

FEBRUARY 2026



SACRAMENTO FIRE DEPARTMENT
DIVERSITY, OUTREACH, & RECRUITMENT DIVISION



FUNDING PRESENTATION

MEASURE U COMMUNITY ADVISORY COMMISSION

PRESENTED BY: CHIEF COSTAMAGNA & ASSISTANT CHIEF IANNUCCI



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BUILDING A SUSTAINABLE & DIVERSE PUBLIC SAFETY WORKFORCE

2020 Audit: 29% BIPOC, 4% women

- Council priority: improve workforce diversity
- SFD priority: increase DEI and the number of paramedics hired
- DOR was created as a phased 3-year initiative
 - Years I & II implemented
- Funded through Measure U

2025 Audit: 33% BIPOC, 4% women

2021-2025 Hirees: 47% BIPOC, 5% women





MEASURE U BUILT OPERATIONAL CAPACITY

8 FTE FULLY STAFFED MODEL (PHASES I/II)

- EMS INTERNSHIP
- SACRAMENTO VOLUNTEER FIRE RESERVES
- FIREFIGHTER YOUTH ACADEMY
- GIRLS FIRE CAMP
- LIMITED CTE SUPPORT AT HIGH SCHOOLS
- RECRUITMENT & OUTREACH
- PARAMEDIC SCHOLARSHIPS
- EQUITY INITIATIVES: FIRE EQUITY CORE TEAM

MEASURABLE WORKFORCE OUTCOMES



11 EMS Trainees Hired as SFD Paramedics
10 EMS Trainees in Paramedic School

15 Paramedic Scholarships Awarded
• **Supporting SFD Career EMTs
who upgrade to Paramedic**

Youth Academy GPA Increase: 3.04 → 3.33
All 35 Cadets CPR Certified
97% Completion
51% Interested in Fire & EMS Careers

WORKFORCE PIPELINE & DIVERSITY IMPACT

Youth Academy

- 160 Cadets
- 82% BIPOC / 47% Female
 - 7 Hired by SFD
 - 5 in EMS Corps



EMS Internship

- 36 EMS Trainees
- 82% Retention
 - 61% BIPOC/28% Female
 - 11 (30%) Promoted to SFD Paramedic



- Valley HS-146 Students
- 96.5% BIPOC / 20% Female
- Inderkum HS-73 Students
- 94.5% BIPOC / 31% Female



High School CTE



- Cohorts 1 & 2 - 46 Students
- 82.5% BIPOC / 48% Female
 - 7 Hired EMTs

Sacramento EMS Corps

PIPELINE IN ACTION: FIREFIGHTER YOUTH ACADEMY CADET CLASS 7

68.5% FEMALE

24 FEMALE CADETS

12 FROM GIRLS FIRE CAMP



Girls Fire Camp discontinued following staffing reductions

MEASURE U AS A MULTIPLIER

Measure U Operational Budget (~\$3.9M)

FY 25

8 FTEs

- 3 Programs
- 2 annual weekend programs
- Minimal HS CTE support
- Recruitment/Outreach

External Funding Leveraged \$3,635,028

Awarded 2025

3 FTEs

- 4 grants
- 2 Programs



Secured while fully staffed at 8 FTE

FY 25/26 ADJUSTMENTS



Staff Changes

- 2 FTE reduction (1 FF, 1 Captain)
- Supervisory capacity reduced
- Overtime budget reduced

