the Brown Act prior to the meeting date.

In compliance with the Americans with Disability Act, if you need special assistance to participate in this meeting, please contact the Fire Board Clerk at (650) 522-7900 no less than 72 hours prior to the meeting. Notification in advance of the meeting will enable the Fire Department to make reasonable arrangements to ensure accessibility to this meeting.

Copies of documents distributed at the meeting are available in alternative formats upon request. Any writing or documents provided to a majority of the Board regarding any item on this Agenda will be made available for public inspection at the Department Fire Administration Office located at 2121 S. El Camino Real, Suite B100, San Mateo during normal business hours. In addition, most documents will be posted on the Department's website at https://www.smcfire.org/board-meetings

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

DRAFT

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 Veeser 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 Consent calendar; Vice Chair Jimenez seconded. The

Board Secretary took a roll call vote, and the Consent calendar items were 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 Consent calendar; Vice Chair Jimenez seconded. The Board Secretary took a roll call vote, and the Consent calendar items were 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.

DRAFT

William D. Ross
David P. Schwarz
Kypros G. Hostetter
Christina M. Bellardo

Northern California:
400 Lambert Ave.
Palo Alto, CA 94306
(650) 843-8080
www.lawross.com

Southern California:
300 E. Hillcrest Blvd
#1162
Inglewood, CA 90308

June 18, 2026

VIA E-MAIL
Members of the Fire Board
San Mateo Consolidated Fire Department
2121 S. El Camino Real, Building D
San Mateo, California 94403

Re: Report Upon Return from Closed Session; San Mateo Consolidated Fire Department Regular Board Meeting of May 20, 2026

Dear Board Members:

This communication sets forth reportable action of the Board of Directors ("Board") of the San Mateo Consolidated Fire Department ("Department"), consistent with the provisions of the Ralph M. Brown Open Meeting Act (Government Code Section 54950 *et seq.*) resulting from the Department's Closed Session of the Mary 20, 2026, Regular Board Meeting, consistent with Government Code Section 54957.1.

The meeting was called to order at 5:05 p.m. Having convened the Meeting in Open Session and receiving no public comments on Closed Session matters, the Board adjourned the Open Session and convened in Closed Session.

There were two matters agendized for Department Closed Session consideration:

9.1 Conference with Labor Negotiators regarding Memorandum of Understanding pursuant to Government Code Section 54957.6
Agency Designated Representative(s): Yumi Maeda, Senior Human Resource Analyst, Abby Veeser, Treasurer, Aracelia Esparza, Human Resources Director, and Jeff Bailey, IEDA Consultant
Employee Organization(s): International Association of Firefighters, Local 2400 (IAFF Local 2400), Battalion Chiefs

9.2 Conference with Legal Counsel regarding Existing Litigation, Workers' Compensation pursuant to Paragraph (1) of subdivision (d) of Government Code Section 54956.9
Name of Case: Dan Gambelin

Agency Designated Representative(s): Jocelyn Quock, Human Resources Analyst, Willian D. Ross, Attorney, and Mark R. Peterson, Attorney

9.3 Conference with Legal Counsel regarding Existing Litigation, Workers' Compensation pursuant to Paragraph (1) of subdivision (d) of Government Code Section 54956.9
Name of Case: Corey Cowger
Agency Designated Representative(s): Jocelyn Quock, Human Resources Analyst, Willian D. Ross, Attorney, and Mark R. Peterson, Attorney

With respect to Closed Session Agenda Items 9.1, 9.2. and 9.3, the Board received status updates from its worker's compensation legal counsel as to the status of those matters. Except as stated, there was no reportable action consistent with Government Code Section 54957.6 and the attorney-client privilege.

The Closed Session concluded at 6:06p.m. Upon returning to Open Session, Department General Counsel stated that a written Closed Session Report would be prepared consistent with Government Code Section 54957.1.

This communication should be added to the Agenda for review under the Consent Calendar of your next Regular or Special Meeting.

If there are any questions concerning its content, it may be taken off the Consent Calendar at that time or our office may be contacted in the interim.

Very truly yours,

David Schwarz
Deputy General Counsel

cc: Matt Turturici, Deputy Chief
Alex Khojikian, Department Chief Administrative Officer
Nicole Morales, Business Manager

STAFF REPORT

To: San Mateo Consolidated Fire Department Board of Directors

From: Matt Turturici, Fire Chief

Meeting Date: June 24, 2026

Subject: **Fiscal Year (FY) 2025 Fire Prevention and Safety (FP&S) Grant**

RECOMMENDATION

Adopt a resolution in support of staff's application for grant funds via the 2025 Fire Prevention and Safety (FP&S) Grant for the purpose of funding one (1) full-time Fire Inspector I position and, if awarded, authorizing acceptance of the grant funds.

