



San Francisco Fire Department

**Deputy Chief of Administration
Sayumi Brannan**

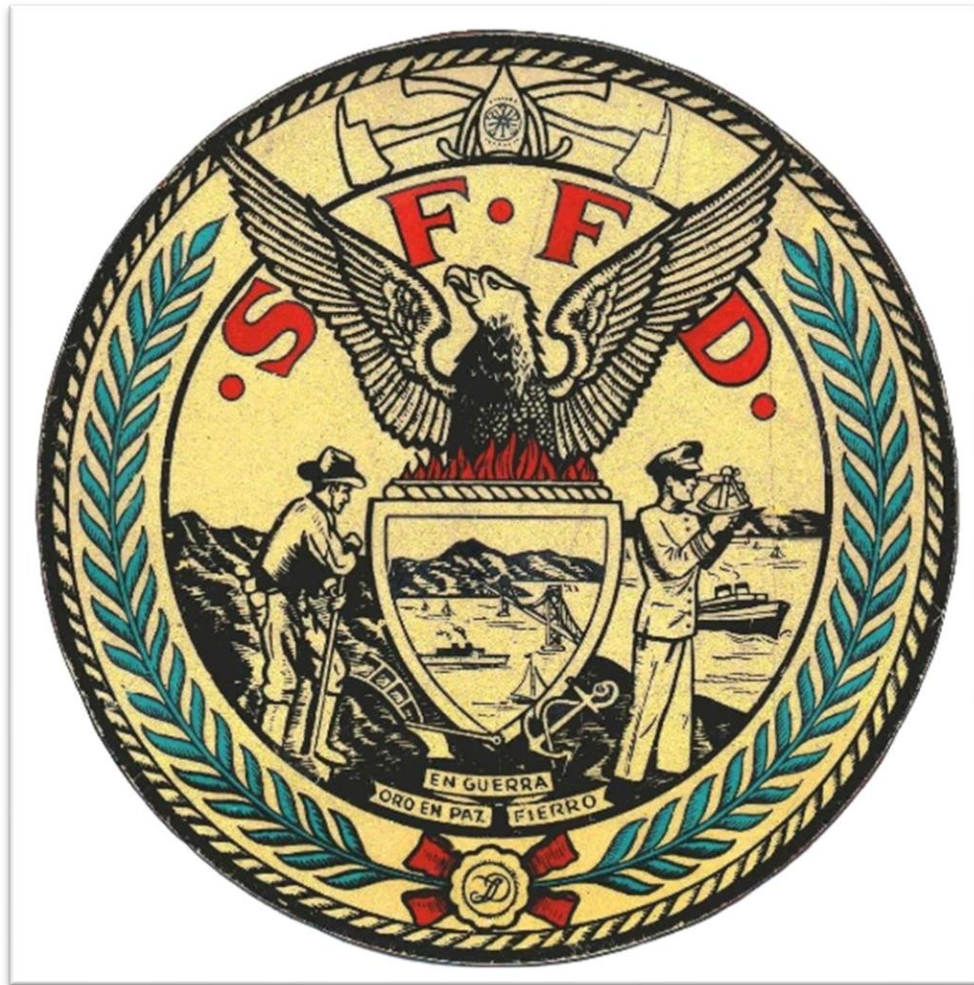
**Fire Commission Report
April 2025**

Glossary of Terms

5/5	Out of service/Out of order
300A Form	OSHA Summary of Work-Related Injuries and Illnesses
3807 Event	Injury Report - did not require medical treatment
5020 Event	Injury Report - required medical treatment
ACLS	Advanced Cardiac Life Support
ACS	Auxiliary Communications Service
ADF	Ambulance Deployment Facility
AHMT	All Hazards Incident Management Team
AOA	Airfield Operating Area (secured airfield area)
APOT	Ambulance Patient Offload Time
APEC	Asia-Pacific Economic Cooperation
ARFF	Aircraft Rescue Firefighting (airport apparatus used on the airfield for fighting aircraft incidents)
AWSS	Auxiliary Water Supply System
BAAQMD	Bay Area Air Quality Management District
BATEP	Bay Area Training & Exercise Program
BAUASI	Bay Area Urban Areas Security Initiative
BBR	Bureau of Building Repair (Department of Public Works)
BHU	Behavioral Health Unit (formerly known as the Stress Unit)
BLS	Basic Life Support
BOE	Bureau of Equipment
BUF	Bureau of Urban Forestry
CA TF3	California Task Force 3 - Urban Search and Rescue
CERS	California Environmental Reporting System
CIRT	Critical Incident Response Team
CJAC	California Fire Fighter Joint Apprenticeship Committee
COES	California Office of Emergency Services
DBE	Design-Build Entity
DBI	Department of Building Inspection
D & D	Doffing and Donning
DEM	Department of Emergency Management
DOC	Department Operations Center
DOC	Daily Operational Check
DOT	Department of Training
DSCA	Defense Security Cooperation Agency
DWC	Division of Workers Compensation
EAP	Event Action Plan for Planned Events
EAP	Employee Assistance Program
EFWS	Emergency Firefighting Water System
HER	Electronic Health Records
EHMR	Elastomeric Half-Mask Respirator
EMS PIP	EMS Performance Improvement Plan
EOC	Emergency Operations Center
EtOH	Ethyl Alcohol
FAR	Federal Aviation Regulations (FAA guidelines for operating)