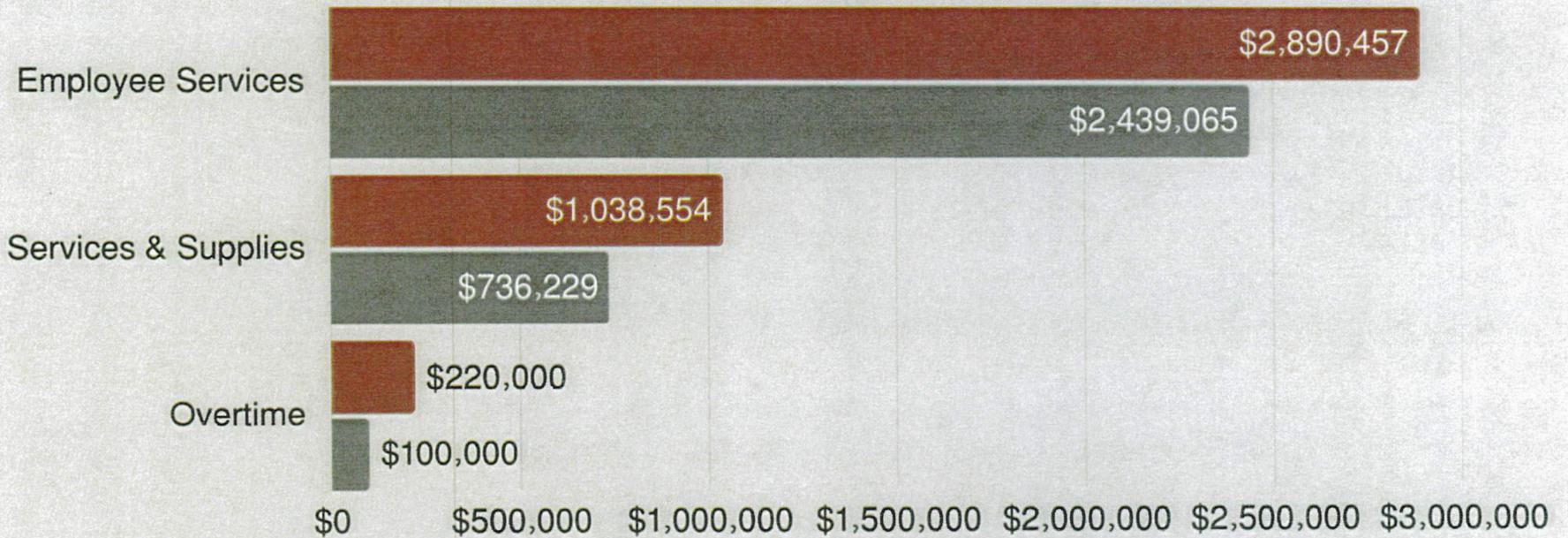


Programs Impacted

- Fire Reserve Program
- Recruitment & Outreach
- Girls Fire Camp
- High School Pathway
- Equity Team OT Budget

BUDGET SNAPSHOT

FY 25 FY 26



COMMITMENT VS. CAPACITY



Active Commitments

- \$3.6M Grants
 - EMS Corps
 - High School CTE Programs
- EMS Internship Program
- Sac FF Youth Academy
- Paramedic Scholarships

Operational Strain

- Increased administrative workload (grant management)
- Increased operational workload
- Increased need for overtime
- Increased new programs (3)
- Reduced Supervisory oversight

Sustained commitments require sustained operational capacity

FY 26/27 OUTLOOKS



Sustainability of Grant Programs

- EMS Corps through 2027
- Continued support & staffing required



Paramedic Pipelines

- Ongoing Trainee Cohorts
- Promotion progression



Continued Diversity Gains

- Youth Academy applicant diversity
- High School pipeline expansion

RETURN ON INVESTMENT

Workforce Hires



CERTIFICATION
ADVANCEMENT

DIVERSE APPLICANT
POOLS

\$3.6M LEVERGED

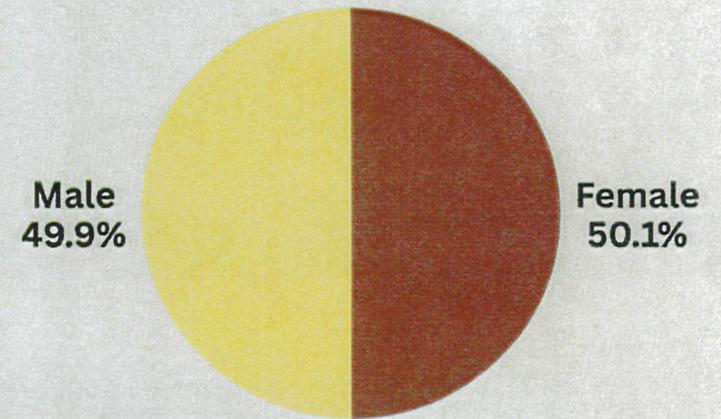
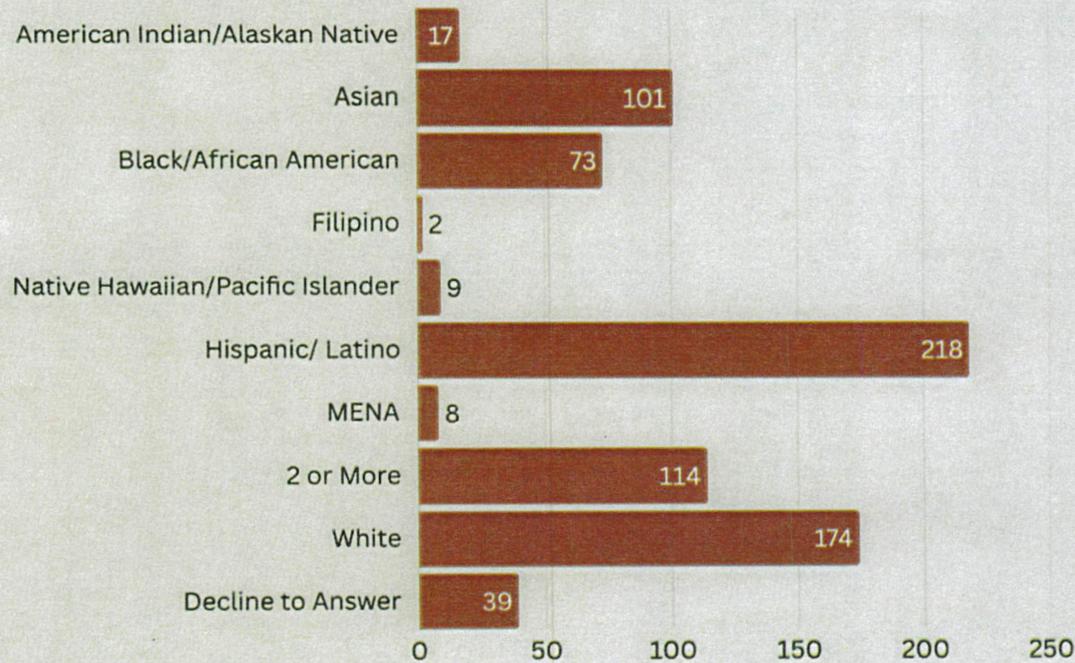
The City of Sacramento workforce reflects the community's racial and gender makeup, creating an inclusive, effective, and competitive future. (RGEAP 2020-2025)

SUSTAINING PROGRESS

Stability—and where feasible, restoration of core capacity—protects workforce gains and leveraged funding.

