



Monterey County Regional Fire Protection District



ANNUAL REPORT 2025



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Chief's Message



Fire Chief David Sargenti

The Monterey County Regional Fire Protection District takes great pride in delivering exceptional, all-hazard emergency services to the residents, businesses, and visitors across our 400-square-mile service area. Each day, our dedicated firefighters and administrative professionals respond to emergencies, provide critical services, and support approximately 45,000 residents with professionalism and compassion. It is my privilege to present the 2025 Annual Report, highlighting the accomplishments and progress achieved across all District program areas.

Throughout 2025, our District responded to a significant volume of calls for service. These responses reflect not only incidents within our jurisdiction, but also our ongoing commitment to automatic and mutual aid partnerships with neighboring local and state agencies. We are proud to be part of a strong regional system that ensures the right resources are available when and where they are needed—regardless of incident type or location.

A notable achievement this year was the successful completion of probation for nine firefighters, including their qualification to serve as driver operators. This milestone coincided with the implementation of a constant staffing model, increasing our daily staffing to 18 personnel. This progress represents an important step toward our long-standing goal of staffing all engines with three personnel, enhancing both operational effectiveness and firefighter safety.

It is both an honor and a privilege to serve this community alongside the dedicated employees of the Monterey County Regional Fire Protection District. We remain steadfast in our commitment to meeting the evolving needs and expectations of those we serve through continued investment in our people, our training, and our service delivery.

Our Mission

We protect lives, property and the environment by providing excellent and fiscally responsible emergency medical and fire response, prevention, training and public education



Who We Are

**Serving the Northern Salinas Valley, Highway 68 Corridor,
Communities of Chualar, Spreckels, East Garrison,
Carmel Valley, Mid Carmel Valley & Santa Lucia Preserve**

400 Square Miles Served

45,000 Population Served

70 Active Employees

7 Stations

4,084 Calls for Service in 2025

**FY2025/2026 Budget
\$29,869,516.00**



MCRFD Core Values

Professionalism is demonstrated through confidence, maintaining a proper appearance and clean equipment, supporting the branding and messaging of the organization and exceeding customer's expectations.

Respect is treating others the way you would like to be treated and engaging both the public and each other with patience, competence, and accountability.

Integrity is doing what is right when no one is looking.

Dedication is committing to the mission and values of the District and taking personal ownership for the services we provide.

Excellence is doing the best you are capable of, no matter the situation.



District Overview

In 1934, the Salinas Rural Fire District was established to respond to rural emergencies outside of the City of Salinas. It was renamed the Monterey County Regional Fire Protection District in 2009. In 1946 the Tularcitos Fire Protection District was formed and later renamed the Carmel Valley Fire District. In 1973, the Mid-Valley Fire District was formed and consolidated with Carmel Valley in 2001.