FDOC	Fire Department Operations Center
FFCCS	Fire Fighter Cancer Cohort Study
HAZWOPER	Hazardous Waste Operations and Emergency Response
HPH	High Pressure Hydrant
HRET	High Reach Extendable Turret (piercing nozzle on ARFF rig)
HSS	Health Service System
IAFF	International Association of Firefighters
IAP	Incident Action Plan
IPSDI	International Public Safety Data Institute
JOC	Job Order Contracting
LARRO	Low Angle Rope Rescue Operational
LODD	Line of Duty Death
MCI	Multi Casualty Incident
MEP	Mechanical, Electrical and Plumbing
MSE	Minor Sidewalk Repair
NCRIC	Northern California Regional Intelligence Center – member of the National
NFA	National Fire Academy
NFORS	National Fire Operations Reporting System
NIOSH	National Institute for Occupational Safety and Health
NTP	Notice to Proceed
OES	Office of Emergency Services
OFA	Opportunities for All
OOS	Out of Service
ORD	Outreach, Recruitment and Development
PSS	Peer Support Team
PX Members	Probationary Members
RC	Rescue Captain
RS	Rescue Squad
SCBA	Self Contained Breathing Apparatus
SFIA	San Francisco International Airport
SPCC	Spill Prevention Control and Countermeasures Plan
SWOT	Strengths, Weaknesses, Opportunities and Threats
TDA	Tractor Drawn Aerials
TITF	Treasure Island Training Facility
USCG	United States Coast Guard
US&R	Urban Search and Rescue
UST	Underground Storage Tank
VAR	Vehicle Acquisition Request
WDO	Working Day Off
WOW	Wellbeing at Work
WMD	Weapons of Mass Destruction

Homeland Security



Homeland Security
ADC Erica Arteseros Brown
April 2025

Meetings/ Events/ Training & Exercises Attended

- SFFD
 - HS1/CD3 bi-weekly meetings
 - Fire Commission Meetings
 - NERT April Drill
 - CD1/CD2 Mutual Aid meeting
 - Fire Executive Committee Meeting
 - United Kingdom Consulate Emergency Services Roundtable
 - SFFD Strategic Plan meeting
 - Lotta's Fountain 1906 Commemoration
 - Cherry Blossom Parade and Festival
 - Salesforce Safety Team meeting
 - Line of Duty Death Wall unveiling for Steve Silvestrich
- Training & Exercise
 - Cyber Exercise after action meeting
 - BAYEX planning meeting for maritime exercise with the 95th Civil Support Team
 - UASI Active Attacker Exercise After Action meeting
 - Weekly Large Scale Incident review with Command Staff
 - Chemical/Biological Attack
 - Airport Incident
- CCSF
 - Bay to Breakers Citywide meeting
 - Escape From Alcatraz race safety planning meeting
- Department of Emergency Management (DEM)
 - Emergency Support Function (ESF) 3 Appendix Workgroup meeting. This ESF covers Emergency Route Clearing after Disaster.
 - Family Assistance Center (FAC) Plan Update Workgroup meeting and After Action
 - Citywide Disaster Preparedness Coordinator (DPC) meeting
 - Citywide Communications Drill

FEMA CA-TF3

- Search Canine Unit
 - Monthly Drills
 - Cristina Padilla and Samantha Mar selected as the next Search Canine handlers. Begin training at the end of May
- Rescue/Hazmat/Logistics/Comms specialists
 - Monthly drills
 - BLUE team on standby April

IMT/Mutual Aid/Disaster

EOC 101 course for members who will work in EOC/FDOC

Federal Department of Homeland Security/United States Secret Service (USSS)

Support visits from various dignitaries

US Coast Guard

Neptune Coalition Meeting

- Sail Grand Prix debrief
- 4th of July advance planning

Urban Area Security Initiative (UASI)

- Approval Authority MOU and Bylaws subcommittee meeting
- Securing the Cities (STC) Principal Partner Meeting

Incident Management Team Development:

EAP development for planned events

Drone Program

Citywide UAS workgroup

NCRIC (Northern California Regional Intelligence Center):

- Lt. Mauberret NCRIC update report
- SAR (suspicious activity report) reporting and review of alerts
- Situational Awareness Distribution to EAP Group