TOTAL PROGRAM PARTICIPANTS: 752

July 2021- February 2026



We reflect the community we serve - to better serve the community!



SACRAMENTO EMS Internship Program



Retention Rate

82% 44 hired
36 retained



EMS Trainees Promoted

30% (11)

Current Status

15 Completed EMT
10 In Paramedic School

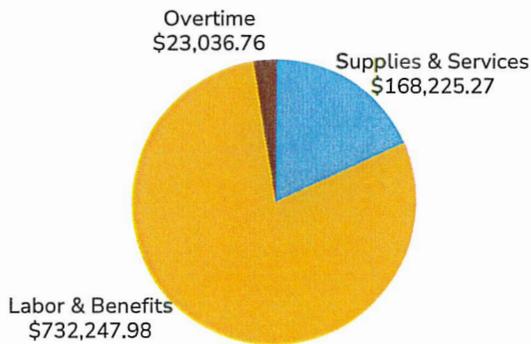
Average Time in Program

1 year, 9.6 months

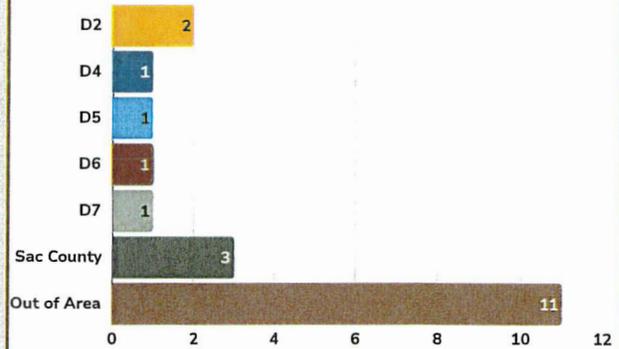
Gender

28% Female
72% Male

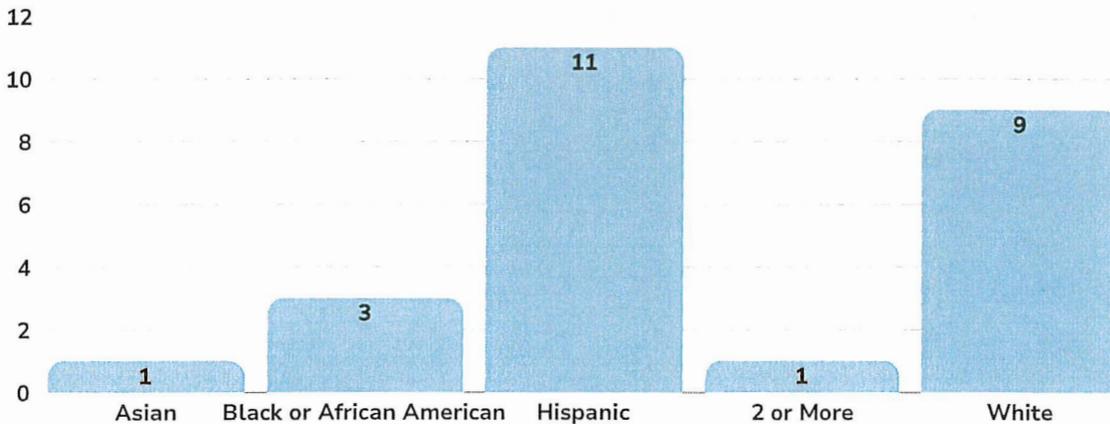
Program Budget



District Representation



Ethnicity

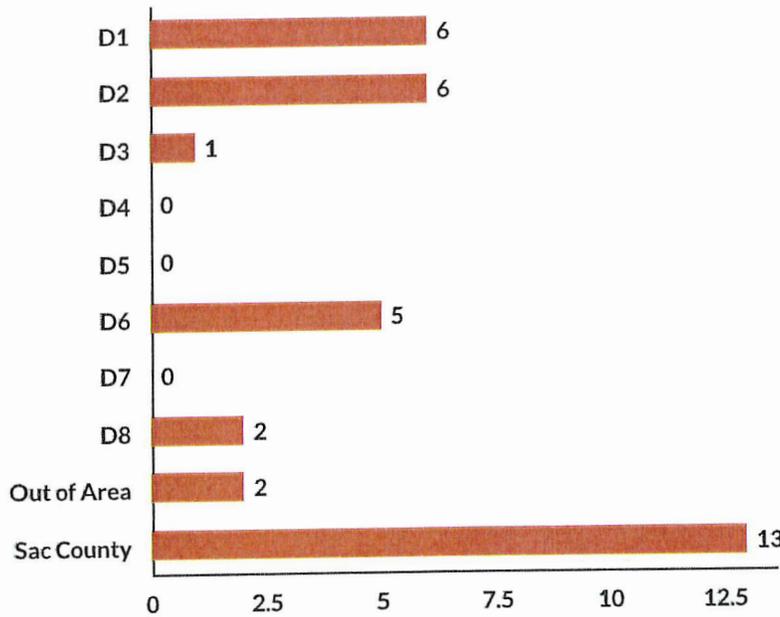