BACKGROUND

The purpose of the 2025 FP&S Grant is to enhance the safety of the public and firefighters with respect to fire and fire-related hazards by assisting with fire prevention programs and supporting firefighter health, safety research, and development. Grant funds are available in two activities:

- Fire Prevention and Safety Activity
- Research and Development Activity

Eligible applicants can apply for funding to support public education, code enforcement, and firefighter initiatives.

ANALYSIS

The San Mateo Consolidated Fire Department (SMC Fire) will submit an application under the Fire Prevention and Safety Activity for the FY25 FP&S Grant by June 22, 2026. The grant proposal seeks funding to support enhanced fire code awareness, adoption, reinstatement, and enforcement through the funding of one (1) Fire Inspector I. The grant, if awarded, would require a local 5% match.

FISCAL IMPACT

If the 2025 FP&S Grant is awarded, federal share will cover 95% of the estimated annual fully loaded cost of a Fire Inspector I for 2 years and will require a 5% local match from the Fire Protection and Life Safety Fund of approximately $11,045.13.

The following estimated annual fully loaded costs for a Fire Inspector I:

	Year I	Year 2
Fire Inspector I Annual Salary	$147,627	$158,781
Estimated Annual Benefits	$84,902	$88,013
Estimated Annual Fully Loaded Cost	$232,529	$246,794
Federal Resources 95%	$220,902.54	$234,454.37
SMC Fire Local Match 5%	$11,045.13	$11,722.72

ATTACHMENTS

A. Resolution

RESOLUTION NO. RES-2026-

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SAN MATEO CONSOLIDATED FIRE DEPARTMENT SUPPORTING APPLICATION FOR FUNDS VIA THE 2025 FIRE PREVENTION AND SAFETY (FP&S) GRANT AND IF AWARDED, AUTHORIZING ACCEPTANCE OF THE GRANT FUNDS

WHEREAS, the 2025 Fire Prevention and Safety (FP&S) Grant is to enhance the safety of the public and firefighters with respect to fire and fire-related hazards by assisting with fire prevention programs and supporting firefighter health, safety research, and development; and,

WHEREAS, grant funds are available in two activities: Fire Prevention and Safety Activity and Research and Development Activity; and,

WHEREAS, on July 3, 2025, the San Mateo Consolidated Fire Department (SMC Fire) applied for the FY24 FP&S funding to implement increased code awareness, adoption, reinstatement, and enforcement through hiring an additional Fire Inspector I; and,

WHEREAS, SMC Fire is now seeking the grant to fund one (1) Fire Inspector I position. NOW, THEREFORE, the Board of Directors of the San Mateo Consolidated Fire Department resolves as follows:

1. Adopt a resolution in support of staff's application for grant funds via the 2025 FP&S Grant for the purpose of funding one (1) FTE Fire Inspector I position.

2. If the FP&S grant is awarded, acceptance of the grant funding in the amount of $232,529 in year 1 and $246,794 in year 2 and authorization of SMC Fire's 5% local match would of $11,045 in year 1 and $11,722 in year 2.

***

PASSED AND ADOPTED as a resolution of the Board of Directors of the San Mateo Consolidated Fire Department at the regular meeting held on the 24th day of June, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

Board Secretary	Board President

APPROVED AS TO FORM:

William D. Ross, General Counsel

STAFF REPORT

To: San Mateo Consolidated Fire Department Board of Directors

From: Yumi Maeda, Sr. HR Analyst

Meeting Date: June 24, 2026

Subject: San Mateo County Firefighters, Local 2400, International Association of Firefighters, Battalion Chiefs - Memorandum of Understanding Amendments

---

RECOMMENDATION

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

BACKGROUND

The Battalion Chiefs represent six employees. The contract with this bargaining unit will expire on June 30, 2026.

Negotiations with the Battalion Chiefs began on February 12, 2026 and concluded on May 21, 2026. The membership then ratified the proposed changes to their Memorandum of Understanding. Consistent with the direction provided by the Fire Board, negotiators for the San Mateo Consolidated Fire Department (SMC Fire) and the bargaining unit reached a tentative agreement on May 26, 2026. The membership has ratified the proposed changes to their MOU. This agreement includes the following:

Term: The contract will be for a period of three years, expiring on June 30, 2029.