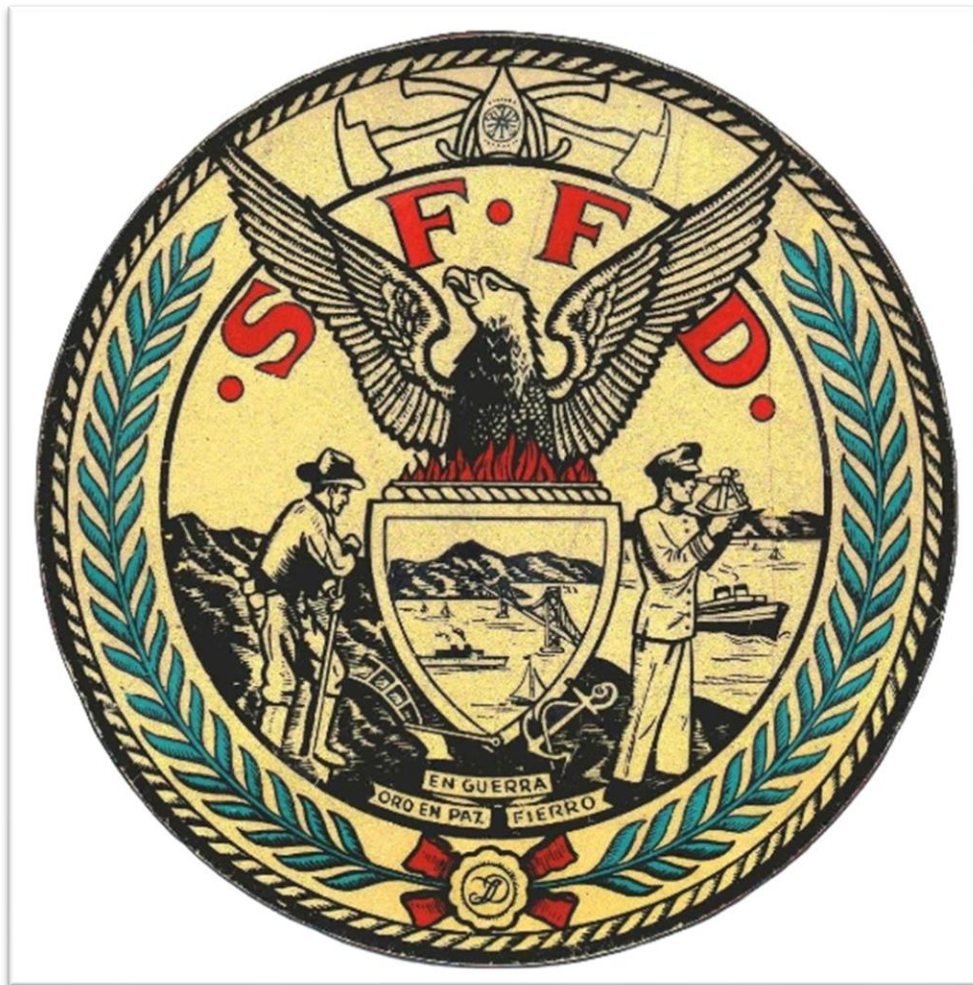
Major Incident Planning

- Superbowl 2026
 - Bay Area Update Meeting at Santa Clara Emergency Management Office
- World Cup Soccer 2026

On-going Coordination/Projects:

- Disaster Manual updates & Disaster Checklist Project ongoing- Committee Chair coordination
- UASI grants management
- FDOC
 - Maintain situational awareness
 - Orientation for new command staff
 - Update job aids
- SFPD Operational Orders distribution
- Mobile Command Vehicle

Outreach, Recruitment and Development



Outreach, Recruitment and Development
April 2025
Lt. Hashim Anderson

Community Outreach

- SFPUC Community Center Job Fair
Attended Southeast Community Center Job Fair to engage with job seekers and share career opportunities within SFFD
- Cherry Blossom Festival
Staffed a booth at the Cherry Blossom Festival to promote SFFD hiring practices and fire safety awareness.
- Norcal Firefighter Career Expo
Participated in Northern California's Firefighter Career Expo in Sacramento to promote the San Francisco Fire Department alongside other Bay Area Fire Departments.



SFFD at Cherry Blossom Festival

SFUSD and CCSF

- Mission High School Career Day
Attended Mission High School Career Day to inform students about career paths within SFFD
- Gateway High School Career Day
Participated in Gateway High School Career Day to engage with students interested in public safety careers
- Balboa Career Day
Attended Balboa High School Career Day to promote
- CCSF Job Fair
Represented SFFD at the CCSF Job Fair held at the Mission campus



Mission High School Career Day

H 2 Hiring

- **Boot Camp**
Invited 45 candidates to participate in a bootcamp featuring physical fitness assessments to establish baseline performance levels.
- **FCTC Test Prep Course**
Hosted a FCTC Written Test Prep session at our Division of Training Folsom Facility
- **FCTC Test**
Administered the FCTC Written Test at our Division of Training Facility
- **Career Information Session**
Conducted an SFFD information session to educate interested candidates on job duties and the hiring process