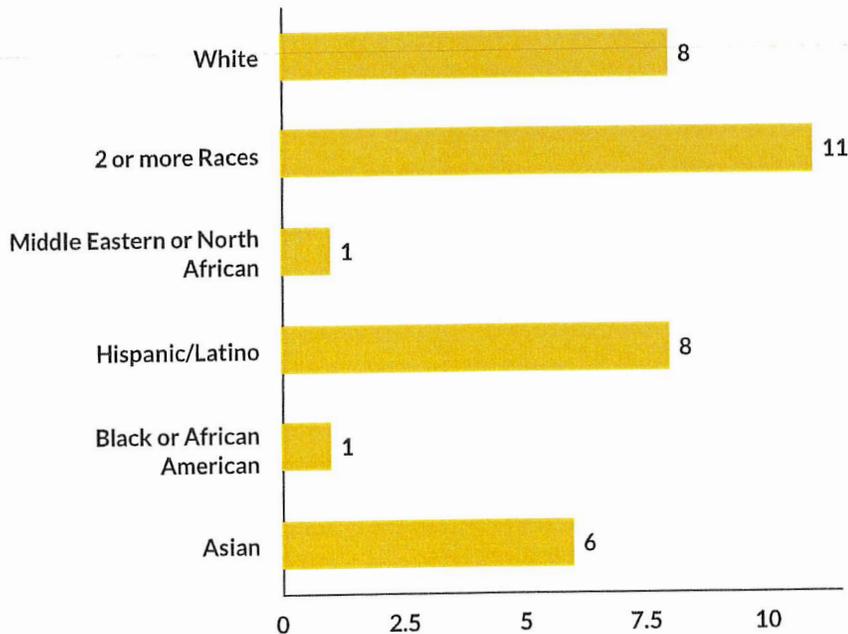
Cadet Class 6

2024-2025

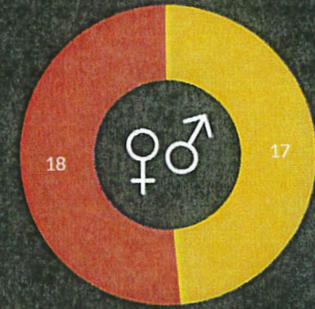
District Representation



Ethnicity



Gender



Female (48.57%) Male (51.43%)



85%

Attendance Rate



100%

CPR Certified



800

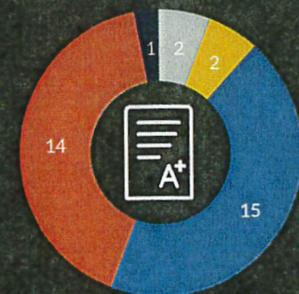
Community Service Hours



300

Hands-only CPR Taught

GPA



1.0-1.9 (5.88%) 2.0-2.9 (5.88%) 3.0-3.9 (44.12%) 4.0-4.5 (41.18%) Other (2.94%)

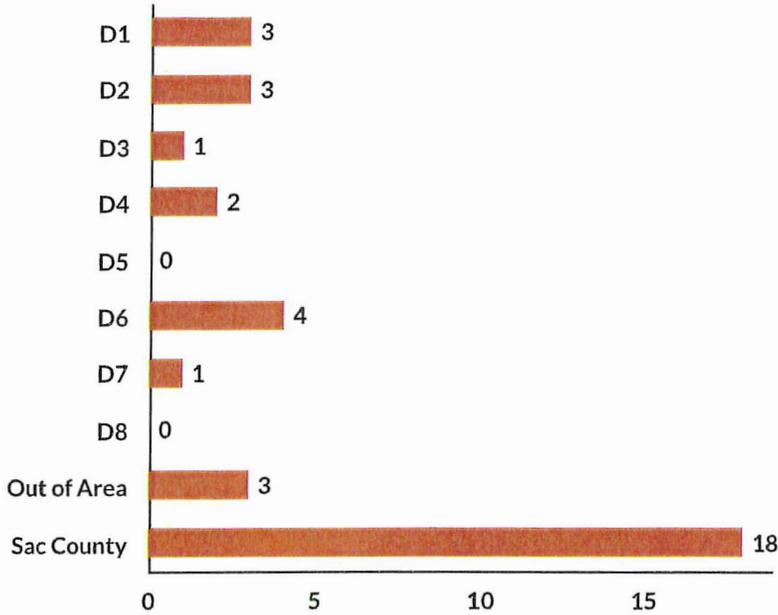
Average GPA increased from 3.0 to 3.3



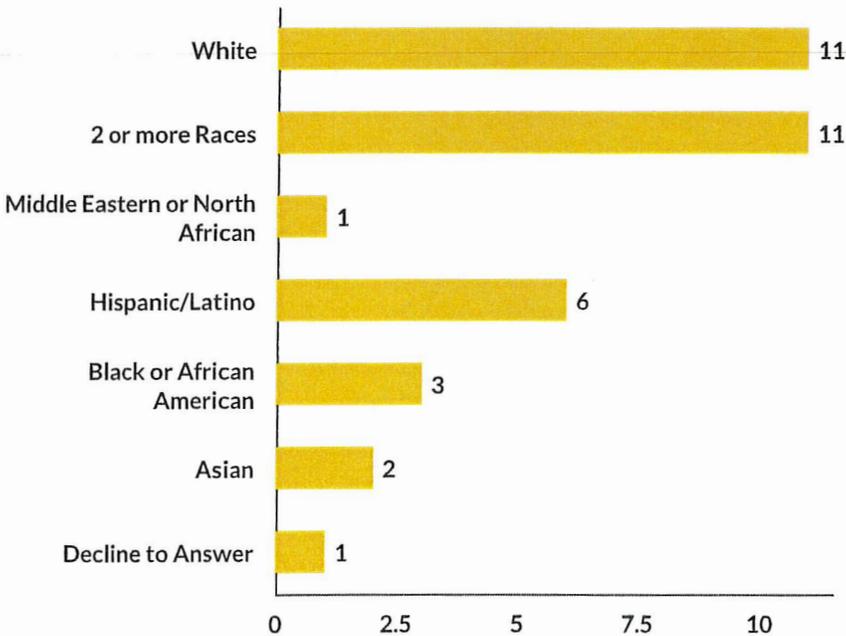
Cadet Class 7

2025-2026 (Currently in Session)

