2025 ANNUAL REPORT

SAN MATEO CONSOLIDATED FIRE DEPARTMENT

TABLE OF CONTENTS

3 A Message from the Fire Chief
4 About Us
5 Fire Stations
6 Organizational Chart
7 Fire Board
8 Budget
9 Fire Personnel Residences by County
10 New Hires
12 Transfer of Command
13 Promotions
17 Retirements
20 Operations Division
21 Significant Incidents
22 Department Statistics
24 Mutual Aid
26 Training Division
28 Fire Administration Division
29 Community Risk Reduction Division
30 Fire Prevention & Life Safety
32 Office of Emergency Services
33 Community Emergency Response Team
34 Community Engagement
35 Community Quotes

A MESSAGE FROM THE FIRE CHIEF

As we enter our eighth year of operations, the San Mateo Consolidated Fire Department (SMC Fire) continues to flourish as an organization our citizens should be proud of. This past year has been defined by our ability to transform economic and operational challenges into opportunities for growth, ensuring we remain a resilient and high-performing agency for the communities we serve.

Throughout 2025, we took proactive measures to address the impacts of persistent inflation. By refining our internal processes and recalibrating our procurement and replacement schedules, we successfully maintained our mission standards while remaining fiscally disciplined.

While we see signs of the economic climate stabilizing, our commitment to operational efficiency remains a priority. Our consolidated model continues to deliver significant cost-sharing benefits and budget stability for all our member agencies, proving that we are stronger and more efficient together.

In alignment with our Strategic Plan Goals, we have integrated advanced technology and analytical tools that provide a 360-degree view of our organization. This data-driven approach allows us to monitor performance in real-time and implement positive changes with precision. These tools have also revolutionized our training programs, fostering deeper employee engagement at every level of the department.

Since our inception in 2019, we have been in a state of transition, but 2025 marked a significant milestone for our personnel. As we continue to grow, we are seeing many of our senior members enter retirement. While they take with them a wealth of history and institutional knowledge, they leave behind a legacy of mentorship.

The next generation of firefighters and leaders—mentored by those who came before—is now ready to set the course for our future. This influx of new talent brings refreshing ideas and a renewed motivation that is vital for a healthy organization. Regardless of the age of our department or the tenure of those on the front lines, my message remains clear: SMC Fire will be the leaders in the county.

Our success is rooted in a culture of accountability and the unique collaborative spirit of our Fire Action Consensus Team (FACT). This participatory management process ensures that trust and transparency are woven into our decision-making. It is this foundation of mutual respect and shared vision that allows us to honor our mission and values every single day.

I am incredibly thankful for every member of our team and the exceptional work they do. We are building a foundation that will support our mission for decades to come.

Respectfully,
Fire Chief Matt Turturici

ABOUT US

Proudly serving the cities of Belmont, Foster City, and San Mateo since January 13, 2019

San Mateo Consolidated Fire Department

2121 S. El Camino Real,
Building B, Suite 100,
San Mateo, CA 94403

Contact Us

Phone: (650) 522-7900
Fax: (650) 522-7901
Email: fire@smcfire.org
Website: smcfire.org

Social Media

Instagram: @SMCFireDept
X: @SMCFireDept
Facebook: @SMCFireDept

Our Mission

Providing all risk fire and emergency services through professionalism, collaboration, and public trust.

Our Vision

Fostering our culture of excellence through involvement, effective communication, and commitment to high performance.

Our Core Values

Respect
Accountability
Dedication
Integrity
Compassion
Altruism
Leadership

Fire Station 14
911 Granada Street,
Belmont, CA 94002
Engine 14, Hazmat 14

Fire Station 15
2701 Cipriani Boulevard,
Belmont, CA 94002
Engine 15, OES Engine 2610

Fire Station 21
120 S. Ellsworth Avenue,
San Mateo, CA 94401
Engine 21, Truck 21

Fire Station 23
31 W. 27th Avenue,
San Mateo, CA 94403
Engine 23, Truck 23,
Battalion 5

Fire Station 24
319 S. Humboldt Street,
San Mateo, CA 94401
Engine 24

Fire Station 25
1455 Shafter Street,
San Mateo, CA 94402
Engine 25

Fire Station 26
1500 Marina Court,
San Mateo, CA 94403
Engine 26

Fire Station 27
1801 De Anza Boulevard,
San Mateo, CA 94402
Engine 27, OES Engine 405,
OES Engine 2609

Fire Station 28
1040 E. Hillsdale Boulevard,
Foster City, CA 94404
Engine 28, Engine 29,
Jet Skis & Boat 28

FIRE STATIONS

Organizational Chart

Fire Board

The Board of Directors, also known as the Fire Board, is comprised of a City Council member from each of the three cities within the Department's jurisdiction. Each Fire Board member has a designated alternate from their City Council who serves as a backup in the event of their absence. The Fire Board is primarily responsible for making decisions on major matters for the organization, such as budget approval. Regular Meetings are open to the public and scheduled quarterly with the option for additional meetings as needed. In 2025, the Fire Board had nine (9) Regular Meetings and adopted 21 resolutions.

Julia Mates
Fire Board Chair
City of Belmont

Member Alternate:
Tom McCune

Rob Newsom Jr.
Vice Chair
City of San Mateo

Member Alternate:
Danielle Cwirko-Godycki

Stacy Jimenez
Board Member
City of Foster City

Member Alternate:
Phoebe Venkat

FINANCIALS	2023-2024	2024-2025	2025-2026
Personnel	$45,042,365	$45,399,100	$48,231,867
Operating	$5,314,514	$5,423,040	$5,655,722
Indirect & Overhead Costs	$1,793,279	$1,775,989	$1,665,457
Capital Outlay	$238,457	-	-
Total Expenditures by Category	**$52,388,616**	**$52,598,129**	**$55,900,046**
Administration	$3,757,982	$4,146,543	$4,901,877
Community Risk Reduction	$3,308,878	$3,655,382	$3,564,296
Hazardous Materials	$759,983	$817,731	$850,441
Office of Emergency Services	$452,719	$589,934	$723,802
Operations	$44,109,054	$43,995,459	$46,678,734
Total Expenditures by Program	**$52,388,616**	**$53,205,049**	**$56,716,150**
General Fund	$49,079,738	$49,549,667	$53,154,854
Special Revenue Fund	$3,308,878	$3,655,382	$3,564,296
Total Funds	**$52,388,616**	**$53,205,049**	**$56,719,150**
Belmont Contributions	$9,169,909	$9,582,555	$10,349,159
Foster City Contributions	$9,169,909	$9,582,555	$10,349,159
San Mateo Contributions	$27,509,727	$28,747,664	$31,047,477
Charges for Services	$46,394	$353,324	$115,154
Fire Fees	$3,090,297	$3,313,542	$3,530,312
Grants and Other Intergovernmental	$2,874,393	$817,731	$850,441
Interest and Miscellaneous	$1,224,352	$110,000	$135,000
Total Sources of Funding	**$53,084,980**	**$52,507,371**	**$56,376,703**