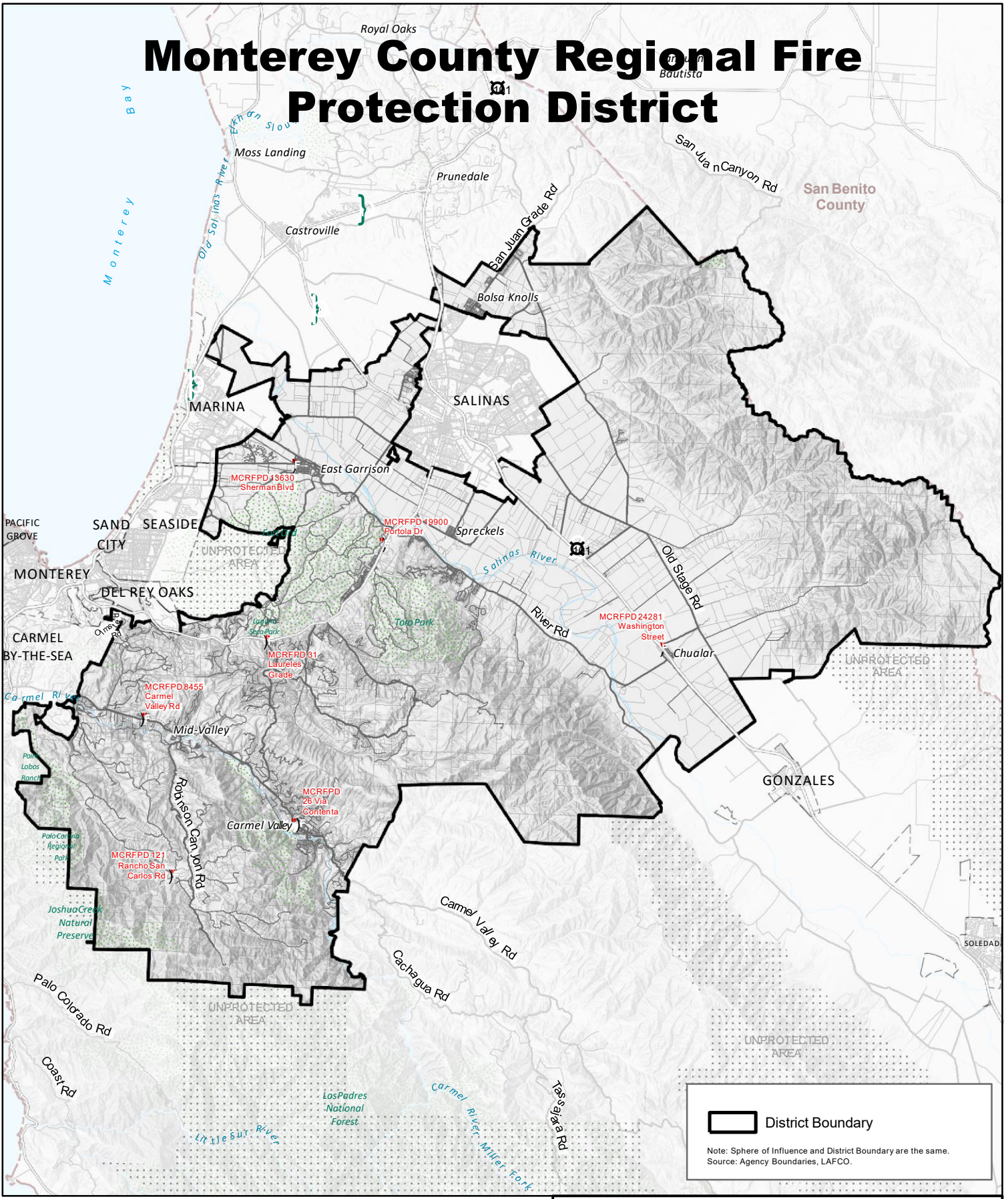
On October 25, 2010, the Monterey County Regional Fire Protection District and the Carmel Valley Fire District consolidated into the Monterey County Regional Fire Protection District


Monterey County Regional Fire serves the Northern Salinas Valley, Highway 68 Corridor, Communities of Chualar, Speckels, East Garrison, Carmel Valley, Mid Carmel Valley & Santa Lucia Preserve

The District operates seven fire stations, an Administrative Office, Training Division, Fire Prevention Division and Emergency Medical Division.

The District is governed by five Board of Directors who are appointed to four-year terms.

Monterey County Regional Fire Protection District



 District Boundary

Note: Sphere of Influence and District Boundary are the same.
Source: Agency Boundaries, LAFCO.