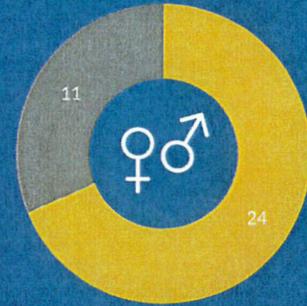
District Representation



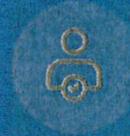
Ethnicity



Gender



Female (68.57%) Male (31.43%)



96%

Attendance Rate



100%

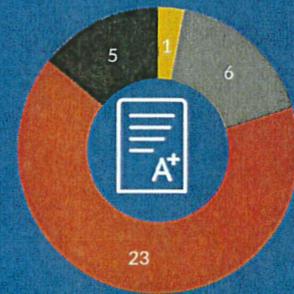
CPR Certified



500

Community Service Hours

GPA



1.0-1.9 (2.86%) 2.0-2.9 (17.14%) 3.0-3.9 (65.71%) 4.0-4.5 (14.29%)

Average GPA increased from 3.3 to 3.6



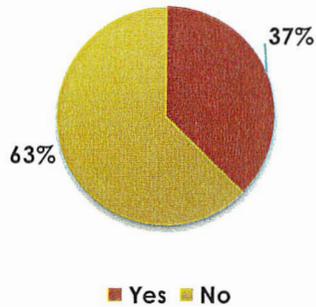
Sacramento Area Girls Fire Camp

5th Annual

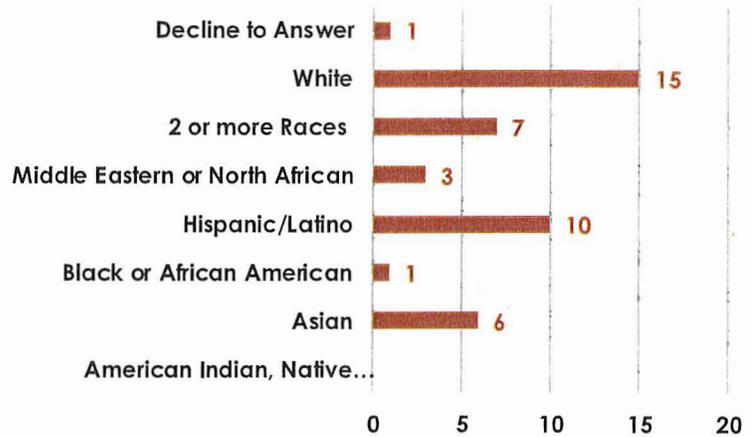
September 21-22, 2024