Fire Personnel Residences by County

COUNTY	#
Alameda	10
Butte	1
Contra Costa	13
El Dorado	8
Nevada	1
Placer	9
Sacramento	4
San Benito	1
San Francisco	2
San Joaquin	1
San Luis Obispo	1
San Mateo	70
Santa Clara	11
Santa Cruz	15
Solano	1
Sonoma	4
Tuolumne	1

Total Fire Personnel: 153

NEW HIRES

Bryan Moreci, Administrative Assistant
December 9, 2024

Bryan has over 21 years of experience in digital marketing and client management. His previous work experience includes Account Manager at CNET Download.com, Product Manager at CBS Interactive, Senior Manager of Customer Success at Oracle Responsys, and Director of Account Management at Oracle Corp. He brings experience leading cross-functional collaboration across teams and initiatives and has served as a mentor throughout his career. Bryan holds an A.A. in English from Cañada College as well as a B.A. in English from California State University, Hayward (East Bay).

Gino Bonetti, Firefighter
April 7, 2025

Gino came to us after completing the Fire Academy through the College of San Mateo. Previously, he worked as a journeyman electrician for Conoley Electric. Gino is working to earn an A.S. in Fire Technology from the College of San Mateo.

Tash Jordan, Firefighter
April 7, 2025

Tash came to us from La Honda Fire Brigade where he worked as a volunteer Firefighter. He also spent time with Menlo Park Fire Protection District as one of their Fire Cadets. He graduated from San Diego State University with a B.A. in Public Administration and an A.S. in Fire Technology.

Charles Chetcuti, Firefighter
April 7, 2025

Charlie came to us from American Medical Response where he was as an EMT. He also served as a Cadet for the San Mateo Consolidated Fire Department. He is working to earn an A.S. in Political Science and Fire Technology from the College of San Mateo.

Mary-Angeline Limun, Administrative Assistant
July 20, 2025

Mary-Angeline joined the San Mateo Consolidated Fire Department as a Per Diem Office Assistant on July 1, 2024, supporting the Fire Prevention & Life Safety and Fire Administration Divisions. Prior to joining , she served as a Special Education Teacher and Case Manager for six years at Spectrum Center: Schools and Programs and for the Castro Valley Unified School District. She obtained her B.A. in Communicative Disorders with a minor in Special Education from San Francisco State University and a Master of Education in Special Education from National University.

William Bentley, Firefighter
August 28, 2025

William comes to us after completing the Fire Academy through the College of San Mateo. His previous work experience includes Project Manager for the University of San Francisco, Project Engineer with Brodie Group, Mail Services Employee with Santa Clara University, and General Laborer with Cody Brock Commercial Builders. He received his B.S. in Communications from Santa Clara University.

Transfer of Command

Matt Turturici, Fire Chief
February 2, 2025

Matt joined the San Mateo Fire Department as a Firefighter on September 20, 1998. Prior to that, he worked as a Firefighter Apparatus Operator with the Oroville Fire Department and was a Hazardous Materials Specialist with the Butte County Interagency Hazmat Team. In 1997, he took on the role as a Hazardous Materials Instructor at Butte College. Matt began his Paramedic training in 1994 and received his San Mateo County accreditation in December of 1998. Matt promoted to Fire Captain/Paramedic with the San Mateo Fire Department on May 2, 2007. Thereafter, he promoted to the position of Battalion Chief on April 11, 2017. Beginning September 7, 2021, Matt served as Interim Deputy Fire Chief until his promotion to Deputy Fire Chief on February 17, 2022. Matt holds numerous certificates in Hazardous Materials, EMT, Rescue Systems I, Driver/Operator, California DMV Employee Testing Instructor, Firefighter II, Fire Officer Command, Instructor, Investigation, Management, and Prevention. Matt was the San Mateo Firefighter's Association Local 2400 District 7 President from 2005-2017 and Union Shop Steward. Since April 2015 until January 2022, Matt continued to serve as the Union's Executive Secretary. He was also a member of the Fire Action Consensus Team (FACT) and served as a FACT Chair. Matt has been a mentor for Probationary Employees, San Mateo County Paramedic Preceptor, San Mateo Fire Department DMV Driver Trainer, Employee Testing Program Coordinator, and California Task Force 3 Urban Search & Rescue Team Member. In October 2020, Matt received a Unit Citation Commendation Award for going above and beyond as a Strike Team Leader Trainee while deployed to the CZU Complex Fire.

PROMOTIONS

Anthony Agresti, Deputy Fire Chief
March 31, 2025

Anthony began his fire career as a Firefighter with the San Mateo Fire Department in September 2000 and was later promoted to Fire Captain in June 2010. He became an Acting Battalion Chief in February 2019 and was appointed to Battalion Chief formally on July 27, 2021. He received his Master of Public Administration in Emergency Services Management from Columbia Southern University and his B.S. in Emergency Services Management, Homeland Security, from Union Institute & University. He earned his A.S. in Fire Technology from the College of San Mateo. Additionally, Anthony was a State Certified Fire Officer, Firefighter Mentor, Academy Instructor, Paramedic Preceptor, CPR Instructor, Tactical Paramedic, and Shift Steward/ District Vice President. He was previously an instructor for the College of San Mateo Fire Academy and previously instructed with the County In-Service Fire Academy. He was a member of Urban Search & Rescue Task Force 3 and responded to Hurricane Katrina. Anthony has numerous rescue training certifications, including Hazmat operations. He worked on revising the San Mateo Fire Department Career Development Guide in 2006. Anthony was a FACT Labor Member and was the Co-Chair from 2005-2007. He has been involved with the Fire Station 21, 23, and 26 Design Committees as well as the Strategic Plan Committees. Anthony has been presented with the City of San Mateo Quarterly Achievement and California State Firefighters' Association Valor Awards.

Eric Mackintosh, Deputy Fire Chief
March 31, 2025

Eric started his career in the fire service with the Half Moon Bay Fire Protection District in October 2001. He joined the San Mateo Fire Department in February 2008 as a Firefighter/Paramedic and was appointed to the position of Fire Captain/Paramedic on December 20, 2015. Eric was appointed to the position of Administrative Battalion Chief on November 5, 2021. He received his B.S. in Fire Administration from Columbia Southern University and his A.S. in Fire Technology from the College of San Mateo. He holds numerous certifications and has experience in Command, Special Operations, Wildland, Medical, Open Water Rescue, and Administration. Eric has served on various committees, including the EMS, FACT, Policy & Procedures, Training, Water Rescue, Safety Health & Wellness, and Video Committees. He is also an IAFF Peer Support team member. He has volunteered with the Annual Firefighter's Chili Cook-Off, Fill the Boot, Pancake Breakfasts, Breakfast with Santa, Christmas Tree Lightings, Festa Italiana, Wine Walk, the Firefighters Toy Program, and SMFFA Finance 101. He was a Pre-Plan Project Manager, was a Ladder Project Manager, and has worked on the Department's SharePoint reorganization. He has also developed various task books, manuals, guides, and Probationary tests.

