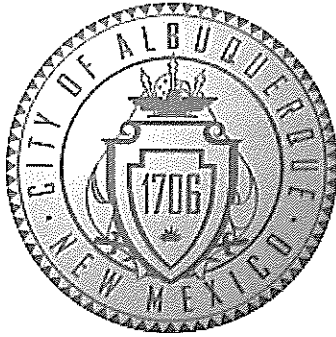




CITY OF ALBUQUERQUE
Albuquerque, New Mexico
Office of the Mayor

Mayor Timothy M. Keller

INTER-OFFICE MEMORANDUM

December 29, 2025

TO: Brook Bassan, President, City Council

FROM: Timothy M. Keller, Mayor

SUBJECT: Reappointment of Chief Emily V. Jaramillo to the position of Chief of the Albuquerque Fire Rescue

Pursuant to Section 4(d) of Article 5 of the City Charter, I am submitting for Council's advice and consent the reappointment of Chief Emily V. Jaramillo for the position of Fire Chief of the Albuquerque Fire Rescue.

Chief Emily Jaramillo grew up in Thoreau, New Mexico. She earned a Bachelor of Arts in English and Secondary Education from Luther College in Decorah, Iowa, in 1999, and later obtained a Master of Public Health Policy from New Mexico State University. After returning home to New Mexico, Chief Jaramillo taught and coached for four years with Albuquerque Public Schools before joining Albuquerque Fire Rescue (AFR) in 2005. She is the proud mother of two young children.

In 2023, Chief Jaramillo was appointed Fire Chief of Albuquerque Fire Rescue, New Mexico's largest fire department. She is the first woman to hold this position in the department's 123-year history and brings more than two decades of experience in fire and emergency medical services, public safety, and public health policy.

Chief Jaramillo has served as a firefighter for over 20 years, including 19 years as a paramedic and more than six years as Deputy Chief of Emergency Services.

As Deputy Chief, she played a key role in creating the Home Engagement and Alternative Response Team (HEART) and secured millions of dollars in federal and state funding, including a federal SAFER grant that funded 12 firefighter positions for AFR. Working closely with

AFR's medical director and EMS Division, she helped transform EMS service delivery into one of the highest-performing systems in the country. Her efforts to reduce call volume in the city's busiest areas resulted in an average annual reduction of 15,000 calls from frontline AFR units. She also helped establish AFR's Behavioral Health Division and supported the department through its accreditation process. This work led AFR to earn Center for Public Safety Excellence (CPSE) certification while maintaining its ISO-1 rating—placing AFR among fewer than 1% of fire departments worldwide to hold both distinctions.

As Fire Chief, her priority is providing the highest standard of care to the residents of Albuquerque. Under her leadership, AFR opened Medic 5, Medic 11, and Fast Attack 1 to strengthen emergency response in the Southeast corridor. She remains committed to maintaining full staffing levels, and with the cadet class beginning in January 2026, AFR will be nearly fully staffed. Chief Jaramillo has also prioritized firefighter training and safety by expanding Advanced Ladder and Engine Operations courses, with 10% of AFR firefighters participating over the past two years. Additionally, during her tenure, 51 firefighters have attended paramedic school in the past three years—nearly double the 26 who attended in the previous five years.

Chief Jaramillo has led innovative programs addressing behavioral health, homelessness, and alternative 911 response, and she guided the department through the unprecedented challenges of the COVID-19 pandemic. A lifelong advocate for compassion in emergency medicine and the fire service, she continues to champion workforce wellness, mental health support, and diversity within the profession.

I respectfully ask for your support in reconfirming this highly qualified individual and a tried-and-true leader to the position of Chief of the Albuquerque Fire Rescue.

Emily Jaramillo

Professional Summary

Experienced public safety executive and paramedic with over 20 years of experience in government emergency services and public health policy, leading the State of New Mexico's largest fire department as the first woman Fire Chief in the department's 123-year history. Proven track record in EMS system leadership, program design, crisis communications, interagency coordination, and grant acquisition. Adept in regulatory compliance, quality assurance, human resources, operations, and policy development. Recognized for translating public sector experience into community-focused health strategies. Achieved a Master of Public Health Policy, with a strong focus on systems innovation, and recognition for academic excellence.