Salary: The bargaining unit will receive a 3.0% cost of living adjustment (COLA) salary increase and an additional 0.5% increase for equity adjustment, effective the first full pay period following June 30, 2026. The bargaining unit will receive a 3.0% COLA salary increase, effective the pay period including July 4, 2027. The bargaining unit will receive a 3.0% COLA salary increase, effective the pay period including July 4, 2028.

Flexible Benefits Plan: The Association will receive whatever increase, if any, the San Mateo County Firefighters, Local 2400, International Association of Firefighters (Firefighters) will receive effective this contract. This will result in no increase to their monthly flexible benefit contributions for their health insurance in the first year of the contract. Effective January 1, 2027, they will receive a 6.0% increase. Any increase for the final year of this contract will be tied to what the Firefighters receive in their successor MOU.

Special Command Pay: The Association will receive an increase in special command of $6.00 per hour for each successive year of this MOU.

Separation Pays: Provides the Association with the opportunity to elect to change the contributions and/or conversion of separation pay arrangements for each successive calendar year. The Association must notify Human Resources in writing no later than November 30th of the change(s) to be made for the following calendar year.

Recall and Reinstatement Rights: Employees who are laid off shall be placed on one recall list. Employees who are demoted in lieu of layoff shall be placed on a reinstatement list until the employee has returned to their previously held rank. The order of reinstatement to rank will be based on time spent in classification.

Staffing Side Letter: The parties will meet and confer to develop and implement a revised process for mandatory overtime staffing procedures, voluntary overtime staffing procedures and holiday mandatory overtime staffing procedures.

ENVIRONMENTAL DETERMINATION:

This tentative agreement is not subject to CEQA because it will not cause a physical change in the environment. (CEQA Guidelines Section 15378(b)(4).)

FISCAL IMPACT

The proposed compensation changes for this group are expected to result in moderate cost increases. The 3.0% COLA increase and the 0.5% equity adjustment in the first year is estimated to cost approximately $70,000. The flexible benefits plan changes are estimated add an additional $10,000 annually, starting in the second year. In addition, the cost of the special command pay is based on historical usage levels, and if usage remains consistent, the anticipated cost increase is approximately $7,000 in the first year. The costs associated with the first year increases were included in the 2026-27 Adopted Budget. All costs in future years will be incorporated into future budgets.

ATTACHMENTS

Att 1 – Proposed Resolution

Exhibit A – Tentative Agreement

RESOLUTION NO. RES-2026-009

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SAN MATEO CONSOLIDATED FIRE DEPARTMENT APPROVING AMENDMENTS TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE SAN MATEO CONSOLIDATED FIRE DEPARTMENT AND THE SAN MATEO COUNTY, LOCAL 2400 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, BATTALION CHIEFS

WHEREAS, the amendments are related to salary, term, other pays and miscellaneous language changes relating to departmental operations, and language clarity for the unit; and

WHEREAS, the parties have met and conferred, and have reached tentative agreement to amend the Unit's MOU; and

WHEREAS, the Unit has ratified the Tentative Agreement;

NOW, THEREFORE, THE FIRE BOARD OF THE SAN MATEO CONSOLIDATED FIRE DEPARTMENT, HEREBY RESOLVES that:

1. This Tentative Agreement is not a project subject to CEQA, because it is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment. (CEQA Guidelines Section 15378(b)(4).)

2. The amendments to the Memorandum of Understanding for the Battalion Chiefs, set forth in the Tentative Agreement (attached as **Exhibit A** and incorporated herein), are approved and summarized as follows:

   Term: The contract will be for a period of three years, commencing July 1, 2026 and expiring on June 30, 2029.

   Salary: The bargaining unit will receive a 3.0% cost of living adjustment (COLA) salary increase and an additional 0.5% increase for equity adjustments, effective the first full pay period following June 30, 2026. The bargaining unit will receive a 3.0% COLA salary increase, effective the pay period including July 4, 2027. The bargaining unit will receive a 3.0% COLA salary increase, effective the pay period including July 4, 2028.

   Flexible Benefits Plan: The Association will receive whatever increase, if any, the San Mateo County Firefighters, Local 2400, International Association of Firefighters (Firefighters) will receive effective this contract. This will result in no increase to their monthly flexible benefit contributions for their health insurance in the first year of the contract. Effective January 1, 2027, they will receive a 6.0% increase. Any increase for the final year of this contract will

be tied to what the Firefighters receive in their successor MOU.