45 Candidates participated in bootcamp at TITF

Health, Safety and Wellness

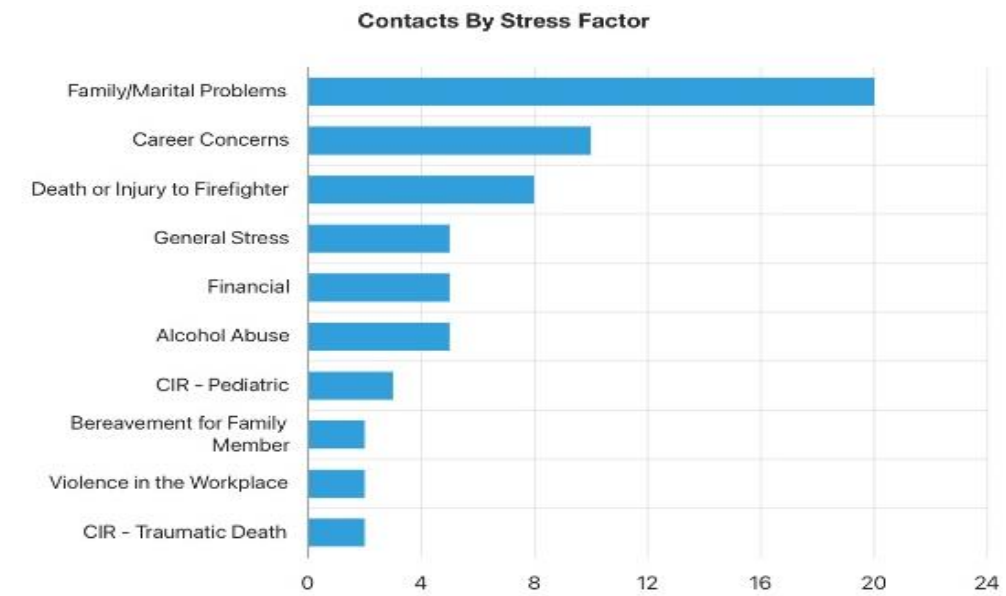


***Health, Safety and Wellness
BC Matthew Alba***

Commission Meeting Report for Health, Safety, and Wellness April 2025

Every Monday:	Meet with BHU Captain Buren
Every 2 nd Tuesday:	Meet with Chief Brannan
Every Friday:	Follow up with members on DP, retired members and others who have cancer
Every 2 Weeks:	IAFF NFPA Standards Representatives Meeting
Every 2 Months:	Represent Chief of Dept in Family Violence Council Meeting
Every 3 Months:	CD1 Check in
3 rd Tuesday:	Health and Safety Committee Meeting
3 rd Thursday:	San Francisco Firefighters Cancer Prevention Monthly Meeting
4x/year:	Fire Fighter Cohort Cancer Study: Women Firefighters Quarterly Meeting

- **BC Alba** applied to and was accepted to be a non-voting member of the **IAFF NFPA Standards Representative** Meetings
 - This helps give the fire service a voice instead of the NFPA leaning heavily towards the Chemical Industry and provides a “Checks and Balances” with the NFPA.
- **Behavioral Health Unit (BHU)** Transition to be temporarily housed at Station 20
 - Jones Street Tank has been approved as another temporary location for BHU until other buildings are negotiated, which is actively being done at this time.
 - Total BHU Contacts: **62** (see below)



- Working with ADC Mullin on acquiring **NON-TOXIC** turnouts
 - SFFD is leading the way to find NON-PFAS **AND** more recently discovered that the manufacturers do not provide what's really in their moisture barriers because of claims they are proprietary. We had samples of the PFAS Free Moisture Barrier had added Brominated Flame Retardant (BFR) added to the fabric, that was analyzed by Duke University.
 - Another manufacturer is called Milliken, and their Moisture Barrier is called Assure.
 - We had Dr. Graham Peaslee at the University of Notre Dame, a physicist, analyze the samples of the Assure and found it was free of PFAS and (BFR)



San Francisco Firefighters Cancer Prevention Foundation donated and dispersed **DETAIL GEAR BAGS** to every member in the **field**.

With the bags we included **TRAINING NOTES**



TRAINING NOTES

DIVISION OF TRAINING



Cancer Prevention

Personal Protective Equipment Bags

Occupational cancer continues to be the leading cause of line of duty deaths within the fire service and the San Francisco Fire Department is no exception. According to Centers for Disease Control and Prevention (CDC) and National Institute for Occupational Safety and Health (NIOSH) research, firefighters have a 9% higher risk of a cancer diagnosis and a 14% higher chance of dying from cancer than the general United States population. In the year 2022, nearly 75% of the names added to the International Association of Fire Fighters, Fallen Fire Fighter Memorial Wall were members who died from occupational cancer.



Unfortunately firefighters aren't the only ones cancer effects. In a local study of Kitsap County firefighters in Washington, it was found that the children of firefighters had a 27.4% higher risk of developing cancer than a child of the general population. The study concluded that one of the reasons for the increase in cancer diagnoses among family members was due to the cross contamination that occurred when PPE and uniforms were transported in personal vehicles. Sadly, our membership is no stranger to this reality. In a seven year window between 2018-2024, the San Francisco Firefighters Cancer Prevention Foundation (SFFCPF) assisted 11 children of San Francisco firefighters and 55 spouses of San Francisco firefighters in their battle with cancer.