LAFCO of Monterey County
LOCAL AGENCY FORMATION COMMISSION



P.O. Box 1369
Salinas, CA 93902
Telephone (831) 754-5838

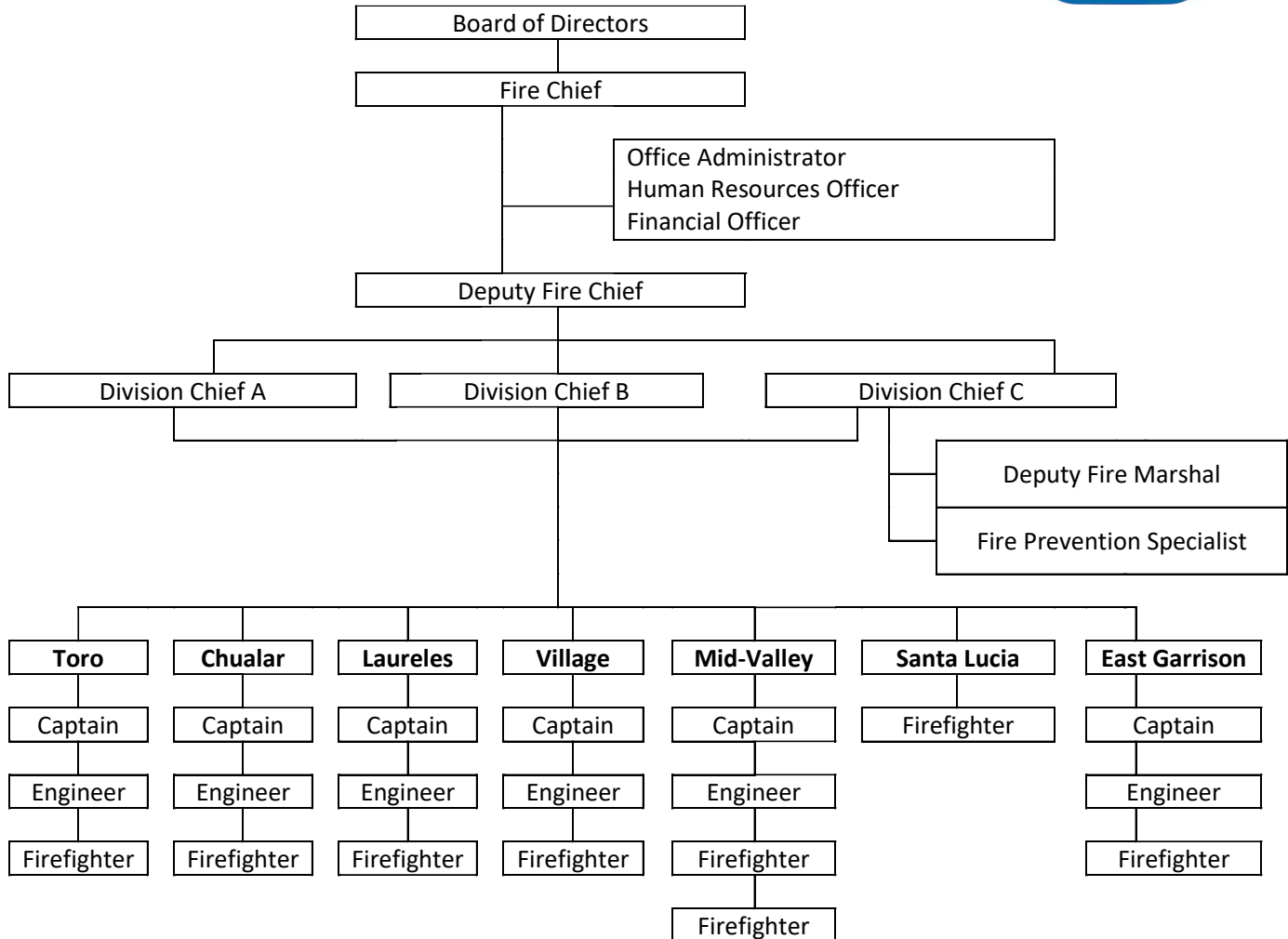
132 W. Gabilan St., Suite 102
Salinas, CA 93901
FAX (831) 754-5831

