



ADAM A. HOUSE
Fire Chief

Sacramento Metropolitan Fire District

10545 Armstrong Ave., Suite 200 • Mather, CA 95655 • Phone (916) 859-4300 • Fax (916) 859-3702

ADOPTED ACTION SUMMARY MINUTES – REGULAR MEETING

BOARD OF DIRECTORS
SACRAMENTO METROPOLITAN FIRE DISTRICT

Thursday, May 28, 2026, at 6:00 p.m.

Held at the following locations:
10545 Armstrong Avenue – Board Room
Mather, California
&
Remotely Via Zoom

CALL TO ORDER

The meeting was called to order at 6:00 p.m. by President Costa. Board members present: Clark, Costa, Jones, Rice, Saylors, Stark, Webber, and Wood. Board members absent: Goold. Staff present: Chief House and Board Clerk Rittburg.

PUBLIC COMMENTS

No public comments were received.

CONSENT ITEMS

Moved by Director Rice, seconded by Wood, and carried unanimously by members present to adopt the consent calendar as follows:

1. **Action Summary Minutes**
Recommendation: Approve the Action Summary Minutes for the Regular Board Meetings of May 14, 2026.
Action: Adopted the Action Summary Minutes.
2. **Adopt Resolution – Termination of Emergency – 10545 Armstrong Avenue**
Recommendation: Adopt a Resolution determining that the emergency declared on February 8, 2026 no longer exists, acknowledge completion of repair, demolition and clean-up work at 10545 Armstrong Avenue, and terminate the authorization for contracting without competitive solicitation for bids pursuant to Public Contract Code Section 22050.
Action: Adopted **Resolution 2026-023**.
3. **Adopt Resolution – Annual Fee Adjustment for Operational Permits, Plan Review, New Construction Inspections, General Fire and Life Safety Inspections, and other Miscellaneous Services**
Recommendation: In accordance with the Ordinance 2023-02, adopt the Resolution amending the Fee Schedule.
Action: Adopted **Resolution 2026-024**.

4. **Revision of Board Policy – Policy 01.024.02 – Fraud, Theft, & Corruption**
Recommendation: Approve the revisions to the Fraud, Theft, and Corruption Policy.
Action: Approved.
5. **Agreement for Services of an Executive Director at the Sacramento Regional Fire/EMS Communications Center (SRFECC)**
Recommendation: Authorize the Fire Chief to execute the Agreement for Services of an Executive Director with SRFECC.
Action: Approved.

PRESENTATION ITEMS

1. **Measure O Fire Station Design Review Update**
(Administrative Analyst Erin Castleberry)
Recommendation: Receive the presentation.
Action: Presentation received.

PUBLIC HEARING:

1. **Final Reading and Adoption of Ordinance 2026-01, Fee Adjustment for Medical Aid and Ambulance Transport User Fees. Adopt Resolution Rescinding Ordinance 23-01 Amending Medical Aid and Ambulance Transport User Fees and Adopt Resolution Adopting the Medical Aid & Ambulance Transport User Fee Schedule**
(Deputy Chief Mitchell & Assistant Chief Rudnicki)
Recommendation: Resume the Public Hearing on the establishment of Ordinance 2026-01 and close the Public Hearing. Adopt Resolution repealing Ordinance 2023-01 Amending Medical Aid and Ambulance Transport User Fees. Adopt Ordinance 2026-01, Specifying the Administration and Implementation of Medical Aid and Ambulance Transport User Fees for Sacramento Metropolitan Fire District. Adopt Resolution establishing the new Medical Aid and Ambulance Transport User Fee Schedule.
Action: President Costa opened the Public Hearing at 6:25 p.m., no public comments were received. President Costa closed the Public Hearing at 6:27 p.m.
Action: Moved by Rice, seconded by Stark, and carried unanimously by members present to adopt **Resolution 2026-025** Rescinding Ordinance 23-01 Amending Medical Aid and Ambulance Transport User Fees.
Action: Moved by Rice, seconded by Wood, and carried unanimously by members present to adopt **Ordinance 2026-01** specifying the Administration and Implementation of Medical Aid and Ambulance Transport User Fees for the Sacramento Metropolitan Fire District.
Action: Moved by Stark, seconded by Jones, and carried unanimously by members present to adopt **Resolution 2026-026** Adopting the Medical Aid and Ambulance Transport User Fee Schedule.