The SFFCPF is committed to the prevention of cancer in active and retired members of the San Francisco Fire Department as well as their families. As part of this ongoing commitment, the foundation has purchased structural PPE gear bags that will be issued to all members of the San Francisco Fire Department. The use of structural PPE gear bags will greatly cut down on unnecessary exposures and cross contamination for ourselves and our family ultimately reducing the risk of cancer.

Tips for limiting carcinogen exposures:

- Use provided gear bags to transport gear in personal vehicles.
- Use turnout extractors following an exposure.
- Use provided plastic bags as liner in the gear bag if you must transport soiled gear.
- “Shower within the hour” following a working fire and at the end of your shift.
- Do not store turnout gear in your home.
- Wash dirty laundry at the firehouse. Do not bring it home.
- Wash turnout boots following a working fire. Dirty boots significantly contribute to cross contamination.
- Close windows to your personal vehicle if parked in firehouse to limit diesel exposure.

Resources:

**1. Kitsap County:
Children's Cancer
Study**



**2. Refined By Fire Podcast
with Dr. Peaslee
On PFAs in PPE**



**3. Firefighter PPE
Contamination Video**

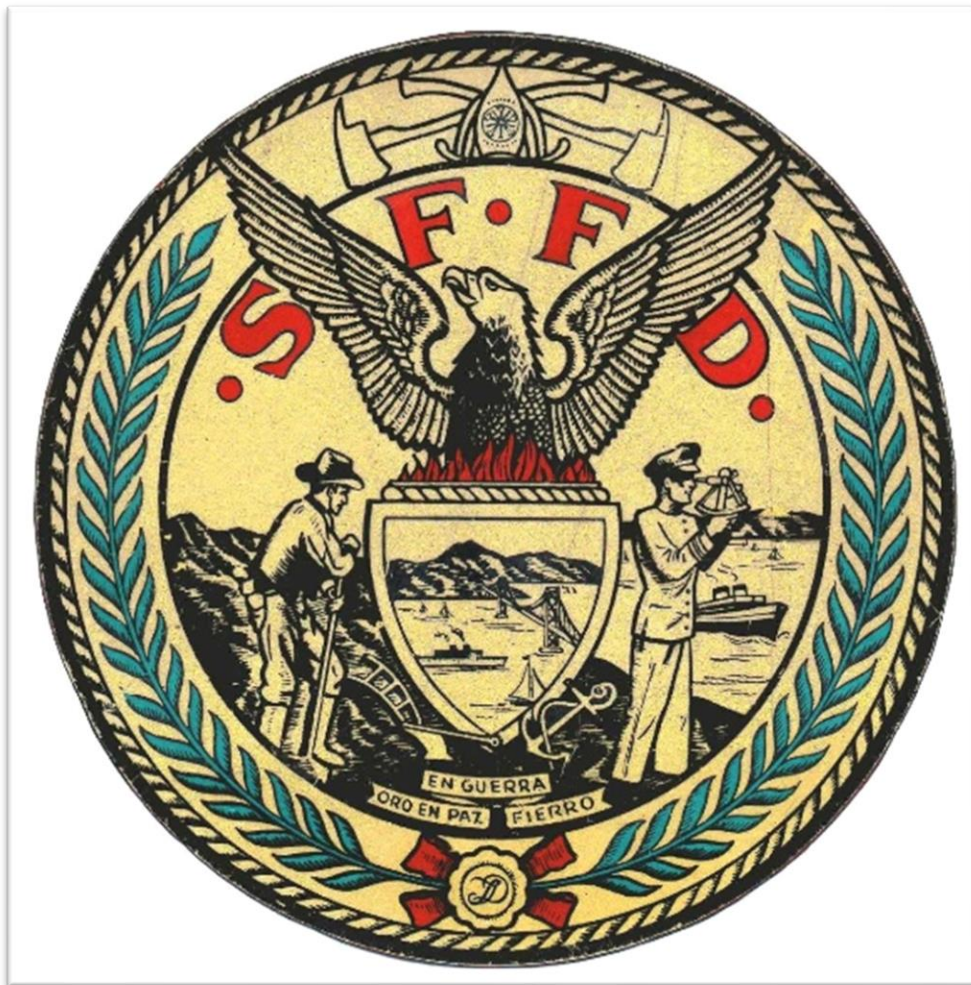


**4. Support the
SFFCPF: Donations
and Payroll Deduction
Form**

***Environmental Occupational Health and Safety
Anthony Boone, CIH, CSP, CHMM, CEI
April 2025***

- Performed Spill Prevention and Countermeasures Plan (SPCC) inspections.
- Reviewed Monthly UST inspections.
- Attended monthly health and safety meetings.
- Received a calibrated Fit test machine. Assisted with Fit testing of several members
- Investigated several member exposure reports. Recommended corrective actions for two and no further actions necessary for two others.
- Reviewed HazMat oversight report for the SFFD Network Modernization project
- Supplied Cal-OSHA with information regarding injury at TI. The result was citation for failure to implement IIPP.
- Reviewed With CUPA Station 5 and Station 49 Underground Storage Tank inspections for the previous year.