FIRE PROTECTION DISTRICTS

MONTEREY COUNTY REGIONAL
FIRE PROTECTION DISTRICT

Last LAFCO-Approved Change: 8/27/2018
Sphere of Influence Affirmed: 6/22/2020
Map Produced: 7/16/2020

Monterey County Regional Fire Protection District 2025 Organizational Chart



5 Board of Directors
1 Fire Chief
1 Deputy Chief
1 Office Administrator
1 Human Resources Officer
1 Finance Officer

3 Division Chiefs
18 Fire Captains
18 Engineers
25 Fire Fighters
1 Deputy Fire Marshal
1 Fire Prevention Specialist



On To The Next Adventure 2025 Retirees

**Deputy Chief
Eric Ulwelling
26 years**

**Fire Captain
Mark Toomey
30 years**

Welcome Our 2025 New Hires



**Division Chief
Carlos Vega**



**Firefighter Paramedic
Michael Baker**



**Firefighter Paramedic
Nicholas Hall**

Promotions in 2025



Deputy Chief Scott Anderson
Fire Captain Paramedic Marc Hipsley
Fire Captain Paramedic Jonathan Frost
Engineer Paramedic Hunter Young
Engineer Ramon Haut
Engineer Paramedic Chris Hinkle

2025 Firefighter of the Year



Firefighter Paramedic
Alfonzo Duran





Quick Facts 2025

Total
Incidents
4,084

Response
Time AVG
7:48

Fire
Incidents
1,711

EMS
Incidents
2,373

Auto/Mutual
Aid Given
AMB 332
Fire 102

Auto/Mutual
Aid Received
AMB 36
Fire 112

Ambulance
Transports
924

ALS
Contacts
2,027

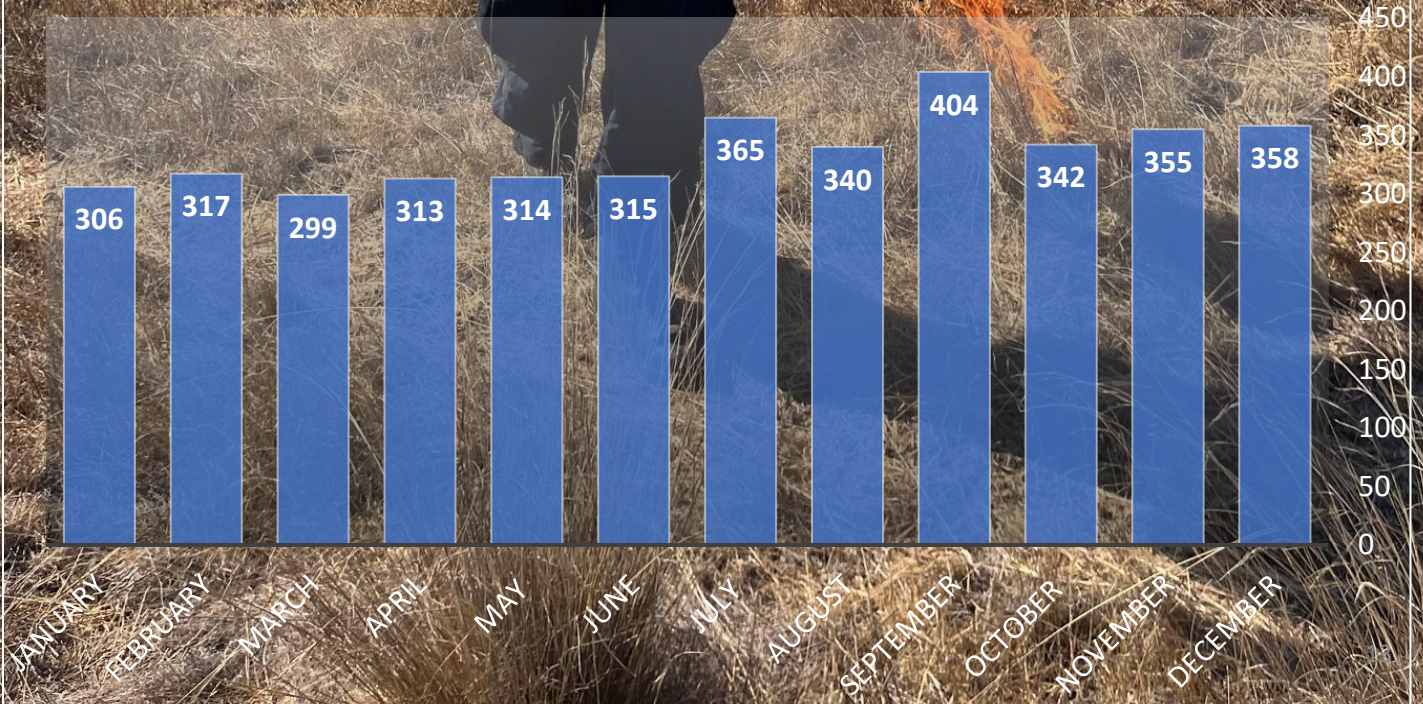
Responses by Station

2025



Responses by Month

2025





Administration

The Administration of the District oversees strategic planning, policy development, personnel management, risk management, budget development and fiscal oversight. The Administration encompasses the roles of the Fire Chief, Administrative Services, Human Resources and Finance.

The Fire Chief is the top rank of the Fire District reporting directly to the Fire District Board of Directors. The Fire Chief is responsible for the administration, supervision and technical work in planning, budgeting, coordinating and directing the District personnel, apparatus, and equipment.

The District administrative services provides direct customer service and support for the District general business. They also provide support to the Board of Directors, Fire Chief, Fire Prevention Division, Training Division, and Emergency Medical Division in the administrative tasks associated with each area.