ACTION ITEMS:

1. **Adopt Resolution – Contract Award Recommendation – General Counsel**
(Administrative Services Officer Jill Guzman)
Recommendation: Adopt Resolution awarding RFP 26-03: General Counsel to Kronick Moskovitz Tiedemann & Girard and authorize the Fire Chief, or designee, to negotiate a

professional services agreement, which will be returned to the Board for final approval prior to execution and commencement of services.

Action: Moved by Director Wood, seconded by Stark, and carried unanimously by members present to adopt **Resolution 2026-027** Approving a Contract Award for General Counsel Services.

2. Adopt Resolution – Industrial Disability Retirement – Firefighter Brian Smith
(Chief Human Resources Officer Melisa Maddux)

Recommendation: After discussion in Closed Session, consider adopting a Resolution finding Firefighter Smith has suffered job-related injuries incapacitating him for the performance of duties as a Firefighter, and direct staff to continue working with Firefighter Smith through his Industrial Disability Retirement process with CalPERS.

Action: None, item to be voted on after discussion in Closed Session.

REPORTS

1. PRESIDENT'S REPORT - (President Costa)

President Costa reported that following the previous Board meeting, feedback was received during report-out discussions. Myself, Chief House, and Vice President Scollard met to discuss the feedback and potential next steps. President Costa noted that the issues raised warrant further discussion and indicated that Chief House would provide additional information during the meeting. He emphasized that the Board has significant work ahead and encouraged members to remain open-minded regarding the District's current position and future direction. President Costa stressed the importance of obtaining feedback from employees and stakeholders as part of the process.

2. FIRE CHIEF'S REPORT — (Chief House)

- Chief House stated that tonight's report was requested by the Board and is intended to provide a factual update regarding MMP staffing challenges, member wellness concerns, and mitigation efforts.
- District leadership has been actively engaged for months in collaborative operational planning and staffing mitigation efforts.
- Chief House reinforced the District's commitment to member wellness, sustainable staffing, and continued service delivery to the communities we serve.
- Our focus has been – and continues to be – on solutions, actions, collaboration, and measurable outcomes.
- Chief House acknowledged the wellness concerns that have been raised, along with the engagement and participation of the MMP personnel in attendance tonight.
- The overall vision remains a commitment to workforce wellness and sustainable staffing.
- We are constantly reviewing and updating our staffing plan while it's a constant moving target.

- As with many operational environments, staffing remains a constantly evolving situation, and we are continually reviewing, evaluating, and adjusting our staffing plans and mitigation strategies as conditions change.
- The Board heard updates from several divisions involved in these efforts: Starting with the

1. Wellness, Health & Safety Division

Captain Manfredi and Battalion Chief Gonsalves

Captain Manfredi reported first becoming aware of the severity of MMP staffing concerns in mid-March following a discussion with an MMP employee. The following day, similar concerns were raised by Chief Peck. Due to the confidential nature of behavioral health issues and the ongoing stigma associated with discussing personal well-being, the division distributed an anonymous survey to MMP personnel. Approximately 70% of members responded, providing a substantial data sample. Survey results were compiled into a report and shared with Chief Peck, MMP personnel, company officers, and labor representatives to increase awareness and support informed leadership engagement. The report highlighted ongoing wellness initiatives focused on education, awareness, and resource availability. Recent efforts included participation in the MMP Academy, where training was provided on recognizing signs of stress, cumulative stress, sleep deprivation, and related behavioral health concerns. Members are encouraged to identify personal stress triggers, coping mechanisms, and wellness strategies. Employee Assistance Program (EAP) utilization remains elevated, which was viewed positively as an indication that members are seeking support earlier when needed. Captain Manfredi concluded by acknowledging that confidentiality concerns and stigma continue to present challenges.

2. Operations & EMS

Deputy Chiefs Wagaman and Mitchell

Chief Mitchell emphasized the District's commitment to the health, wellness, and resilience of personnel, noting that supporting members requires both resources and active efforts to address operational factors contributing to stress, fatigue, and workload challenges. Reported that planning for MMP staffing challenges has been ongoing for several years. District leadership and Local 522 previously established a formal MMP staffing contingency agreement in 2023 to address anticipated staffing shortages while maintaining service delivery. Chief Mitchell explained that the 2026 staffing challenge was not a typical vacancy or turnover issue. At one point, 12 MMP members were unavailable for extended periods, representing more than 14% of the workforce. This figure did not include additional impacts from vacation leave, sick leave, training assignments, or other routine staffing absences. Noted that while the District routinely plans for attrition and vacancies, it cannot reasonably anticipate or immediately replace the simultaneous loss of more than 14% of the MMP workforce. Staffing levels are also constrained by negotiated agreements and authorized positions. Stated that District leadership, EMS leadership, staffing personnel, Human Resources, and Local 522 representatives worked collaboratively throughout the year to identify mitigation

strategies and contingency plans. Chief Mitchell concluded by transitioning the presentation to Chief Wagaman to discuss the operational actions implemented and the early results being observed.