Special Command Pay: The Association will receive an increase in special command of $6.00 per hour for each successive year of this MOU.

Separation Pays: Provides the Association with the opportunity to elect to change the contributions and/or conversion of separation pay arrangements for each successive calendar year. The Association must notify Human Resources in writing no later than November 30th of the change(s) to be made for the following calendar year.

Recall and Reinstatement Rights: Employees who are laid off shall be placed on one recall list. Employees who are demoted in lieu of layoff shall be placed on a reinstatement list until the employee has returned to their previously held rank. The order of reinstatement to rank will be based on time spent in classification.

Staffing Side Letter: The parties will meet and confer to develop and implement a revised process for mandatory overtime staffing procedures, voluntary overtime staffing procedures and holiday mandatory overtime staffing procedures.

Other: There are language changes relating to departmental operations and housekeeping language that amend some of the terms and conditions of the contract.

***

PASSED AND ADOPTED as a resolution of the Board of Directors of the San Mateo Consolidated Fire Department at the regular meeting held on the 24th day of June, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

_____ _____

Board Secretary Board President

APPROVED AS TO FORM:

_____

William D. Ross, General Counsel

Docusign Envelope ID: 3BCCA3FF-7376-850B-82BB-46BAE48BA5AF

COMPREHENSIVE TENTATIVE AGREEMENT

Between San Mateo Consolidated Fire Department and San Mateo County Firefighters, Local 2400 International Association of Firefighters Battalion Chiefs Unit

May 26, 2026

The San Mateo Consolidated Fire Department ("SMC Fire") and the San Mateo County Firefighters, Local 2400 International Association of Firefighters Battalion Chiefs Unit ("Battalion Chiefs") have met and conferred in good faith and have reached agreement on the following terms to be incorporated into the successor Memorandum of Understanding ("MOU"). All proposals not specifically identified below are deemed withdrawn. It is understood and agreed that this comprehensive tentative agreement represents the complete agreement of the parties for the successor MOU and the conclusion of bargaining (subject to ratification by the Battalion Chiefs and final adoption by the SMC Fire Board), and that all terms of the prior MOU not specifically referenced below shall remain unchanged and remain in full force and effect for the successor MOU.

Section	Proposal
Housekeeping	Department Proposal 1 (presented 2/12/26)
Term	Department Proposal 4 (presented 2/12/26)
Education Incentive Pay	Department Proposal 7 (as amended 2/23/26)
Uniforms	Battalion Chiefs Proposal 14 (as amended 4/13/26)
Mandatory Overtime Staffing Procedure	Battalion Chiefs Proposal 6: (Agree to address via Side letter)
Recall and Reinstatement Rights	Battalion Chiefs Proposal 10 (presented 2/23/26)
Voluntary Overtime Staffing Procedure	Battalion Chiefs Proposal 13: (Agree to address via Side letter)
Regular Staffing	Battalion Chiefs Proposal 17: (presented 3/9/26)
Holiday Mandatory Overtime Staffing Procedure	Battalion Chiefs Proposal 18: (Agree to address via Side letter)
Pay Rates	COLA/Equity Increases Year 1: COLA 3.0% + 0.5% Equity Increase Year 2: 3.0% Year 3: 3.0%
Flexible Benefits Plan	See attached
Special Command Pay	See attached
Tentative Agreements	
2. Doctor's Certification	TA-2/23/26
3. Protected Sick Leave and Bereavement Leave	TA-2/23/26
5. Family-School Partnership Act	TA-2/23/26

Docusign Envelope ID: 3BCCA3FF-7376-850B-82BB-46BAE48BA5AF

COMPREHENSIVE TENTATIVE AGREEMENT

Prepared by San Mateo Consolidated Fire Department
to
San Mateo County Firefighters, Local 2400
International Association of Firefighters Battalion Chiefs Unit

May 26, 2026

6. Temporary Upgrade Pay	TA- 2/23/26
8. Separation Pays	TA- 2/23/26
9. Victim and Family Support Leave	TA- 2/23/26

For the Battalion Chiefs:

Jon Crawford

Jon Crawford, Goyette Ruano and Ulmer

Date: 5/26/2026

For the SMC Fire:

Jeff Bailey

Jeff Bailey, IEDA

Date: 5/26/2026

Docusign Envelope ID: 3BCCA3FF-7376-850B-82BB-46BAE48BA5AF

San Mateo Consolidated Fire Department and
San Mateo County Firefighters Local 2400
IAFF Battalion Chiefs
2026 Negotiations
Department Counter Proposal to IAFF Battalion Chiefs Proposal 2
May 21, 2026

34.2 Flexible Benefits Plan

The Department shall make monthly contributions to the flexible benefit plan in amounts equal to the monthly contributions provided to the Fire Unit for the same plan year. These contributions include the Minimum Employer Contribution (MEC) established by the Public Employees' Medical and Hospital Care Act (PEMHCA) ~~contribute up to the amounts listed below (inclusive of the $160 maximum Department contribution or CalPERS MEC whichever is greater, towards group medical insurance or No Plan) per month towards the flexible benefit plan.~~

	~~Effective January 2023~~	~~Effective January 2024~~	~~Effective January 2025~~	~~Effective January 2026~~
~~No Plan~~	~~$380~~	~~$380~~	~~$380~~	~~$380~~
~~Employee Only~~	~~$1,044~~	~~$1,107~~	~~$1,173~~	~~$1,243~~
~~Employee +1~~	~~$2,087~~	~~$2,212~~	~~$2,345~~	~~$2,486~~
~~Family~~	~~$2,717~~	~~$2,880~~	~~$3,052~~	~~$3,235~~

No Plan Eligibility - If an employee is eligible for alternative group medical insurance through a spouse or domestic partner's employer-sponsored medical plan, or through a parent's insurance, the employee may waive the Department's medical insurance coverage and select such alternate plan. Proof of such alternate coverage is required prior to waiving coverage through the Department plan. If an employee selects the No Plan option, the ~~JPA~~ Department's contribution shall be deposited to the employees deferred compensation account.

~~If the full MOU negotiations between the JPA and Local 2400 are not settled prior to November 30, 2025, the fix dollar amounts in the Monthly Flexibly Benefit Contribution shall increase by 6.0%.~~

~~Local 2400 may provide the Department with written notice, by August 1, of any year, to reopen and meet and confer regarding Section 37.2 Flexible Benefit Plan contributions if the fix dollar amount above, requires an employee who selects Kaiser to make a contribution that exceeds 10% of the monthly premium for Kaiser (at employee only, employee + 1 or Family).~~

Docusign Envelope ID: 3BCCA3FF-7376-850B-82BB-46BAE48BA5AF

- ~~If Local 2400 reopens this Section, an employee who selects Kaiser shall not contribute more than 10% of the Kaiser premium unless the parties mutually agree to an amount that requires an employee contribution to exceed 10% or the Kaiser rate.~~

~~If an employee selects a plan, whose monthly premium exceeds the amounts listed above, the employee will be responsible for payment of the month premium that exceeds the amounts listed above through payroll deduction.~~

~~During the term of this MOU, the maximum monthly out of pocket premium payment of an employee who selects Kaiser will not exceed 10% of the monthly premium for Kaiser at the level selected (employee only, employee + 1 or Family). If the Kaiser monthly premium exceeds the negotiated flat dollar monthly contribution above, and an employee selects a plan whose monthly premium is less than the Kaiser premium, then the employee's maximum contribution shall be up to 10% of the selected plan's monthly premium. For example: if the Departments contribution is $2,100 per month and the employee selects a plan whose cost is $2,500 a month the employee contribution will be $400 per month. If the Departments contribution is $2,100 per month, but Kaiser premium is $4,000 per month then the employee maximum contribution would be $400 per month or 10% of the Kaiser premium.~~

Docusign Envelope ID: 3BCCA3FF-7376-850B-82BB-46BAE48BA5AF

San Mateo Consolidated Fire Department and
San Mateo County Firefighters Local 2400
IAFF Battalion Chiefs
2026 Negotiations
Department Counter Proposal to IAFF Battalion Chiefs Proposal 16
May 21, 2026

Proposal 16- Special Command Pay

Article 27

A Battalion Chief who works in excess of their regular working hours assigned to an Operations position will receive compensation in accordance with the table below:

Effective Date	Flat Amount for a full 24-hour Shift	Flat Amount for per hour
July 2026	$3,168	$132
July 2027	$3,312	$138
July 2028	$3,456	$144

STAFF REPORT

To: San Mateo Consolidated Fire Department Board of Directors

From: Alex Khojikian, Chief Administrative Officer

Meeting Date: **June 24, 2026**

Subject: **Compensation Update for the Fire Chief, Deputy Fire Chiefs, and Business Manager**

RECOMMENDATION

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.