Human Resources provide support to District employees with labor relations, benefit administration, workforce training/development, retirement, and workers compensation. They also conduct recruitment, assessment, and orientation for new employees.

Finance oversees and performs all fiscal activities of the District to include payroll, accounts payable, invoicing, reimbursements and debt obligations. They lead the annual budget development process and manage the budget throughout the fiscal year.

ADMINISTRATION

2025 HIGHLIGHTS

- Conducted seven Board meetings with associated staff reports, project details, fiscal reports, and responsibility report outs.
- Completed Board of Directors ethics and sexual harassment training.
- Shifted responsibilities for Fire Prevention inspections management to include both scheduling and invoicing.
- Conducted firefighter recruitment and testing processes and an open confidential recruitment and testing process for a Division Chief position.
- Hired 3 new employees which included: 2 Firefighter Paramedics and a Division Chief.
- Promoted 6 employees which included: 1 Deputy Chief, 2 Fire Captains and 3 Fire Engineers.
- Processed with CALPERS the service retirement of 2 employees.
- Provided support and data for the District chief negotiator to complete a new Memorandum of Understanding with the MCRFD Administrative Unit.
- Held the annual employee recognition events to honor new hires, promotions, service milestones, retirements and service recognitions.
- Built relationships with the various Board of Supervisors detailing unique challenges and issues within their respective supervisorial districts.
- Completed the training for the contract bookkeeper to include accruals and payroll processing.
- Processed over \$10,600,000 in payroll, over the course of 24 pay periods and \$11,622,136 accounts payable to support District operations.
- Conducted monthly staff meetings to create cohesion and to better understand the various challenges affecting staff.
- Processed the necessary documentation packet with certification of the District's Measure DD initiative election.
- Implemented a constant staffing model increasing daily staffing to 18 personnel.
- Awarded an Assistance to Firefighter (AFG) grant and a Montage Community Benefit grant to purchase four additional automatic chest compression devices to be placed on the reserve ambulances and support special event staffing.