Tim Galvin, Fire Captain
April 27, 2025

Tim began his career in the fire service as a Cadet with San Mateo Fire Department in 2010. He was honored with the Physical Fitness Award at the 2012 Fire Academy #23 graduation for setting new records in many of the academy testing events. Tim was hired as a Firefighter by San Mateo Fire Department on October 25, 2012. He completed his Acting Captain Task Book in October 2021 and has worked as an Acting Captain since then. Tim is a graduate of San Diego State University with a B.S. in Kinesiology and completed the Fire Technology program at the College of San Mateo. He has been involved with the Firefighters' Union serving as a Shift Steward, Association Secretary, and District Vice President for the IAFF Union, Local 2400. He has played a significant role in the Firefighter's Toy Program, Breakfast with Santa, and the Firefighter Chili Cook-Off.

Brian Banks, Battalion Chief
May 25, 2025

Brian started his career in the fire service as a volunteer Firefighter and Driver Operator with the Point Montara Fire Protection District in January 1994. He served as a Seasonal Firefighter with the U.S. Forest Service in Fall River Mills, California, from 1995-1996. He became a Firefighter/Paramedic with Coastside Fire Protection District in August 1998 and joined the Belmont-San Carlos Fire Department in June 2008. He was appointed to the position of Fire Captain/Paramedic and Hazmat Captain in August 2014. Brian received his B.S. in Fire Protection Technology and graduated Cum Laude from Cogswell Polytechnical College. He also earned an A.S. in both Paramedicine and Fire Science Technology from the College of San Mateo. Brian served as a Rescue Technician with Urban Search & Rescue California Task Force 3 in Menlo Park. He has extensive history with and continues to serve as a California State Qualified Instructor with the Fire Academy at the College of San Mateo. Brian has numerous certifications and experience in Hazardous Materials, Rope Rescue Technician, various levels of Firefighter, Driver Operator, and Instructor courses. He received multiple accolades, including Lion's Club Service and Heroism Award, CSFA Valor Award, and Certificate of Special U.S. Congressional Recognition.

Brad Olson, Battalion Chief
June 8, 2025

Brad started his career in the fire service as a Firefighter with CAL FIRE, Santa Clara Ranger unit, in 1988. He joined the UC Lawrence Berkeley National Laboratory as a Firefighter Engineer and Hazmat Technician in 1991. Brad then joined the San Mateo Fire Department as a Firefighter in 1996 and was appointed to the position of Fire Captain in 2003. Brad is currently completing his B.S. in Fire Administration from Columbia Southern University, and he earned an A.S. in Fire Science Technology from the College of San Mateo. Brad has long served as Chair of the Apparatus & Equipment Committee. He also previously contributed as FACT Co-Chair and member, Cadet Program Coordinator, Department Safety Committee member, FEMA Rescue Specialist, and a member of the Task Force 3 Urban Search & Rescue Team. Brad holds certifications and licenses in Hazardous Materials as a Technician, Chief Officers Certification, Fire Officers Certification, Public Sector Leadership Academy, S-330 Strike Team Leader, and S-404 Safety Officer. He is also a California State Board Licensed General Building Contractor.

Marlon Vasquez, Fire Inspector
June 9, 2025

Marlon joined the San Mateo Consolidated Fire Department as a Student Intern on September 18, 2023. He then accepted the position of Per Diem Fire Inspector I on April 29, 2024. His experience includes working as a Construction Project Coordinator for Source Planning & Construction and as a CAD/Fire Alarm Technician for Redwood City Alarms. Since 2022, Marlon has served as the President of Red Light Fire Alarms, Inc. His certifications include AutoCAD, OSHA 30, LEED Green Associate, ProCore, and Fire Inspector 1 Series 1A-1D. He earned a B.S. in Construction Management from California State University, East Bay, and has attended Mission College's Fire Protection Technology Program.

Tony Panacci, Fire Captain
June 22, 2025

Tony began his fire service career in 2009 as a Reserve Firefighter with the Moraga-Orinda Fire Department. In 2010, he held the position of Volunteer Firefighter with the Cordelia Fire Protection District while also serving as an EMT with American Medical Response. Tony was then hired as a Firefighter/Paramedic with the Daly City Fire Department in 2012. In April 2016, Tony joined the San Mateo Fire Department as a Firefighter/Paramedic. He holds numerous certifications, including Company Officer 2A-2E, Hazmat Incident Commander, Paramedic, Water Rescue Technician, LARRO, Rescue Systems 1, Tiller Truck Operator, S-290, Driver Operator 1A-B, and IBN Training. He has been an active contributor to numerous committees, such as the Apparatus, Training, Wildland, Policy & Procedures, Steering/Strategic Planning, and Safety, Health, & Wellness Committees. Tony has also made significant contributions to the FACT Committee and serves as a District Vice President for the IAFF Union, Local 2400.

Ryan Daugherty, Fire Captain
July 20, 2025

Ryan joined the San Mateo Fire Department in 2017 after serving as a Firefighter/Paramedic for North County Fire Department. Ryan's previous experience includes working as a Paramedic with American Ambulance, Support Services Manager with Lee & Associates Rescue Equipment Inc., and Training Instructor/Emergency Dispatcher and Seasonal Firefighter with CAL FIRE San Mateo-Santa Cruz Unit. Ryan holds numerous certifications, including Fire Officer, Fire Fighter I & II, California State Fire Apparatus Driver/Operator I, RIC, and Personnel WaterCraft (PWC). He is also a California State Fire Instructor.

Steven Scott, Fire Captain
August 31, 2025

Steven began his career in the fire service as a Paramedic Intern with the Sacramento Fire Department in 2007. He was then hired as a Firefighter Temp with the Yuba City Fire Department in 2009. Steven was hired as a Firefighter by Belmont-San Carlos Fire Department in 2010. He completed his Acting Captain Task Book in October 2021 and has worked as an Acting Captain on many occasions since. Steven graduated Cum Laude from Sacramento State University with a B.S. in Business Administration. He earned his Officer Certification in 2018 and currently serves as a member of the San Mateo County Hazardous Materials Team. Steven has been contributing to the Department in a variety of roles, including FACT Committee member, Chair of the EMS Committee, mentoring new Firefighters, and acting as a Paramedic 5-Call Preceptor.