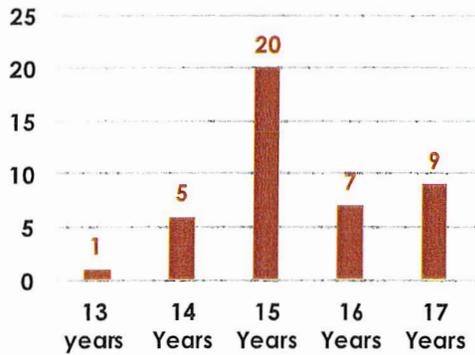
First Generation



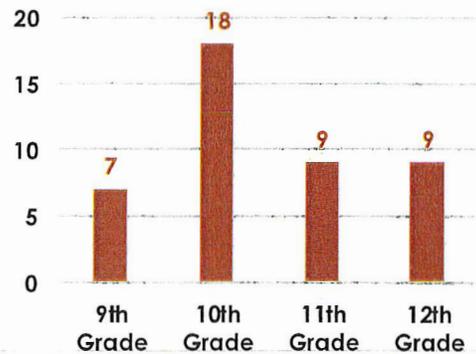
Ethnicity



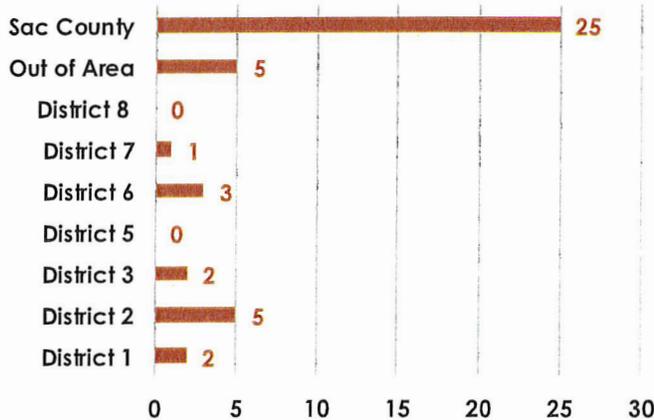
Age Range



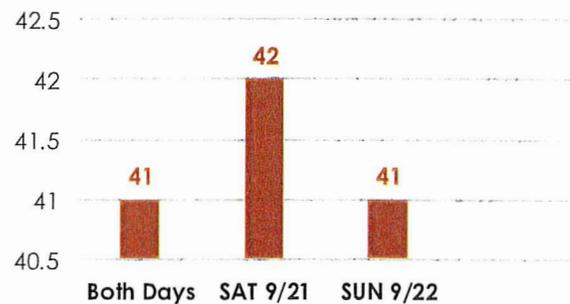
Grade



District Representation



Daily Attendance





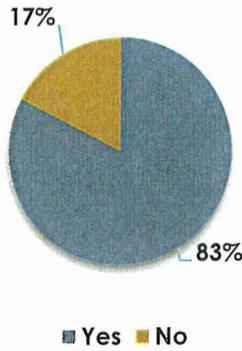
Sacramento Area Girls Fire Camp

6th Annual

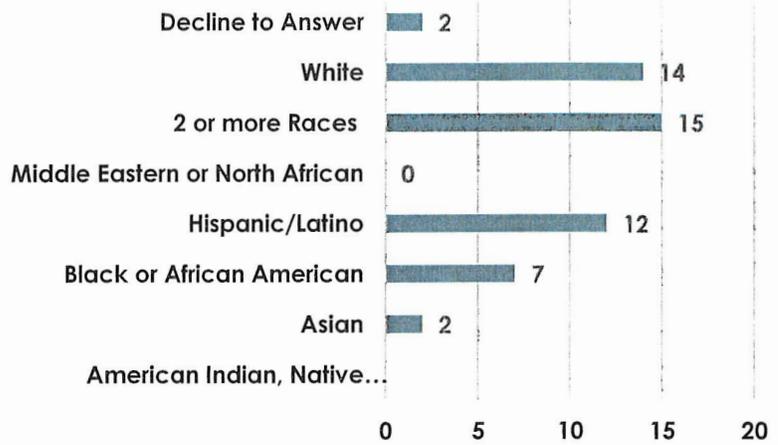
April 12 & 13, 2025



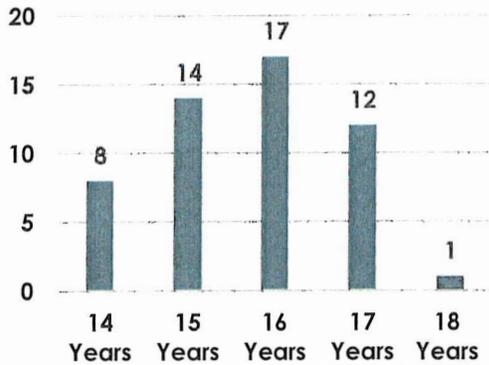
First Generation



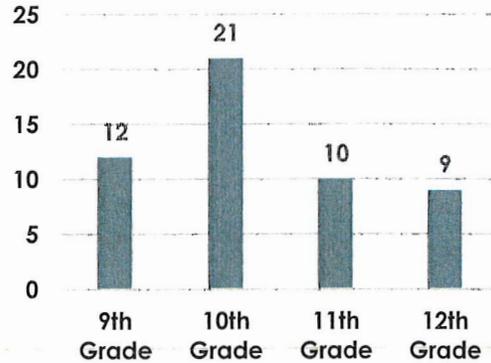
Ethnicity



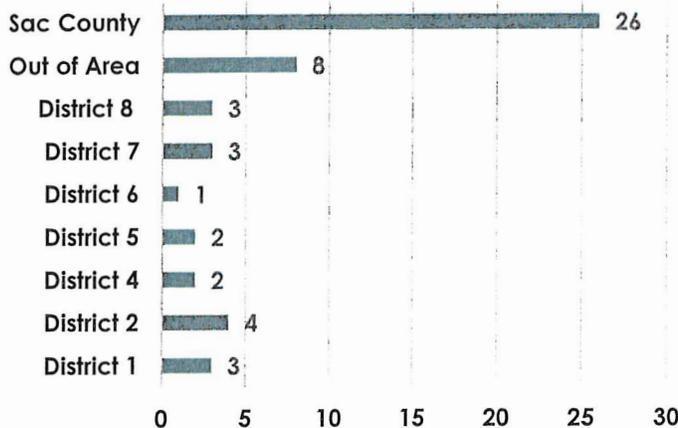