Chief Wagaman provided a timeline of actions taken to address MMP staffing shortages and maintain EMS transport coverage during MMP brownouts. On April 8, shift commanders and EMS 24 began utilizing an additional AMR unit throughout the service area to maintain transport coverage required under the district's contract. On April 17, executive staff became aware of the MMP survey during a labor-management meeting. Additional information regarding the survey was requested and provided by the Wellness, Health, and Safety Division on April 19. Operations subsequently confirmed that an updated staffing contingency plan was being developed. On April 22, the EMS Division submitted an updated staffing contingency plan to shift commanders for review. Feedback identified additional operational, hiring, and fiscal considerations, resulting in the scheduling of an all-hands staffing meeting. Chief Wagaman reported that on April 27 and 28, he communicated with labor representatives regarding the successful use of AMR resources to backfill coverage during MMP unit brownouts and provided updates on staffing efforts involving firefighters assigned to MMP units. On May 11, an all-hands staffing meeting was held involving staffing, finance, payroll, human resources, shift commanders, and executive staff. Participants reached consensus on the next phase of the staffing contingency plan and reviewed projected staffing levels for both suppression and MMP positions through November 2026. On May 12, shift commanders began communicating the meeting outcomes to battalion chiefs. Labor representatives were also informed that the next phase of the staffing contingency plan would soon be released. A draft bulletin documenting the plan was received from the EMS Division. On May 14, final bulletin language was approved, and AMR confirmed its ability to staff an additional unit. Labor was given the opportunity to review the bulletin and raised no concerns. Labor also assisted with encouraging voluntary firefighter callbacks for Medic 61 to avoid additional contingency measures, while noting concerns about firefighter staffing levels later in the year. The updated staffing contingency plan bulletin was released District-wide on May 14. Chief Wagaman emphasized the need to continue evaluating each phase of the contingency plan to ensure appropriate balance between operational needs, staffing levels, and fiscal impacts.

3. Human Resources / Staffing

Deputy Chief Fiorica

Chief Fiorica reported that paramedic recruitment continues to be a significant challenge both nationally and throughout California, with competition for firefighter-paramedic candidates remaining extremely high since the COVID-19 pandemic. He noted that most MMP personnel seek employment with Metro Fire as Firefighters rather than as long-term ambulance paramedics. Human Resources has consistently hired all qualified MMP paramedic candidates who successfully completed the background investigation process. The District continues to support EMTs seeking paramedic certification through educational and career development opportunities. Recruitment and EMS staff continue active outreach through job fairs, paramedic classes, and recruitment events. A more comprehensive recruitment presentation will be provided at the next

Board meeting. Recent recruitment efforts included approximately 400 EMT candidates and 15 paramedic candidates participating in the hiring process. Of the 37 EMT candidates currently in background investigations, 11 are at various stages of paramedic training and may receive hiring priority depending on timing and certification progress. To address anticipated staffing needs, the District accelerated the next MMP academy from November to September and has expedited background investigations to support timely hiring. Chief Fiorica reviewed current MMP staffing levels authorized by the Personnel Authorization Document (PAD), which provides for 78 positions plus a 10% staffing pool, for a total authorized strength of 86 members. Current staffing stands at 85 MMP personnel, including 49 paramedics and 36 EMTs. He reported that long-term leaves, including workers' compensation, pregnancy, and military leave, have contributed significantly to staffing challenges. Long-term leave cases recently peaked at 12 members and have since declined to 10. Because employees on long-term leave continue to occupy PAD and pool positions, those vacancies cannot be permanently filled through additional hiring. Chief Fiorica stated any changes to authorized staffing levels would require a negotiated side letter between labor and management. Until an agreement is reached, the District must continue operating within the current Memorandum of Understanding (MOU) and approved PAD staffing levels.