PROMOTIONS

Lance Lutticken, Battalion Chief
August 31, 2025

Lance began his fire service career with the Eldridge Fire Department in January 2005. Prior to that, he worked as an EMT with WestMed Ambulance and was an active member of the San Mateo Fire Department's Explorer Post #904. He joined the San Mateo Fire Department in January 2006 as a Firefighter and was promoted to Fire Captain in January 2015. Throughout his career, Lance has served on a number of departmental committees, including the Memorial, Social Media, and Training Committees. He has taken on various leadership roles, such as serving as an Explorer Program Advisor, Office Mentor, and both a member and Chair of the FACT Committee. He also possesses a Chief Officer Certification. Lance has made significant contributions to both operations and training in his roles as a Burn Cadre Member, Truck Cadre Member, Hose & Nozzle Tactics Instructor, and long-term Acting Battalion Chief. Lance earned his A.S. in Fire Technology from the College of San Mateo.

Les Simon, Fire Captain
November 23, 2025

Les began his fire service career with CAL FIRE where he served as a Firefighter for the Nevada-Yuba-Placer Unit. Prior to that, he worked for the Escondido Fire Department as an EMT. In September 2015, Les was hired as a Firefighter/Paramedic with the Foster City Fire Department. Les has completed the training required to become a qualified Truck Tiller (TT) Operator and a Tractor Drawn Aerial (TDA) Operator. He is a member of the Hazardous Materials and Water Rescue Teams and has participated in several strike team deployments. Les earned his Bachelor's Degree in Business Administration from the University of Redlands in Southern California and completed his Paramedic training at California State University, Sacramento.

Chris Barrett, Fire Captain
December 7, 2025

Chris began his fire service career as a Reserve Firefighter for the Anderson Fire Protection District. He worked for Rural Metro Ambulance and St. Josephs Ambulance Service and served as a Suppression and FEMA Urban Search & Rescue California Task Force 3 Cadet with the Menlo Park Fire Protection District. Chris joined the San Mateo Fire Department in February 2016. He completed his Acting Captain's Task Book in December 2023. Chris received his A.S. in Fire Technology from the College of San Mateo in May 2013 and completed the NCTI Paramedic Program in December 2013. He has numerous certifications and has completed all Company Officer classes (CO2A–CO2E). Chris has also participated in the Safety Health & Wellness, Wildland, and EMS Committees.

Kevin Foiles, Emergency Services Manager
December 7, 2025

Kevin joined the San Mateo Consolidated Fire Department in January 2025 as an Emergency Services Analyst II and was later promoted to Emergency Services Manager. His previous work experience includes Emergency Management Coordinator for San Mateo County Department of Emergency Management, Logistics Chief for San Mateo County Vaccination Sites, Health Emergency Preparedness Analyst for San Mateo County EMS, and Fire District Specialist/Civil Affairs Sergeant for the United States Army. Kevin received a B.A. in History from the University of Arizona and a Master of Public Administration from the University of San Francisco. His certifications include CERT Program Manager, Train the Trainer, Basic Leadership Course with the United States Army, Infrastructure Disaster Management with TEEX, United States Army Civil Affairs Specialist, and Combat Life Saver. Kevin has received the Pi Alpha Alpha Public Administration Honors Society Award, San Mateo County Board of Supervisors Program Performance Award, and United States Army Achievement Medal three times. He was also a San Mateo County Innovation Challenge Finalist.

RETIREMENTS

Robert Marshall, Deputy Fire Chief
March 28, 2025

Robert joined the Belmont, Foster City, San Mateo Fire Departments as a Fire Marshal on October 22, 2018, after having been in the fire service for 34 years. From November 29, 2021, through June 12, 2022, Robert served as Interim Division Chief where he oversaw Prevention, OES, and Fire Administration. On June 13, 2022, he was promoted to Deputy Fire Chief of Community Risk Reduction and Fire Administration. Prior to this, Robert came to us from the Contra Costa Fire Protection District where he served as their Fire Marshal. During his tenure with Contra Costa, he was a Fire Prevention Captain and Fire Inspector. Robert supervised a team of 22 employees, overseeing plan reviews and training new staff. He also served as their lead PIO. In addition to these roles, Robert's career includes experience as a Deputy Fire Marshal with the City of Gilroy, Chief of Emergency Planning and Preparedness with North County Fire Authority, and Firefighter with both the Lawrence Berkeley National Laboratory and Humboldt Fire District #1. Robert earned his Bachelor's degree in Fire Science Management at the American Public University in Charlestown, West Virginia. He is certified as a Fire Marshal, Hazardous Materials Technician/Specialist, Fire Officer, Fire Prevention Officer 1/2/3, Fire Instructor 2, Master Instructor, Fire Investigator 1, Firefighter I, Driver Operator 1, Public Education Officer 1, Rope Rescue Technician 2, and CSTI Crisis Communicator/PIO.

Ken Will, Fire Captain
April 12, 2025

Ken joined the San Mateo Fire Department as a Firefighter on February 19, 2008. Prior to that, he worked as a Firefighter/Paramedic for Half Moon Bay Fire District, Emergency Room Technician for both Kaiser and Seton Hospitals, and a Paramedic for American Medical Response. He was promoted to Fire Captain on June 29, 2018. Ken was a member of the Safety Committee, Social Media Committee, Health & Fitness Committee, Station 25 Design Team, and Life Saving Awards Committee. His certifications include Fire Officer; Firefighter I and II; Confined Space Operations; ICS 100, 200, and 300; Blue Card ICS; and K38 PWC Operator.

Sean Sims, Firefighter
March 27, 2025

Sean joined the San Mateo Fire Department as a Firefighter on May 20, 1996. He was elected Union President of the San Mateo Firefighters' Association, Local 2400, in December 2023. Sean worked majority of his career at Station 21 and was a staple on Truck 21 as one of the more senior firefighters. He devoted a lot of his time to the Firefighter Chili Cook-Off Committee and always enjoyed helping out in the community on and off duty. Sean's certifications include EMT, Firefighter Type 1-FFT1, Rescue Systems 1 and 2, Trench Rescue Technician, Fire Control 3, Fire Command 1A, Vertical Rescue, and Training Instructor 1B.

Jobee Farrer, Firefighter
April 26, 2025

Jobee was hired with the Foster City Fire Department as a Firefighter on September 26, 2001. He was involved in both the Wildland and Water Rescue Committees. Jobee was certified as a Water Technician, Swiftwater & Flood Rescue Boat Operator, and Swiftwater Rescue Technical Specialist. He had an extensive wildland background and completed courses in S-133, S-212, S-234, S-244, S-245, S-270, and S-290. Jobee was also a single resource Fireline EMT for numerous deployments.

