



**DEPARTMENT OF FORESTRY AND FIRE PROTECTION
OFFICE OF THE STATE FIRE MARSHAL
STATE FIRE TRAINING**

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Date: July 10, 2026

To: Statewide Training and Education Advisory Committee
State Board of Fire Services

From: Caryn Petty, Deputy State Fire Marshal III (Specialist)

SUBJECT/AGENDA ACTION ITEM:

Hayward Fire Department Accredited Local Academy (ALA) Reaccreditation

Recommended Actions:

Recommend the Hayward Fire Department be reaccredited as an Accredited Local Academy (ALA) in the State Fire Training (SFT) system for a reaccreditation period of five (5) years.

Background Information:

A reaccreditation Site Evaluation was conducted on June 3, 2026, with the Hayward Fire Department in Hayward, CA. The Site Evaluation was conducted by Deputy State Fire Marshal III (Specialist) Caryn Petty, State Fire Training, with Battalion Chief Jared Matthews serving as host and representative.

The Hayward Fire Department Self-Assessment Report (SAR) was reviewed and discussed, with requirements for supplemental documentation noted. The documentation has since been received and meets the requirements set forth by State Fire Training policies and procedures. The SAR review was followed by an evaluation of all classrooms and training facilities, with an opportunity to review training course records and the equipment complement.

Analysis/Summary of Issue:

An evaluation of the training facilities verified sufficient classroom space and a fully functioning, compliant training facility, complete with all necessary props, tools, equipment, and vehicles to support a fire academy training program. The Department utilizes the current CFSTES Fire Fighter curriculum and has all necessary materials to deliver Certification Examinations. The training grounds feature California Fire Code-compliant classrooms equipped with enhanced audiovisual equipment and necessary learning aids. All academy recruits are provided with sufficient study materials, devices, and equipment to succeed in academy training. Several Registered Instructors and Evaluators participate in the academy instruction and Certification Exam delivery, making the program self-sustaining. The Department will focus on hosting additional registered SFT courses in

conjunction with cooperating and neighboring agencies. All student records are maintained in a compliant and confidential manner in accordance with SFT requirements.

Area(s) of focus for growth and improvement:

- Consistent participation at training officers and ALA meetings is recommended to continue fostering the growing relationships in the state for enhanced networking and partnership opportunities.
- The agency may benefit from the utilization of Distance Education delivery of SFT courses. As an ALA, this is an available option.
- The current staffing is at its capacity, with workloads beyond the Academy delivery that would be offset with additional resources and personnel. SFT recommends exploring additional administrative personnel to ensure the Academy's delivery.
- Additional SFT course deliveries to meet the needs of the region and agency are recommended.
- The Department shall continue to explore outreach and recruitment opportunities for expanded diversification of the instructor cadre roster. Ongoing outreach through fire camps and community events is recommended to support continued diversification efforts.

The Hayward Fire Department is a professional, innovative, and progressive agency staffed by well-equipped, expertly trained, and exemplary firefighters. An agency serving a diverse region of the state, its members and leaders are devoted to hard work, cooperation, and partnership.

State Fire Training recommends continued recognition of the Hayward Fire Department as an Accredited Local Academy for an accreditation period of five (5) years.