Closing Remarks

- Chief House recognized the continued efforts, professionalism, and sacrifices of the MMP personnel, as well as all District members supporting our operations.
- Chief House reaffirmed both my personal commitment and the District's commitment to member wellness, operational stability, and sustainable staffing solutions.
- We will continue emphasizing collaboration, transparency, operational assessment, and data-driven balanced with real life decision-making as we move forward.
- Our focus remains on measurable outcomes, continuous improvement, and supporting the health, safety, and effectiveness of our workforce while maintaining service to the community.

Everyone in this room shares the same objective — supporting our members, maintaining quality service delivery and patient care, and building a sustainable future for the Metro Medic Program.

Mental health is an organizational priority that affects all of us and requires a unified, organization-wide commitment and shared responsibility.

Other

- In closing, Chief House thanked everyone who attended yesterday's Station 23 dedication honoring Firefighter Richard M. Anspach, who died in the line of duty due to occupational cancer. It was meaningful to see Richard's family travel from out of town to attend, along with the many retirees and current members who came out to support and honor his legacy and service.

- Chief House reminded everyone that the MMP 26-1 Graduation will take place tomorrow at 1800 hours at Headquarters.
- Chief House stated that this afternoon, the District was notified of the passing of retired Captain Ray Stedronsky on May 21. Ray served the District for 34 years, retiring in 2012. Service information will be shared as additional information becomes available.

OPERATIONS REPORT – (Deputy Chief Wagaman)

No Report

ADMINISTRATIVE REPORT – (Deputy Chief Fiorica)

No Report

SUPPORT & EMERGENCY MEDICAL SERVICES – (Deputy Chief Mitchell)

No Report

3. SMFD – FIREFIGHTERS LOCAL 522 REPORT – (Captain Sean Scollard, Local 522 Vice President)

Captain Oberlander expressed concern that the District continues to rely on contingency measures rather than implementing a long-term solution to ongoing staffing challenges. He reiterated the position of 522 that increasing staffing pool numbers remains the primary long-term solution and noted that the union has advocated for expanding the pool for more than a year. It was noted that current staffing levels and the existing relief pool have proven insufficient, as recurring staffing shortages continue to require operational contingencies. Concern was expressed that repeated reliance on ambulance brownouts, reduced service levels, and contingency staffing measures merely postpones resolution of the underlying staffing problem. Additional concern was raised regarding the cost of utilizing supplemental ambulance resources and the potential depletion of surge-capacity funding that may be needed during periods of increased summer demand. Captain Oberlander emphasized that staffing shortages and ambulance availability issues have occurred previously within the region and cautioned against relying on temporary measures as a permanent strategy. Three District MMP members spoke regarding their experiences in the MMP role.

4. COMMITTEE AND DELEGATE REPORTS

All Committee Meetings will be held at the Sacramento Metropolitan Fire District Board Room, 10545 Armstrong Avenue, Mather, California unless otherwise specified.

A. Executive Committee – (President Costa)

No Report

B. Communications Center JPA – (Deputy Chief Fiorica)

DC Fiorica reported the Communication Center JPA Board last met on May 26, 2026. During that meeting the Board approved the FY26/27 preliminary budget. The Board also approved the appointment of Chief Wilbourn as the Chief Executive Director replacing Chief Derek Parker of the Sacramento Fire Department.

There was no other reportable action taken.

Our next meeting is scheduled for Tuesday June 23, 2026.

C. Finance and Audit Committee – (Director Jones)

Director Jones reported the Finance and Audit Committee met tonight and received several good reports from CFO O'Toole and Administrative Analyst Castleberry. There were several takeaways but one to keep in mind is the District will need 58 additional positions for the two stations that we have planned out to build. And whether that takes two years or four or five years, that's part of this building process.

D. Policy Committee – (Director Clark)

No Report

BOARD MEMBER QUESTIONS AND COMMENTS

Director Jones thanked everyone for their participation, contributions and comments tonight.

Director Clark stated thanked staff for their comments tonight.

Director Wood thanked Chief Rudnicki and the EMS Division for their hard work on the Survivors Social, it was a great event.