Tony Blackman, Battalion Chief
August 15, 2025

Tony began his career with the Humboldt Fire District in 1995 and joined the Foster City Fire Department as an EMT Firefighter on March 13, 2000. He became a Paramedic in 2003 and was promoted to Fire Captain on March 4, 2013. In February 2020, Tony was promoted to Battalion Chief and served as the County Fire Service representative for the Office of Emergency Services (OES) Division. Throughout his career, Tony worked with Union Reps and Command Staff on the Consolidation MOU and worked with the Water Rescue Group to purchase personal watercrafts and provide water rescue training. He was assigned to several committees including the Water Rescue, Special Ops, Training, Apparatus, Consolidation, Recruitment, PEER Review Board, and Mentorship Program Committees. He was also a Cadet Coordinator for the Foster City Fire Department, Shop Steward, District Vice President, and CPR and CERT Instructor. He successfully researched, applied, and received funding for multiple grants. Tony worked with various City leaders on FEMA Local Hazard Mitigation Plans, has performed MOU Negotiations with the Foster City and San Mateo Consolidated Fire Departments, was part of Central County Training Water Rescue Standardization and Training, and is a USCG SAR Council Member.

Stefanie Diashyn, Fire Captain
September 26, 2025

Stefanie began her fire service career in April 2001 as a Firefighter/Paramedic with the San Mateo Fire Department. She was promoted to Acting Captain in 2008 and transitioned into a light-duty Fire Inspector role in 2010. In 2017, she was assigned to assist the Training Division, where she provided support for the Fire Academy and its recruits. In 2021, Stefanie was appointed Academy Director, overseeing recruit supervision and managing the daily operations of both the Spring and Fall Academies. On January 24, 2022, she was officially promoted to Training Captain in the Training Division. Stefanie holds numerous certifications, including Rescue Systems I, Confined Space, and Driver Operator 1A & 1B. She is a State Fire Instructor in RIC, Firefighter Survival, and Fire Control 4. Stefanie has served as both a Co-Chair and member of FACT, and she has contributed to the Cadet and Explorer programs. Her experience also includes roles as an EMS Instructor, Five-Call Evaluator, Mentor, Training Committee Member, Smoke Detector Program Coordinator, and Physical Training Instructor.

Lou Warner, Fire Captain
December 1, 2025

Lou began his fire service career with the East Contra Costa County Fire District then with the Monterey Airport Fire Department. He was hired as a Firefighter by the Foster City Fire Department on May 1, 2007, and was officially promoted to Fire Captain on December 16, 2014. Before his promotion to Captain, Lou worked over 2,000 hours as an Acting Captain. He was a Water Rescue Technician and a certified SCBA technician. He was part of the Joint Training Committee and Rope Rescue Program and was a mentor to Probationary Firefighters.

Tracy Haena, Firefighter
December 29, 2025

Tracy began his career in the fire service with the Foster City Fire Department as a Firefighter on January 22, 2001. He worked majority of his career at Station 15 and 28. Throughout his years, he was an active member of the San Mateo County Hazardous Materials Team as a Hazmat Technician. He also served as a Truck Tiller (TT) Operator and was certified as a Water Rescue Technician.

Cal Eitel, Fire Captain
December 29, 2025

Cal began his fire service career with Menlo Park Fire before joining the San Mateo Fire Department as a Firefighter on January 5, 1981. He was promoted to Fire Captain on December 27, 1987. Throughout his career, Cal contributed significantly to the Department, including his involvement with the Memorial at Fire Station 21 and serving as a District Vice President for the IAFF Union, Local 2400.

Robert Cook, Battalion Chief
December 30, 2025

Robert started his career in the fire service as a San Mateo Fire Explorer in 1987. He became an accredited Paramedic in 1999 and worked for American Medical Response in Santa Clara County until he joined the San Mateo Fire Department on April 19, 2001, as a Firefighter/Paramedic. Robert was promoted to Fire Captain in 2010, assigned as a Temporary Training Captain in March 2017, and promoted to Training Battalion Chief on July 1, 2018. Robert served as a Paramedic Preceptor, was a CERT Program Coordinator, and participated in community events, including Silver Dragon disaster exercises, the San Mateo Firefighters Toy Program, and Festa Italiana. His awards include San Mateo Fire Department Medal of Valor for his response to the Oklahoma City Bombing, 2006 City of San Mateo Customer Service Award, 2009 Peninsula Council of Lions Service Award, 2016 Hugh F. Morris Special Merit Medal for Community Service, and 2018 Peninsula Council of Lions Award for his leadership in the In-House Recruit Academy. Robert managed the San Mateo Fire Explorer Program for over 14 years, overseeing scheduling, training, and records. He was President of the Fire Training Officers Association for the last four years, became the Battalion Chief Union Representative in 2025, co-chaired the Joint In-House Training Workgroup, and helped revise training manuals, reorganize testing, and implement an iPad-based task book system. While assigned to Training, Robert was initially responsible for tracking Probationary Firefighters and Captains to ensure they received the necessary training and support. As organizational needs evolved, his role expanded to developing and building the division, ultimately leading to the Department establishing a standalone Training Division. His success in this role is evident by the growth and efficiency in the way it runs today.

OPERATIONS DIVISION

The Operations Division is responsible for delivering comprehensive, all-hazards emergency response, and field operations for the community. Personnel respond to a wide range of incidents, including fires, medical emergencies, hazardous materials releases, rescues, and natural or man-made disasters, as well as non-emergency service calls that support public safety and community needs. The Division provides both basic and paramedic-level emergency medical services, guided by established protocols, policies, and ongoing training to ensure a high level of care. Through the use of the Incident Command System, advanced dispatch technology, and coordinated partnerships with local and regional agencies, the Division ensures safe, effective, and timely responses. With a focus on preparedness, operational readiness, and exceptional service, the Operations Division supports more than 16,500 calls for service annually while striving to meet performance goals for rapid response to critical emergencies.

In 2025, the Department entered into a lease agreement with Finney Properties for a term of 84-months for warehouse space at 31 Karen Road in Belmont. The location became the new official workspace for the Department's Fleet & Facilities staff. The warehouse, also referred to by Fire staff as The Shop, is being used to support mechanical work and apparatus repair on the Department's fleet. Thanks to the new location, the fleet maintenance program can facilitate larger and more complex in-house repairs and maintenance, minimizing vendor and overtime costs associated with repairs by remote vendors. The location is 6,000 square feet with an included storage shed that is 1,000 square feet. In addition to apparatus maintenance, the new location serves as a secure storage for the Department's diverse supplies, equipment, and reserve apparatus where inventories can be monitored and deliveries can be made.