Age Range



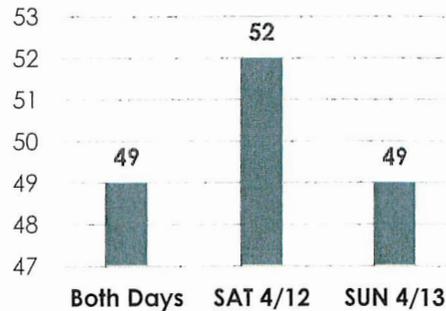
Grade



District Representation



Daily Attendance



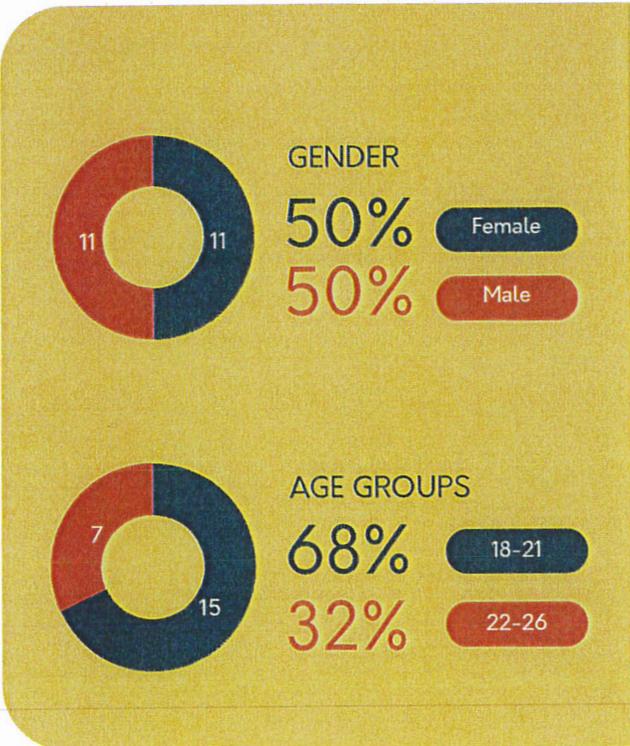
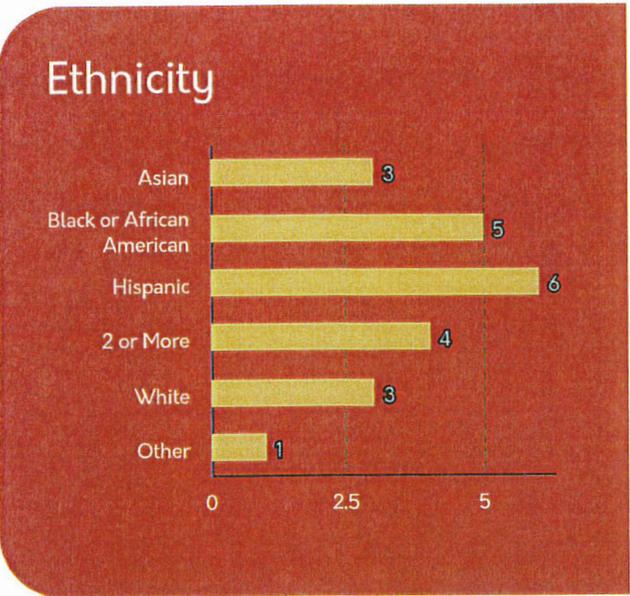


Sacramento EMS CORPS

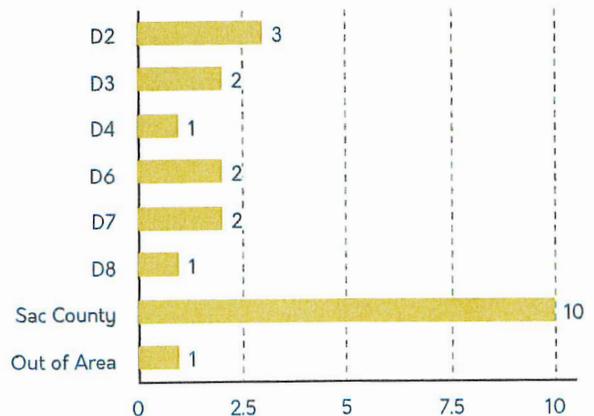


A snapshot of key performance indicators (KPIs) that measure outreach effectiveness, applicant engagement, and demographics accepted.

Cohort 1- KPI Summary



District Representation



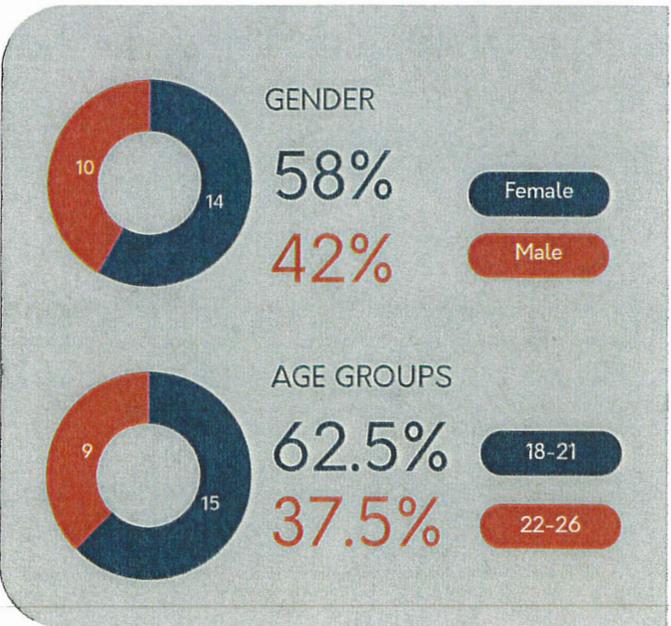
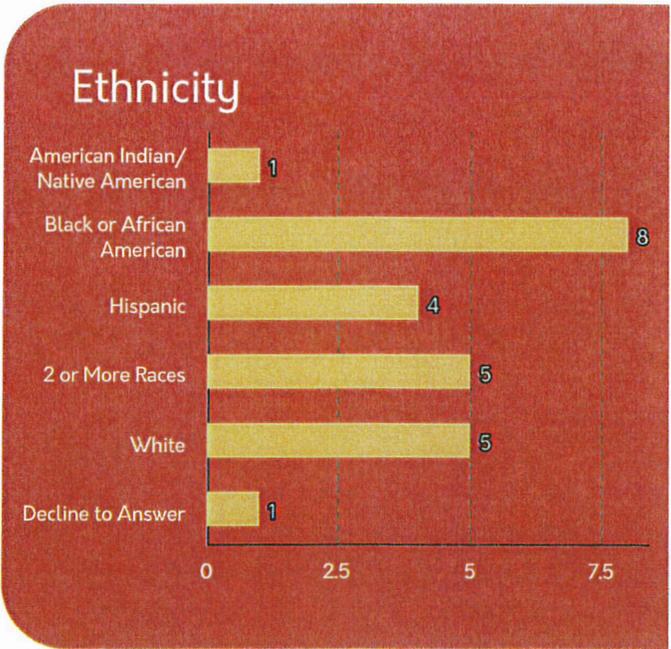
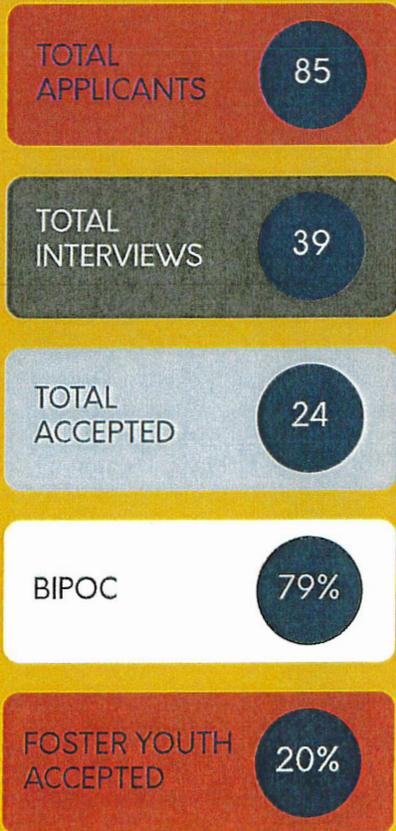