Office of Employee Health



***Office of Employee Health
Steven Chang, DO, DABFM, Supervising Physician
April 2025***

Return to Work Clearances: 18

New Hire Activities

- Screened candidates for the EMS Academy scheduled for May 2025.
- Preparing to screen candidates for the H2 Academy scheduled for July 2025.

Promotional Exams: 1

End of Probation Exams: 10

Summary of Work-Related Injuries and Illnesses

Total Injuries/Illnesses

- 3807 Forms: 47 cases (no medical evaluation required)
- 5020 Forms: 31 cases (completed medical evaluations)

Top Three 5020 Events

1. Back: 9 cases
2. Knee: 5 cases
3. Hand, Finger, Hip, Leg, Stress: 2 cases each

5020 Events Resulting in Time Off Work

- Total incidents: 14

Other Activities

Meetings & Collaborations

- **Technology and Data Management**
 - Enhancing systems for:
 - Monitoring workers' compensation claims
 - Streamlining processes related to Supervisor Accident Investigation Reports (SAIRs) processes
- **Occupational Health Coordination**
 - Ongoing collaboration with ZSFG Occupational Health to align workflows and clarify member services

- **Workers' Compensation & Legal Engagements**
 - Working with Workers' Compensation representatives to improve care coordination
 - Engaging with City Attorneys on relevant legal issues
- **Committee Participation**
 - CCSF Joint Labor Management Committee
 - BHU Subcommittee
 - Health and Safety Planning Committee
- **Recruitment & Hiring Initiatives**
 - Partnering with the recruitment team to improve and streamline hiring processes

Health and Wellness Initiatives

- **Annual TB and Hearing Screenings**
 - Conducting screenings throughout April and May 2025
- **Annual Wellness Exam Program**
 - Program management focused on increasing participation and effectiveness
 - Promotion efforts underway to encourage broad engagement
- **Recruit Nutrition Program**
 - In collaboration with Health Service Systems and Kaiser:
 - Pre-Physical Training Nutrition Talk: Completed January 22, 2025
 - Post-Physical Training Nutrition Talk: Scheduled for May 2025
- **Ergonomics & Injury Prevention**
 - Partnered with Health Service Systems and YMCA to launch a strength and core training class for EMS members
 - Pilot program completed March 2025
 - Follow-up discussions planned to review outcomes and explore expansion to include more members
- **Electronic Health Records (EHR) System**
 - Continued discussions on implementing a new EHR system to improve healthcare documentation and accessibility

Continuous Quality Improvement (CQI)

- **Data and Reporting Needs**
 - Collaborating with IT to identify key data metrics to support decision-making, planning, and trend analysis
- **PDSA Cycle Development**
 - Running PDSA (Plan-Do-Study-Act) cycles to:
 - Test process improvements
 - Evaluate outcomes and effectiveness
 - Support a culture of continuous learning and adaptive problem-solving



Supporting Colleagues Who Use Substances

Have You Ever...

- Known someone who has struggled with addiction?
- Been close to someone facing substance use challenges?
- Worried about a colleague's substance use?
- Had a conversation with a colleague about their drinking or drug use?



If you answered yes to any of these, you are not alone. Substance use and addiction affect people in every profession, including firefighters, EMTs, and paramedics. The high-stress nature of emergency response work - combined with exposure to trauma, physical strain, and cultural norms - puts first responders at increased risk.

Ignoring the problem doesn't make it go away. Instead, we must foster a culture where colleagues feel safe seeking support and receiving effective treatment.

Why Might a First Responder Use Substances?

Substance use is rarely about a lack of willpower - it often stems from deep-rooted life experiences and occupational challenges:

- ✓ Difficult or traumatic early life experiences
- ✓ Genetics (family history of addiction)
- ✓ Exposure to substances at a young age
- ✓ Traumatic job experiences (witnessing death, violence, or suffering)
- ✓ Physical injuries and chronic pain (leading to opioid or alcohol use)
- ✓ Workplace drinking culture and social norms
- ✓ Frequent exposure to intoxicated patients or victims

While occasional use doesn't always lead to addiction, these stressors increase the risk of developing dependence. Recognizing the warning signs early can help you support your colleagues in getting the help they need.

When Does Substance Use Become Addiction?

Substance use turns into addiction when it leads to compulsion, cravings, consequences, loss of control, or withdrawal. Look for these key signs:

- Compulsion - Using even when they don't want to.
- Cravings - Feeling an overwhelming urge to use.
- Consequences - Negative impacts on health, work, or relationships.
- Loss of Control - Inability to cut down despite wanting to.
- Withdrawal - Feeling physically sick without it.