Training Division

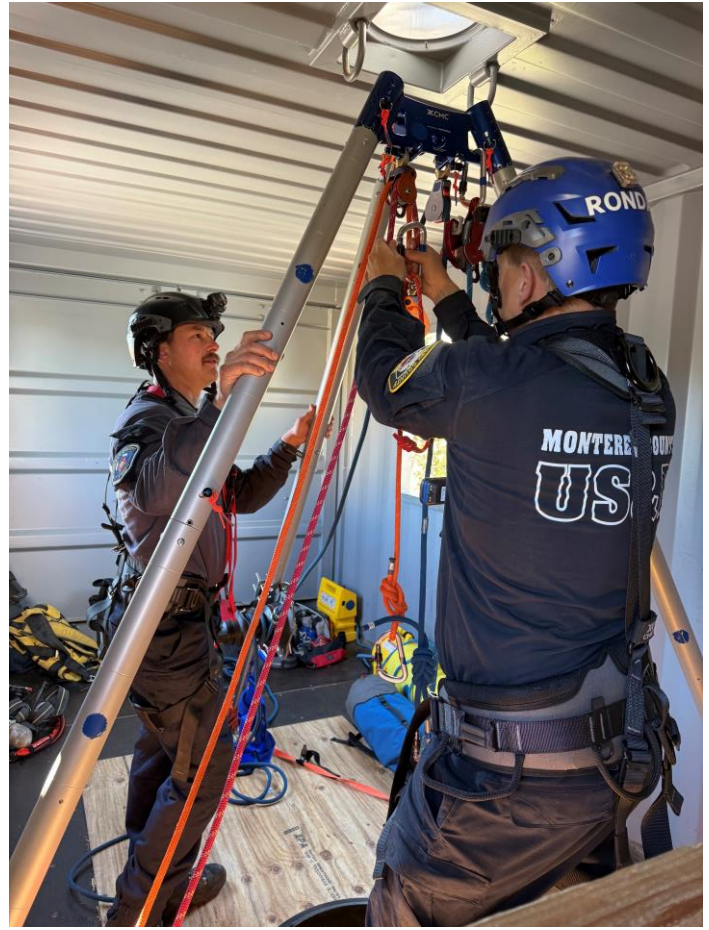
Operational readiness is built through disciplined training and clear leadership expectations. Because preparation determines our effectiveness across all incident types—from EMS to structure fires—we must maintain competence and coordination regardless of call frequency.

The Training Division remains committed to continuous improvement by aligning training with operational demands, leadership guidance, and after-action reviews. Our objective is clear: develop confident, competent firefighters and leaders who are prepared to make critical decisions under pressure and meet the expectations of the communities we serve.

TRAINING

2025 HIGHLIGHTS

- Conducted a new hire academy for two paramedic/firefighters.
- Nine firefighters successfully completed their 15-month probationary period. Additionally, five Engineers and three Captains completed their 12-month probationary task books.
- Hosted a multi-agency Water Tender Supply Operations training in June with Salinas Fire and North County Fire, covering all shifts to enhance interagency coordination and rural water supply operations.
- Continued ongoing joint training with Gonzales Fire focused on first-due fire operations, vegetation fires, pumping operations, command and control, and water tender operations.
- Implemented a Training Website providing quick access to State and local training opportunities, the District Training Calendar, and electronic task books.
- The Training Committee continues to develop balanced training curricula addressing all ranks and experience levels, including fire suppression, rescue, EMS, driver/operator, pumping, and incident management.
- Implemented the Fire Engineering Training Platform
- The Hose Cadre constructed a hallway prop at Station 5, providing both classroom and hands-on manipulative training for all District members on hose movement and coordination.
- Enhanced the probationary “test-out” process to ensure firefighters are operationally ready upon completion of probation. Firefighter skills evaluation sheets were expanded and refined.
- Participated in annual ARFF training with Monterey Fire as part of ongoing mutual aid coordination.
- In partnership with MPC, continued advancing personnel through State Firefighter I and II certifications.
- Twenty-two personnel attended a lock picking course, broadening technical rescue and access capabilities.
- Twenty-five personnel, including all Chief Officers, completed a search culture course, supporting future countywide alignment in search strategies, tactics, and communications.
- District personnel continue to pursue outside training opportunities and integrate learned knowledge into our internal training programs.