Sacramento EMS CORPS

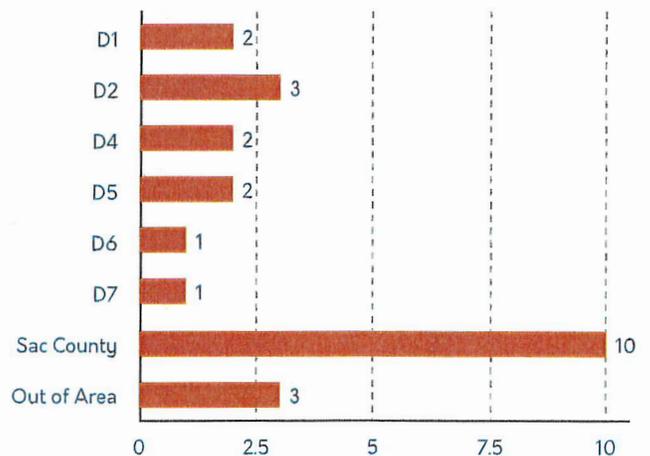


A snapshot of key performance indicators (KPIs) that measure outreach effectiveness, applicant engagement, and demographics accepted.

Cohort 2- KPI Summary



District Representation





ABOUT US

Behavior Leader is a behavior-based organization that focuses on diversity & inclusion, leadership, and organizational development. It is our vision to build organizations that value diversity and inclusion at every level. Our assessment, consultation, training, and coaching services are built on our methodology, which incorporates the science of behavior change, ensuring maximum outcomes are reached for individuals, teams, and organizations. Our unique approach builds on our methodology by focusing on individuals, teams, and organizations, providing a complete picture of the entire organization and every individual within that organization.

Organizations that are diverse and inclusive have employees that are highly engaged and more productive.

While we serve many organizations, our specific niche is with organizations who serve others. Specifically, we work with police departments, fire districts and departments, government agencies, and health services organizations. Our staff, made up of fire captains, psychologists, behavior analysts, and police staff set us apart from other organizations. We know the specific needs of the organizations we serve because we are made up of professionals in those organizations.



“

"DIVERSITY WITHOUT INCLUSION IS HARMFUL."

- DR. NATALIE PARKS

WHAT MAKES US UNIQUE

Two things set Behavior Leader apart from other companies. First, we are behavior analysts, meaning that we study the things people do and say, and when and why they happen. We focus on what makes some behaviors and language more likely and others less likely. Research has shown that companies that are not just more diverse, but which have mastered inclusion are more productive, have lower turnover and higher employee satisfaction, and better consumer ratings. We use the science of behavior to create environments where people are not just valued, but their unique and individual strengths are maximized, bringing the most collaboration and innovation to organizations.

Second, we specialize in serving Public Safety leaders. Our team, made up of behavior analysts and public safety experts, was strategically formed to ensure we provide the best services with an understanding of the unique challenges and environments of public safety leaders.

WHY OUR D&I TRAININGS ARE DIFFERENT

- We focus on more than just race and gender.
- We focus on the front-line staff and those providing direct care and services to the community as well as the leaders of those individuals.
- We use the science of behavior to promote change that lasts.
- Our services are provided by professionals in the same field as those we are serving.
- Our services are specifically developed for those in the police and fire service. We understand the unique aspects of these professions and designed services accordingly.

Contact Us:
Mason A. Washington
p: 314-497-7279
info@behaviorleader.com

OUR TRAINING MODEL

Our method of instruction is based on what research has identified to be the most effective way to ensure training translates to behavior differences. It involves four key components to maximize hands-on learning and practice.

First, we teach the material through direct instruction, group discussion, and examples. Second, a demonstration of the skills is provided to show participants what it would look like if the skill was accurately applied. This is done either through video or through live demonstrations. A discussion with the group follows the demonstration to test the learners if they correctly identified what techniques or skills were used. The third step is for the learners to practice the skill followed by feedback from the trainers to ensure practiced skills are demonstrated fluently and with high accuracy. Practice and feedback are repeated until mastery of the skill is achieved, time permitting.