Recognizing these patterns can help prevent addiction from escalating to a crisis.

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Member Spotlight



Chief Dean Crispin
Chief of Department
Member Since: 1990

Chief Crispin, a 34-year veteran of the San Francisco Fire Department, began as a Firefighter EMT in 1990, serving at several of the city's busiest stations. He rose through the ranks, becoming Captain in Chinatown, North Beach, and SoMa, then Battalion Chief for the Downtown and SoMa districts.

He's been honored three times for bravery, including rescues from burning buildings, and once saved a man off duty during a heart attack. As Incident Commander, he's led over 50 major responses and contributed to 9/11 relief. His specialized training includes Hazmat, Heavy and Confined Space Rescue, Scuba, Fire Investigation, and Wildland Firefighting.

A San Francisco native and son of a retired SFFD Captain, he's a proud father of two, co-led the Racial Equity Action Plan, and volunteers annually with the Local 798 Toy Program.

Get to know Chief Crispin...

Best Thing I Ever Ate: Abalone

My Healthy Habit: A walk in the morning

My Guilty Pleasure: Chocolate

My Favorite Exercise: Handball

Top of My Bucket List: Surf around the world

Career Advice: Be true to yourself

What Helps Me Unwind: Baseball game

My Greatest Accomplishment: My two boys

What Motivates Me: My Mom and Dad

Breaking the Stereotype: What Addiction Really Looks Like

Forget the outdated image of addiction. It's not just homelessness or reckless partying - it can affect anyone, including:

- ✓ A dedicated first responder and parent
- ✓ A colleague with declining work performance
- ✓ Someone taking more sick days than usual
- ✓ A coworker with unexplained injuries
- ✓ A peer increasingly relying on prescription medications
- ✓ A spouse or partner concerned about their drinking



The signs are often subtle, and many struggle in silence. The sooner we start open, nonjudgmental conversations, the sooner we can help without shame or stigma.

Barriers to Treatment: Why Many Don't Seek Help

Even when someone knows they need help, actually getting it is another challenge:



- Only 1 in 4 people who need treatment actually receive it.
- 95% of those who don't seek treatment believe they don't need it.
- 4% recognize they need help but don't take action.
- Only 1% actively seek treatment but face access barriers.

As first responders, you are trained to help others - but you are often the last to ask for help yourselves. It's time to change that. Addiction is a medical condition, not a moral failing, and effective treatment is available.

Recovery is Possible - Let's Help Each Other Get There

There's no single path to recovery. What works for one person may not work for another. Available options include:

- ✓ 12-step programs (AA, NA, Smart Recovery, Refuge Recovery, Life Ring)
- ✓ Residential treatment (especially for severe withdrawal or crisis situations)
- ✓ Therapy (critical for PTSD and underlying mental health issues)
- ✓ Medication-Assisted Treatment (MAT) - A highly effective, evidence-based option

Medications That Help

For Alcohol Use Disorder:

- **Naltrexone** - Reduces cravings (daily pill or monthly shot)
- **Acamprosate** - Helps with withdrawal symptoms
- **Gabapentin** - Reduces anxiety and alcohol cravings

For Opioid Use Disorder:

- **Buprenorphine** - A non-sedating medication that blocks cravings
- **Methadone** - A long-acting opioid that prevents withdrawal



FACT: The only treatments scientifically proven to reduce opioid overdose risk are methadone and **buprenorphine**. However, methadone is not suitable for our department members. Detox alone does not lower the risk.

*Many first responders can take these medications while continuing to work as long as they do not cause sedation or interfere with job performance.

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Breaking the Stigma Saves Lives

When we reduce stigma, people feel safer speaking up. When they speak up, they're more likely to seek treatment. And when they seek treatment, they have a better chance at recovery.

How You Can Help

- Be aware of the signs - Know what to look for.
- Start the conversation - Support, don't shame.
- Offer resources - Encourage treatment options.
- Lead with empathy - Addiction is treatable, and recovery is possible.



You have each other's backs on calls - let's have each other's backs in life, too. If you or a colleague is struggling, don't wait. Help is available.

If you or someone you know is struggling, please reach out - support is available. Resources include your private health insurance, the Behavioral Health Unit (BHU), the Employee Assistance Program (EAP), and the SFFD Office of Employee Health (OEH).

This article is based on Dr. Hannah Snyder's talk at the Battalion Chief Academy in January 2025.



About Dr. Hannah Snyder

Dr. Hannah Snyder is a board-certified family medicine and addiction medicine specialist. She serves as the Medical Director of the Bridge Clinic and is an Associate Professor at UCSF. Dr. Snyder specializes in helping individuals navigate substance use disorders and increasing access to addiction treatment.



Reminder: Annual Wellness Exam Program

As part of our ongoing commitment to your health and well-being, we'd like to remind you about the Department's Annual Wellness Exam Program. In collaboration with the Health Safety and Wellness Division and the Office of Employee Health, and with approval from Local 798, this initiative helps you prioritize your health and maintain peak performance.