Urban Search and Rescue



The Monterey County Urban Search and Rescue team (US&R) specializes in technical rescues that exceed the capabilities of the local responders. The US&R team are trained and equipped for the following situations: Rope Rescue, Confined Space Rescue, Trench Rescue, Emergency Shoring and Breaching, Building Collapse, Tower Rescue, and Backcountry Search and Rescue.

The US&R team is comprised of 10 members each from the Monterey City Fire Department, Monterey County Regional Fire Protection District, and the North County Fire District. The local CAL FIRE unit has been training with the team since 2024 and was added to the roster in 2025, bringing the total number of members to 40. This has enhanced the capabilities of the team and provide depth for responses. In 2003, the US&R team was tasked by the California Office of Emergency Services as a Type I heavy company. The team is available and staffed with on duty personnel for local, regional, and statewide responses.



2025 HIGHLIGHTS

- Our US&R team secured a grant through the Department of Homeland Security to purchase replacement equipment, new technology to support operations, along with maintaining our current cache of rescue tools.
- US&R continues strengthening the Team's future through strategic succession planning, fostering leadership development, and safeguarding mission-critical capabilities. We are leveraging the success and experience of our senior members to mentor new members for continuity of operations.
- With the assistance of Urban Areas Security Intuitive (UASI) funding, team members will be attending specialized classes in 2026 and funding for additional specialized equipment was secured.
- The US&R team finalized the team expansion with the addition of CALFIRE. This will provide additional resources available from the State. They also have access to training and instructors for us locally.
- The US&R team conducted training in all the US&R responsibility disciplines through basic skill review and scenario-based exercises. The US&R team continued our training to certify members as Helicopter Rescue Technicians for H70 (CHP Helicopter).
- The team was activated multiple times throughout 2025. We have assisted the Sheriff's SAR team with backcountry medical rescues, frequently involving challenging conditions, including poor visibility, rain, river crossings and 10–15-mile hikes in the Big Sur and Ventana wilderness areas, lasting 12-18 hours overnight.



EMS and Safety Division

The Fire District staffs all fire stations with advanced life support paramedics each day. Additionally, within the Carmel Valley response zones, ambulance transport is provided by the Fire District.

The Emergency Medical Services (EMS) and Safety Division encompasses quality improvement, ambulance transport, engine based medical response, narcotic control, EMS supplies, EMS training/licensing/certification and safety adherence to the District's daily operations.

2025 brought improvements in the best practices to this Division that benefited the organization and the constituents we serve. The following will highlight these improvements and provide prospective on another busy year 4084 calls for service.

EMS/SAFETY

2025 HIGHLIGHTS

- 2,101 total patient contacts by District EMT's and Paramedics
- 904 Regional Fire Ambulance transports to area hospitals including Community Hospital of the Monterey Peninsula, Salinas Valley Hospital and Natividad Medical Center.
- Internal Quality Improvement (QI) team reviews selected incidents and provides insight and experience to all District Paramedics.
- Completed 100% QI of all patient care reports providing instant feedback on the care provided.
- Hosted a Paramedic summit to discuss the trending topics such as liability exposure to paramedics, internal QI, ambulance mutual aid, training opportunities, patient care reports, and the field training officer program.
- 2 new MCRFD Paramedics accredited with the LEMSA
- Hosted annual ACLS/PALS/PHTLS certification courses.
- Monthly Instructor-lead ALS/BLS training for all personnel in coordination with the Training Division with focus on mandated training.
- Conducted safety inspections all District facilities.
- Implementation of a paramedic school scholarship program promoting hiring and retention.
- Purchased 4 automatic chest compression devices to outfit all District ambulances and provide support for special events.
- Represented the District at all LEMSA meetings, committees, and sub-committees.
- Crews participated in the annual Safety Stand Down. This year's event focused on Behavioral Health.
- All personnel completed the OSHA mandated workplace harassment and injury and illness prevention program training requirements.
- All Firefighters completed our annual medical physical examinations. 21