Cadet Program

The Cadet Program is a yearlong work experience program in conjunction with the Cooperative Education Program at the College of San Mateo. It is available for young adults who are at least 18 years of age. Cadets can earn one unit of college credit for every 60 hours of participation. The program fulfills the students' volunteer requirement to earn their California State Firefighter II Certificate. It includes a minimum of 48 hours per month of ride along experience and 60 hours per year in either the Fire Administration, Training, or Fire Prevention Division. Cadets ride along as student firefighters with the fire engines and truck companies where they respond to emergency calls. They also participate in trainings and interview preparation and volunteer at various events hosted by the Department and San Mateo Consolidated Firefighters' Association. This includes Open House, the Citizens' Academy, the CERT Program, Academy graduations, Badge Pinning ceremonies, County training events, probationary testing, the Firefighter Chili Cook-Off, the Firefighter's Toy Program, and holiday events at the stations. In 2025, 18 Cadets completed the Cadet Program. They volunteered approximately 750 hours at events and a total of 5,898 ride along hours. Of the 18 cadets, four have been hired as full-time Firefighters with the San Mateo Consolidated Fire Department.

Significant Incidents

DEPARTMENT STATISTICS

RESPONSES BY UNIT	
UNIT	**RESPONSES**
Battalion 5	1,197
Engine 14	1,758
Engine 15	1,331
Engine 21	2,209
Engine 23	2,437
Engine 24	2,207
Engine 25	1,098
Engine 26	2,081
Engine 27	774
Engine 28	1,304
Engine 29	1,196
Engine 2609	6
Engine 2610	7
Hazmat 14	41
Jet Ski 28	55
Truck 21	816
Truck 23	1,060
Other	105
Total	**19,682**

Average Response Time

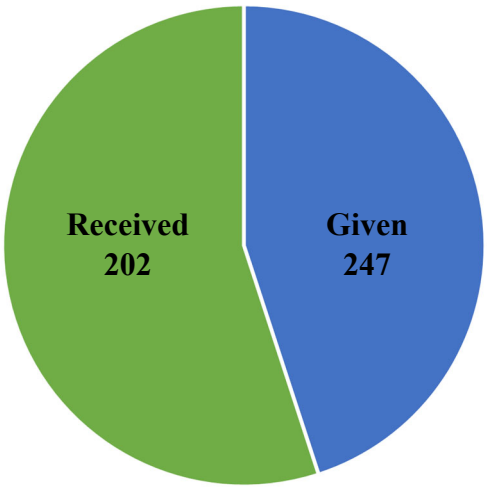
05:21

(includes Priority 1 and 1st arriving unit)

INCIDENTS BY TYPE & APPARATUS RESPONSES		
INCIDENT TYPE	**INCIDENTS**	**APPARATUS**
Emergency Medical Services	10,808	12,780
False Alarm & False Call	1,168	1,621
Fire	237	698
Good Intent Call	2,054	2,663
Hazardous Condition	177	392
Overpressure, Rupture, Explosion, Overheat	10	24
Rescue	92	131
Service Call	1,211	1,371
Severe Weather & Natural Disaster	-	-
Special Incident Type, Other	2	2
Total	**15,759**	**19,682**

AUTOMATIC AID RESPONSES	
Received	202
Given	247

(Includes single unit responses and responses that were cancelled en route)



Mutual Aid

Total Deployment Hours: 16,310.90

FEDERAL MUTUAL AID				
DEPLOYMENTS	**STAFF**	**FROM**	**TO**	**HOURS**
Madre	1	7/3/2025	7/18/2025	367.00
Orleans Complex	17	7/11/2025	8/11/2025	6,127.47
Gifford	9	8/10/2025	9/1/2025	1,952.00
TOTAL	**27**			**8,446.47**

STATE MUTUAL AID				
DEPLOYMENTS	**STAFF**	**FROM**	**TO**	**HOURS**
Palisades	13	1/7/2025	1/21/2025	3,508.43
2025 CSR Mobilization Center	8	1/21/2025	1/25/2025	486.00
Border 2	4	1/25/2025	1/28/2025	304.00
OES Preposition (mud/debris)	5	2/1/2025	2/15/2025	338.00
Canyon	8	8/8/2025	8/10/2025	452.00
Pickett	10	8/22/2025	9/2/2025	2,102.00
Root	8	9/2/2025	9/5/2025	674.00
TOTAL	**56**			**7,864.43**

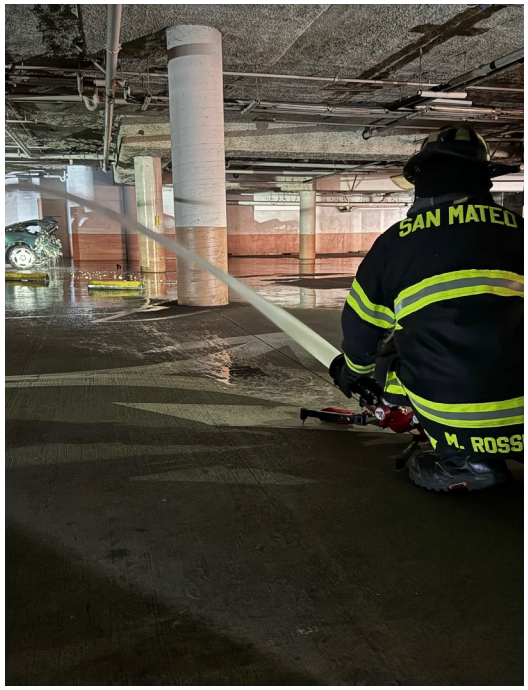
Note: All deployments are reimbursed by the Federal or State agencies.

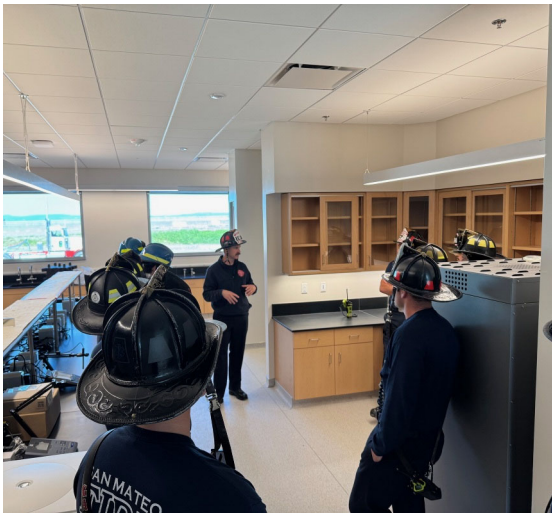
TRAINING DIVISION

The Training Division is responsible for emergency medical services (EMS) training and state/federally required fire suppression and rescue training. They provide employee training and testing, career development, promotional testing, safety program implementation, driver training, company-level training, and any training that keeps our mission to keep our personnel and community safe. It is staffed by a Battalion Chief, two Fire Captains, an EMS Manager, and an Administrative Assistant. The Division also hosts intense entry-level Firefighter academies where recruits complete live fire training, water rescue, fire hose management, auto extrication, wildland training, ladders, forcible entry, EMS training, ventilation skills, hazardous materials incident awareness, and other Firefighter skills. Some of their 2025 accomplishments include:

- Fit Testing for SCBAs, N95s, and APRs
- RT-130 Annual Wildland Training
- County Truck Academy
- Probationary Training and Testing
- Battalion Chief Promotional Exam
- Water Rescue Training
- Rope Rescue Training
- Annual Confined Space Safety Training
- Annual Driver/Operator Training
- Annual EMS Update Training
- Infrequently Used Skills Renewal
- Advanced Cardiovascular Life Support Renewal
- Annual Flu Shots for Fire and Law Enforcement
- Enhancement/Overhaul to County Electronic Health Record for First Responders
- Active Attacker Training with San Mateo Police
- Full Scale Multi-Agency & County Exercise
- Full Scale Plane Crash Exercise at SFO

TRAINING HOURS		
EMS	**Operations**	**Driver Operator**
3,244.50	**28,128.49**	**2,975.50**


SAN MATEO



A2
FIRE

FIRE ADMINISTRATION DIVISION

The Fire Administration Division provides leadership, oversight, and organizational support to ensure the entire San Mateo Consolidated Fire Department operates efficiently and in alignment with the expectations of our community. The Division manages key administrative functions including but not limited to personnel management, labor relations, Fire Action Consensus Team (FACT) coordination, budget development, purchasing, accounts payable, clerical services, and the oversight of facilities and equipment. In addition, this division provides direct support to the Fire Chief and Command Staff. They also provide customer support to the general public. By coordinating these essential behind-the-scene services, Fire Administration supports the Department's operational readiness, financial stewardship, and long-term planning while maintaining the Department's tradition of trust, reliability, and service to the three communities it serves.

Office Relocation

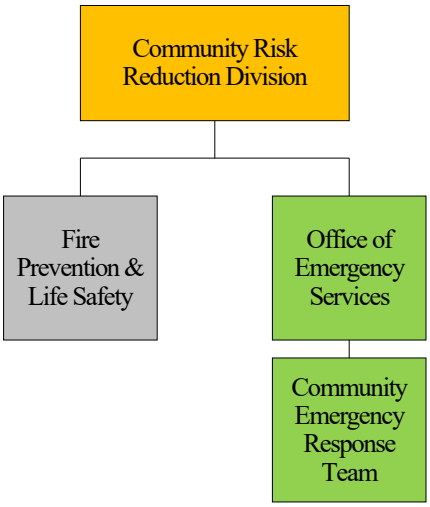
In 2025, the Fire Administration and Community Risk Reduction Divisions began a lease agreement with El Camino Real Acquisition Co., LLC for a term of 66-months for office space at 2121 El Camino Real, Suite B100, San Mateo. This space became the new main office for the Department, which was formerly located at 1040 E. Hillsdale Boulevard in Foster City. While the previous location was a good starting point for the Department, the office space did not have enough room for all employees assigned there. Fire Inspectors were often required to do their work on laptop computers while standing at the front counter. There was also no place for OES Division employees, leaving them housed at a separate location with San Mateo Public Works. Additionally, there was not enough closed-door offices, requiring staff to borrow offices for sensitive conversations or meetings requiring privacy.

The two divisions officially moved into the new 7,577 square foot office in March 2025. Having all administrative personal in one location has provided significant improvements in oversight, collaboration, and the ability to cross staff common positions. The relocation resolved the overcrowding issue and need for additional closed-door offices. Other benefits of the lease include a conference center for larger meetings and trainings, workout facilities, a more centralized location for quicker access to all districts for emergency response, and room for growth.

Community Risk Reduction Division

The Community Risk Reduction (CRR) Division works to build a resilient and sustainable community by reducing the risk of injury, loss of life, and property damage from fire and other emergencies. The Division focuses on identifying and managing community risks through assessment, prevention, and coordinated mitigation efforts. The CRR Division is divided into two main programs: Fire Prevention & Life Safety and the Office of Emergency Services (OES).

Through fire prevention and life safety programs, public education, enforcement of fire and building codes, and collaboration with local agencies and community partners, the CRR Division helps reduce hazards before emergencies occur. The Division also supports preparedness and disaster readiness through the OES program. Operating under the OES program is the Community Emergency Response Team (CERT), which strengthens the community's ability to prepare for, respond to, and recover from emergencies. By combining prevention, education, enforcement, and community engagement, the CRR Division plays a critical role in protecting the communities served by the Department.



SMC Alert
Are you signed up for San Mateo County's primary alert and warning system?

Sign up to receive emergency alerts at SMCAlert.info.

Fire Prevention & Life Safety

The primary responsibilities of the Fire Prevention & Life Safety Division are to enforce all applicable state and local fire codes and standards, as well as conduct fire investigations. The priorities are to provide and maintain high quality customer service, consistent interpretation and effective enforcement of fire codes, and effective communication within our communities to enhance our citizens' protection. The Commercial Inspection Program inspects commercial occupancies to ensure fire safety, including those mandated by the state. They also provide fire investigation services to determine the cause of fires. The plan review program checks all newly constructed and remodeled buildings for Fire and Building Code compliance, and they conduct annual vegetation/landscape inspections of single family homes located in Fire Severity Zones.

After the 2017 Ghostship Fire in Oakland, the State Legislature passed SB 1205, which requires that a notification to the governing body of each fire department report on the status of their inspections mandated by law in Section 13146 of the Health and Safety Code. Subsequent to this law, the San Mateo County Civil Grand Jury released a report entitled "Fire Safety Inspection Programs on the Road to Recovery" in which they made several recommendations, which were accepted by the Fire Board. One recommendation asked the Department to report the mandated inspection results in our annual report each year The inspections are mandated to be done annually on a calendar year basis with the exception of jails, which are done every two years.

MANDATED FIRE INSPECTIONS			
Occupancy	**Total Buildings**	**# Inspected**	**% Completed**
High-Rise	28	28	100%
Jails	2	2	100%
Multi-Residential	2,166	2,166	100%
Schools (K-12)	58	58	100%

INSPECTIONS	
Care Facilities	81
Commercial	478
Construction	1,178
Event Center	74
High-Rise	28
Jails	2
Multi-Residential	2,166
New Business	4
Schools (K-12)	104
State Lic. Facilities (850 Forms)	79
Temporary Permits	185
Wildland Urban Interface (AB38)	11
Total	**4,390**

PLAN REVIEWS	PLANNING APPLICATIONS
1,729	**169**
FIRE INVESTIGATIONS	**PUBLIC EDUCATION**
52	**34**

Youth Firesetting Intervention Program

The Youth Firesetting Intervention (YFSI) Program was established in May 2023. Staff advise on fire-related behaviors for youth on the Level 2 Threat Assessment Team as the county representative for the County Safe Schools Coalition and offer interventions county-wide to youth ages 4-20. The program consists of an intake process for youth and family of the youth struggling with firesetting behaviors. Our staff teaches fire safety and goal setting and then partners with and utilizes county resources to offer ongoing counseling and support to the youth and families affected.