Director Rice stated that the information presented regarding the MMP staffing situation was substantial and that additional facts had emerged since the May 14 meeting. Director Rice provided historical context on the single-role paramedic program, explaining that its original intent was to replace private ambulance services and transition firefighter-paramedics into suppression staffing positions to help meet national staffing standards. He noted that economic challenges during the recession altered the program's implementation and led to significant staffing disputes. Director Rice voiced serious concern regarding employee fatigue, workload, and overall well-being, citing testimony from field personnel and the visible emotional impact of current staffing conditions. He urged executive leadership to consider temporarily reducing the number of operating MMP units to provide relief for employees, even if doing so resulted in increased costs or modified staffing configurations. Director Rice concluded by reiterating his belief that immediate operational relief measures are necessary while the District conducts a broader evaluation of the EMS system and its long-term direction.

President Costa thanked board members, staff, the Fire Chief, and Deputy Chiefs for their efforts and engagement throughout the discussion. He acknowledged the significant feedback, passion, and emotion expressed during the meeting, noting that it reflects the organization's commitment to addressing challenges and finding solutions. President Costa emphasized the importance of member feedback and encouraged all personnel to continue sharing their perspectives with the Board to support informed decision-making. He expressed appreciation for the constructive dialogue and indicated that additional work and follow-up actions would be forthcoming.

Prior to adjournment into closed session, a moment of silence in honor of retired Captain Ray Stedronsky was held.

CLOSED SESSION:

The Board recessed to closed session at 7:58 p.m. on the following matter(s):

**1. CONFERENCE WITH LABOR NEGOTIATOR
Pursuant to California Government Code Section 54957.6**

- A. District Negotiator: Jack Hughes, Liebert Cassidy Whitmore
Employee Organization: Sacramento Area Fire Fighters Local 522
- B. District Negotiator: Jack Hughes, Liebert Cassidy Whitmore
Employee Organization: Battalion Chiefs Bargaining Group,
Sacramento Area Fire Fighters Local 522
- C. District Negotiator: Jack Hughes, Liebert Cassidy Whitmore
Employee Organization: Administrative Support Personnel (ASP)
Affiliate of Sacramento Area Fire Fighters Local 522
- D. District Negotiator: Jack Hughes, Liebert Cassidy Whitmore
Employee Organization: Safety Senior Management, Management
and Unrepresented Confidential Employees
- E. District Negotiator: Jack Hughes, Liebert Cassidy Whitmore
Employee Organization: Non-Safety Senior Management, Management
and Unrepresented Confidential Employees
- F. District Negotiator: Jack Hughes, Liebert Cassidy Whitmore
Employee Organization: EMT and Paramedic Memorandum of Understanding

2. PURSUANT TO CALIFORNIA GOVERNMENT CODE SECTION 54956.9 (a) – ONE (1) MATTER OF INDUSTRIAL DISABILITY RETIREMENT.

Brian Smith and the Sacramento Metropolitan Fire District
Claim #24-184529 – Industrial Disability Retirement
Joseph Fiorica, Deputy Chief of Administration

CLOSED SESSION REPORT OUT:

The Board reconvened in open session at 8:51 p.m. General Counsel John Lavra reported that the Board met in closed session on two items:

- 1. Conference with Labor Negotiator; the Board met with its designated labor negotiator; no reportable action was taken in closed session.
- 2. One Matter of Industrial Disability Retirement, of Brian Smith, no reportable action was taken in closed session and the Board will proceed with the vote in open session now on that matter.

ACTION ITEM CONTINUED TO AFTER CLOSED SESSION:

- 1. **Adopt Resolution – Industrial Disability Retirement – Firefighter Brian Smith**
(Chief Human Resources Officer Melisa Maddux)
Recommendation: After discussion in Closed Session, consider adopting a Resolution finding Firefighter Smith has suffered job-related injuries incapacitating him for the performance of duties as a Firefighter, and direct staff to continue working with Firefighter Smith through his Industrial Disability Retirement process with CalPERS.
Action: Moved by Director Stark, seconded by Webber, and carried unanimously by members present to Adopt **Resolution 2026-028**, finding Firefighter Brian Smith has suffered job related injuries incapacitating him for the performance of duties.

To view the video of the meeting, please visit the Metro Fire Website or our YouTube channel:

<https://metrofire.ca.gov/2026-05-28-board-meeting>

https://www.youtube.com/channel/UC9t-uKlc_oOUGNrmogdQ_QA

ADJOURNMENT

The meeting was adjourned at 8:54 p.m. in memory of retired Captain Ray Stedronsky.



John Costa, Board President



Brian Rice, Secretary



Marni Rittburg, CMC
Board Clerk