Fire Prevention Division

The principal responsibilities of the Fire Prevention Division include construction permit and design reviews, inspections of new construction, inspections of sprinkler installations, business inspections, defensible space inspection and education, school inspections, cannabis growing and cultivation code compliance inspections and all other code compliance inspections.

Along with these inspections, the Prevention Division delivers and coordinates public education opportunities for the residents and visitors of the District, coordinates projects with the Firesafe Council of Monterey County, assists residents in becoming Firewise Communities, conducts water system checks and maintains fire hydrants. Special events that occur in the District receive fire and life safety inspections from the prevention team, which include all the races and events held at the Weathertech Raceway at Laguna Seca.

PREVENTION

2025 HIGHLIGHTS

- Continued to foster relationships with our Firewise communities and assist residents in pursuing the same level of safety and recognition for their neighborhoods. To date there are 45 Firewise Communities within the boundaries of MCRFD.
- Hosted two Town Hall meetings to engage residents on preparations for fire and life safety. Partner agencies participated to provide a comprehensive program of presentations. Attendance was strong and the presentations were positively received by those in attendance.
- Participated in numerous community events and meetings which focused on life safety, wildland/urban fuel reduction and management, community risk reduction, disaster preparedness and other educational programs.
- Pre-incident plans for target hazard occupancies are being created and updated to assist engine companies while responding to emergencies.
- Completed 1,682 total inspections throughout the year, including: School, AB-38 Defensible Space, Business, Residential Apartment, Wildland, and Cannabis Facility Inspections.
- Over 1,900 plan checks were completed over the year. This process includes collaborating with local architects, landscape designers and contractors on hundreds of construction projects, both residential and commercial.
- 100% of the 1,800 fire hydrants in the District were inspected and maintained by engine companies.
- Continuous engagement with the Monterey County Fire Prevention Officers Association to discuss, develop, and create Monterey County amendments to the 2025 California Fire Code.
- Completed the CEQA process for the implementation of the District's Fuels Mitigation Grant.
- Remain active on all 4 social media platforms with increasing engagement and followers.
- MCRFD hosted two open house events, taking place at the fire stations. The annual open house events focus on public education, interaction with our residents, demonstrations, and a little fun and games. Inviting the public into our homes to see all of the fire equipment and how it is used is always a great time to show how the fire service operates.



Fleet Services

The Monterey County Regional Fire District has maintained an impressive fleet of apparatus, utilities, auxiliary equipment and rescues to fulfill the multitude of emergency responses we encounter every year.

These vehicles must remain in a constant state of readiness and MCRFD personnel are tasked with conducting daily, weekly and monthly checks. Our in-house fleet managers utilize their mechanical skills and contacts to ensure apparatus repairs are done quickly and economically.

FLEET

2025 HIGHLIGHTS

- Fire apparatus pump testing completed on all first out and reserve equipment.
- Fire hose testing completed for all fire engines and station reserve supply.
- All fire service ladders were tested.
- The electric rescue tools were all serviced and maintained. These tools are located on all the first out fire engines.
- A new Type III engine is awaiting delivery in the next year.
- All fire stations assigned a station utility to support emergency and ancillary tasks.
- Smog testing completed on all applicable apparatus.
- Completed all required annual maintenance and safety inspections on the Engines, Water Tenders, Ambulances and Support Vehicles.
- Continued to maintain quick turnaround times for repairs through multiple vendors.
- The District supports multiple community events utilizing our 1962 American/LaFrance Parade Engine restored by District personnel.
- A new Chief Officer command vehicle was placed into service for emergency response.

COMMUNITY