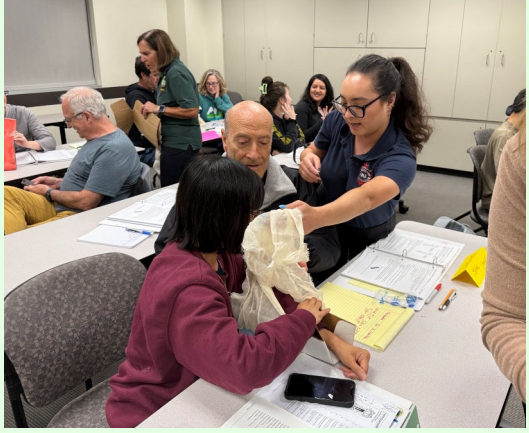
In 2025, the program had six intakes for Youth Firesetting from around the county, two from the Belmont/Redwood Shores border and one from San Mateo. Our staff consulted on several cases for students within San Mateo County that had some sort of youth firesetting component or history related to other worrisome behaviors within the county through our Level 2 Threat Assessment Team. They attended one re-entry meeting for misuse of the fire and life safety system in a school and increased compliance with California Fire Code and Education Code Mandated Drills. Through collaboration with the Safe School Coalition and The Big 5 adoption, they also educated administrators on the functional requirements of fire alarm systems, empowering them to maintain system readiness, as well as the importance of mitigation and investigation with school set fires by teaching what to do when the remains of a fire have been found “cold fire”. This year, they intend to create a formal referral process, including intake forms and prevention education curriculum that will be accessible for engine crews, prevention, and school administrators.

Office of Emergency Services

The Office of Emergency Services (OES) prepares City staff and the public across Belmont, Foster City, and San Mateo to respond to and recover from emergencies and disasters, while also supporting first responders during incidents. In 2025, OES continued to expand its operational, training, and response capabilities. The Division delivered a wide range of trainings and exercises, including CPR and First Aid, Emergency Operations Center (EOC) tabletop and staff trainings, SMC Alert training for City employees, and disaster shelter training exercises. These efforts focused on strengthening staff readiness, improving interagency coordination, and enhancing community resilience. OES increased its field presence during emergency incidents, responding to structure fires and coordinating with the American Red Cross to support displaced residents. This reflects a growing operational role for OES in real-world incidents, particularly in incident support and interagency coordination. A major milestone in 2025 was the finalization of Emergency Operations Plans for the three cities. While not yet adopted, these plans are anticipated to move forward for formal adoption in the coming year.

Looking ahead, OES is planning and coordinating a comprehensive slate of emergency management trainings to be delivered throughout 2026. OES is also engaged in the Local Hazard Mitigation Plan update process, working in collaboration with the County of San Mateo, City partners, and local stakeholders. This effort is well underway and will guide future risk reduction and resilience initiatives across the three cities. Other highlights from 2025 include:

- Stop the Bleed training
- Civics Academies for all three cities
- Annual SMC Fire Open House
- Participation in San Mateo County CERT Coordinators and Emergency Managers Association meetings
- Attendance at the California Emergency Services Association (CESA) Conference
- Participation in Local Hazard Mitigation Plan update process led by County of San Mateo
- Partnership with the American Red Cross for Sound the Alarm



Community Emergency Response Team

The Community Emergency Response Team (CERT) program, established in 2004 and housed within the OES Division, trains community members to prepare for disasters and support neighbors and first responders during emergencies. In 2025, the CERT program focused on strengthening volunteer readiness, improving coordination with OES staff, and expanding operational framework across Belmont, Foster City, and San Mateo. Some of the trainings hosted in 2025 included CPR, AED, choking response, Narcan, and Stop the Bleed. Two CERT Academies were also conducted in San Mateo and Foster City. A key advancement in 2025 was the implementation of Emergency Response Districts for each city, providing a clearer organizational structure to support volunteer coordination, communications, and incident response. CERT volunteers participated in trainings and exercises throughout the year, including disaster shelter training conducted in coordination with OES staff and partner agencies. These activities reinforced volunteer familiarity with shelter operations while maintaining CERT's role in support functions rather than shelter management. Volunteers also supported winter storm preparedness activities, including sandbag filling and flood response operations, resulting in more than 600 sandbags prepared for emergency use. In addition, CERT volunteers supported numerous community preparedness and public safety events, contributing to public education, volunteer engagement, and overall community resilience.

Community Engagement

Thank You for the Opportunity to Serve Our Community

"**We appreciate everything you do for our community!** | I WANT TO SAY THANK YOU | Should not only be praised, but at very least be recognized | *We would like to express our sincere appreciation to the staff of the San Mateo Consolidated Fire Department for their significant contributions* | **Exemplary decision making** | Thank you for being such a vital part | PROFESSIONALISM | I LOVE YOU! | I appreciate all Fire Departments | THANK YOU | All honor, respect, and glory is yours! | **This is humanity at its best** | Had a fantastic time learning about fire safety and what you guys do daily | *Exceptional professionalism and attention to detail* | PROCESS SO SEAMLESS | Actions are a direct reflection and result of the superior tutelage and training | **We're infinitely grateful** | Firm but polite | A HEARTFELT AND EMOTIONAL PRAISE | The fire crew that responded was super friendly and helpful | *The dedication and expertise demonstrated by the task force team were instrumental in ensuring the successful outcome* | Thank you to all the Prevention, Admin, and Ops crews at San Mateo Consolidated | I AM GRATEFUL | **Their efforts meant the world to us** | Thank you for the great work that your department did | I WANT TO THANK YOU FROM THE BOTTOM OF MY HEART, SOUL AND MIND FOR ALL YOU DID AND WILL DO FOR ME | We would like to recognize and thank the San Mateo Fire Department that helped us | PROFESSIONAL | Thank you for taking time out of your busy day | *We appreciate your support and collaboration throughout this vital endeavor* | **Thank you** | Came up with solutions to try to keep everyone appeased while maintaining the primary safety of everyone in attendance | THE CREW WERE ON THE SCENE RIGHT AWAY WHEN WE CALLED 911 | Thanks again | **With a grateful heart, with all respect and honor!** | We would like to thank them | THANK YOU! | YOU SHOULD BE HONORED AND PROUD | *I am so grateful and appreciative for the many many times you have saved my life* | Thank you and much appreciation"

COMMUNITY QUOTES

SAN MATEO CONSOLIDATED FIRE DEPARTMENT