Education

Master of Public Health Policy

New Mexico State University, May 2024

Bachelor of Arts in English & Secondary Education

Luther College, May 1999

Professional Experience

Fire Chief

Albuquerque Fire Rescue | March 2023 – Present

- Promoted through the ranks to achieve Fire Chief position
- Executive oversight of a department with over 800 employees across fire, EMS, administrative, and civilian divisions.
- Responsible for a \$132 million annual budget, including strategic allocation, fiscal oversight, and capital planning.
- Lead policymaking, human resources management, and labor relations for the department.
- Engage directly with community members, neighborhood organizations, non-profits, and other local stakeholders to understand needs, address concerns, and implement programs that enhanced service delivery, strengthen public trust, and ensure the department meets the evolving expectations of residents.
- Advocate for fire service and public health priorities at the city and state level.

- Direct crisis communication strategy for the fire department and City leadership during high-pressure incidents, ensuring timely, accurate, and transparent information flow to the public and media, protecting organizational credibility and community trust.
- Collaboration with elected officials at the city, state, and regional levels to align policy, operational priorities, and community safety initiatives.
- Oversee development and implementation of innovative emergency response, public safety, and community health initiatives.
- Championed health, safety, and wellness initiatives for employees, implementing programs that promoted physical fitness, mental health support, and overall resilience to sustain long-term workforce readiness and morale.
- Initiated and led diversity, equity, and inclusion programs within the fire department, fostering a culture of respect, belonging, and equal opportunity while enhancing recruitment, retention, and community representation.
- Partnered with local hospitals and healthcare systems to coordinate emergency response, streamline patient care transitions, and develop joint initiatives that improved community health outcomes and emergency preparedness.

First Deputy Chief

Albuquerque Fire Rescue | April 2018 – March 2023

- Directed EMS Division, overseeing emergency response, pharmacy, training, records, and behavioral health.
- Spearheaded community paramedicine, behavioral health, and alternative response programs.
- Led grant writing initiatives, securing over \$2 million from FEMA and state sources.
- Guided response strategies during COVID-19, including internal policy creation and vaccine distribution.
- Served interim role as Human Resources Deputy Chief for department for one year in addition to regular duties.
- Served interim role as Deputy Chief of Operations for department for 6 months in addition to regular duties.

Firefighter Paramedic / Captain

Albuquerque Fire Rescue | July 2005 – April 2018

- Promoted through ranks from entry level firefighter through Captain serving as a frontline field firefighter paramedic in each rank.
- Held leadership roles including Paramedic Lieutenant, Captain, and Professional Development Coordinator.
- Taught EMS continuing education and developed department-wide training programs.
- Served as Field Training Officer and supported peer fitness and mental wellness initiatives.
- Participated in departmental policy development and labor relations.

- **Paramedic Instructor**

University of New Mexico | Oct 2010 – Sept 2011

- Instructed EMT and Paramedic curriculum in partnership with USAF Pararescue program.

English Teacher & GED Instructor

Albuquerque Public Schools | Sept 2001 – July 2005

- Taught at the Bernalillo County Juvenile Detention Center.
 - Coached high school athletics and supported at-risk youth development.
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Skills & Expertise

- Government & Public Policy
 - EMS System Design & Regulation
 - Quality Improvement & Compliance (HIPAA, IPRA)
 - Crisis Response & Behavioral Health Policy
 - Public Health Emergency Preparedness
 - Budgeting & Grant Management
 - Community Engagement & Interagency Coordination
 - Strategic Planning & Policy Innovation
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Selected Accomplishments

- Launched Albuquerque's first community paramedic HEART team (2018)
 - Implemented first U.S. pre-hospital mobile ECMO program (2019)
 - Led committee to assist with the development of the City of Albuquerque's alternative response department, Albuquerque Community Safety, to help better address 911 responses for behavioral health crisis (2020)
 - Designed and led COVID-19 policy for frontline responders and community vaccination
 - Created programs addressing homelessness, behavioral health, and harm reduction
 - Reduced system-wide EMS 911 calls by 15,000 through response restructuring
 - Guided formation of AFR's Firefighter Behavioral Health Division
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Leadership & Affiliations

- Women of Influence Nominee, 2022
- IAFF Leadership Recipient, 2015
- Member, NM Mental Health Response Advisory Committee (MHRAC)

- Member, Domestic Violence Commission
 - Advisory Board, NMDOH Family Connects
 - Member, NM EMS Corps Steering Committee
 - Panelist, Bernalillo County Fentanyl Awareness & Women's Leadership in Public Safety
 - Hub Team Member, Downtown Public Safety ECHO
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References available upon request.