BACKGROUND

The Executive Command Staff positions of Fire Chief and Deputy Fire Chief last received a salary increase of 3% effective July 6, 2025, as approved by the Board on May 21, 2025. The Business Manager position received a two-year salary adjustment approved by the Board on November 19, 2024, with the final increase also effective July 6, 2025. As a result, all three Executive Command Staff positions last received salary increases effective July 6, 2025.

These positions are part of the Executive Command Staff Compensation and Benefit Plan and are not represented by a labor group. Salary adjustments for these classifications are brought forward for Board consideration to maintain appropriate internal equity and market alignment.

With the completion of recent labor agreements and scheduled increases for subordinate classifications, further review of Executive Command Staff compensation is appropriate to ensure continued alignment with departmental compensation objectives.

ANALYSIS

Compaction between Executive Command Staff classifications and their subordinate positions should ideally fall within a 10% range to encourage promotional interest and support succession planning. Earlier salary adjustments helped address compaction concerns; however, later increases for represented employees have narrowed the separation between classifications.

A 3% salary increase with an equity adjustment of 0.6% for the position of Fire Chief, 3% salary increase for the positions of Deputy Fire Chiefs and Business Manager is recommended. The Business Manager increase aligns with the 3% salary increase scheduled for the Management Analyst II classification under the American Federation of State, County and Municipal Employees (AFSCME) Memorandum of Understanding, while the Fire Chief and Deputy Fire Chief classifications are influenced by compensation adjustments resulting from agreements with the International Association of Firefighters, Local 2400

(IAFF Local 2400). These factors necessitate maintaining appropriate compaction between classifications.

The proposed increases will:

- Maintain appropriate compaction between Executive Command Staff positions and subordinate classifications.
- Support internal equity within the Executive Command Staff Compensation and Benefit Plan.
- Help preserve promotional incentives and avoid future compaction challenges.
- Provide a modest cost-of-living adjustment consistent with prior Board direction.

This action allows all three positions to remain aligned with one another and avoids the need for separate adjustments by classification. It also reflects the Board's prior discussions regarding maintaining consistent and predictable compensation relationships among executive-level positions.

FISCAL IMPACT

The proposed compensation changes for this group are expected to result in moderate cost increases. The 3.0% COLA increase and the 0.6% equity adjustment for the Fire Chief and 3.0% COLA increase for both Deputy Fire Chiefs and Business Manager are estimated to cost $49,000 in fiscal year 2026-27. The costs associated with these increases were included in the 2026-27 Adopted Budget.

ATTACHMENTS

A. Resolution

RESOLUTION NO. RES-2026-

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SAN MATEO CONSOLIDATED FIRE DEPARTMENT APPROVING SALARY ADJUSTMENTS FOR THE FIRE CHIEF, DEPUTY FIRE CHIEFS, AND BUSINESS MANAGER

WHEREAS, the Fire Chief, Deputy Fire Chiefs, and Business Manager are part of the Executive Command Staff Compensation and Benefit Plan and are not represented by a labor group; and,

WHEREAS, the Board of Directors previously approved salary adjustments for these positions, with the most recent increases effective July 6, 2025; and,

WHEREAS, subsequent compensation adjustments for represented employee groups have impacted salary relationships and compaction between classifications; and,

WHEREAS, maintaining appropriate compaction between classifications supports internal equity, promotional opportunities, and succession planning; and,

WHEREAS, the recommended salary adjustments are consistent with maintaining competitive and equitable compensation for Executive Command Staff positions.

NOW, THEREFORE, the Board of Directors of the San Mateo Consolidated Fire Department resolves as follows:

1. Authorize a three percent (3%) salary increase and an additional six tenths of a percent (0.6%) equity adjustment for the Fire Chief effective July 6, 2026.
2. Authorize a three percent (3%) salary increase for the Deputy Fire Chiefs, effective July 6, 2026.
3. Authorize a three percent (3%) salary increase for the Business Manager, effective July 6, 2026.

***

PASSED AND ADOPTED as a resolution of the Board of Directors of the San Mateo Consolidated Fire Department at the regular meeting held on the 24th day of June, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

Board Secretary	Board President

APPROVED AS TO FORM:

William D. Ross, General Counsel