Here's what you need to know:

- **What's New?** Starting January 1st, 2025, every member will have the opportunity to visit their Primary Care Provider (PCP) for a wellness exam each year.
- **When?** Members will have one year from the start date to complete their wellness exam with their PCP.
- **Privacy Matters:** Your personal health information will remain confidential with your PCP. The Office of Employee Health (OEH) will only require a signed PCP's Statement confirming your evaluation.
- **Need More Info?** For more details, please refer to the Policy.

We're excited to support you in achieving better health and well-being through this program.



Introduction Video

Scan to view a brief video introducing the Annual Wellness Exam Program



PCP Letter & Statement

Scan to download the Letter to Your PCP and PCP's Statement



Let's get cooking



Weeknight Vegetarian Chili

This simple, healthy weeknight meal requires very little prep and comes together in just 30 minutes. Feel free to get creative with your toppings and make the dish your own. Best of all, you won't miss the meat!

- 1.5 tbsp olive oil
- 1 large yellow onion, finely chopped
- 4-6 garlic cloves, minced
- 2 medium jalapeños (optional)
- 1 cup celery, chopped
- 1 red pepper, diced
- 1 cup frozen corn
- 1 28oz can of diced tomatoes
- 1 cup vegetable broth
- 6 tbsp tomato paste
- 1 14oz can black beans, drained & rinsed
- 1 14oz can pinto beans, drained and rinsed
- 2 tbsp chili powder
- 2 tsp cumin powder
- 1 tsp dried oregano
- 1 tsp salt
- ¼ tsp cayenne (optional)

Toppings:

- Avocado
- Shredded mexican cheese blend
- Greek yogurt or sour cream
- Cilantro
- Green onions
- Lime
- Your favorite hot sauce
- Whole Grain Tortilla Chips (for scooping & dipping!)

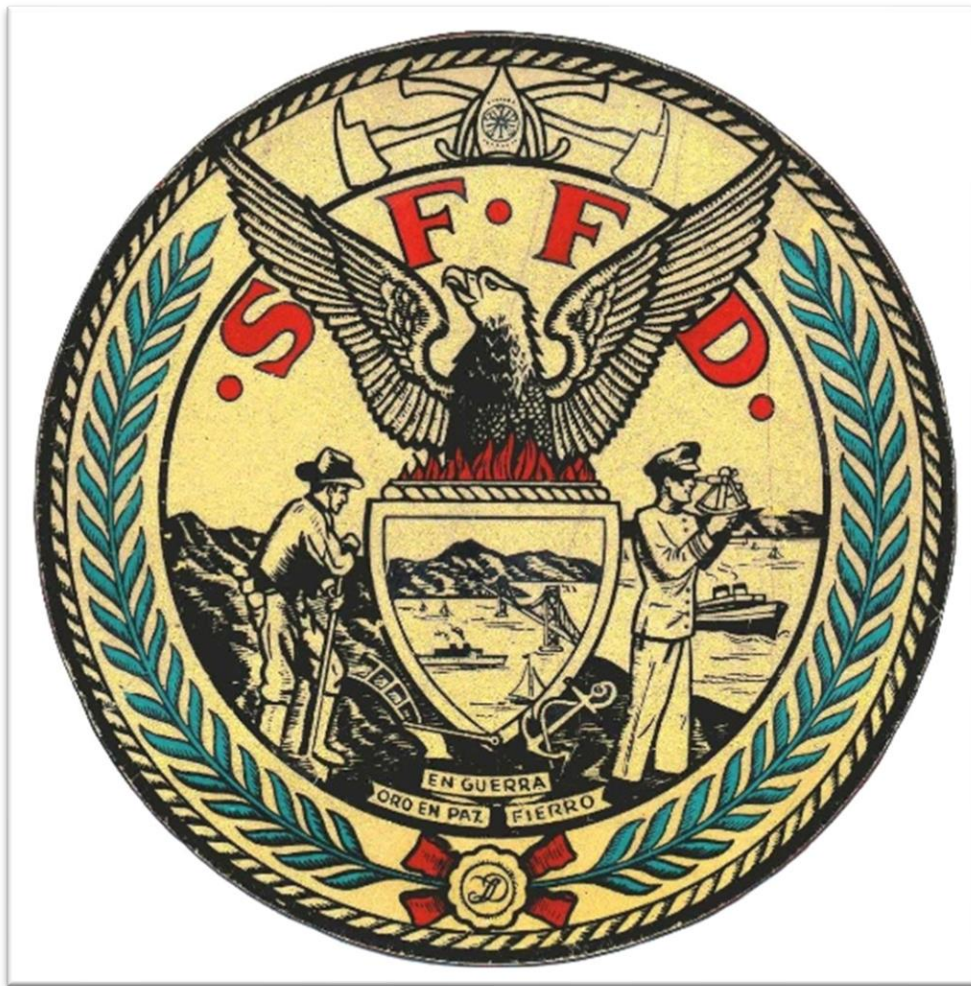
Prep Time: 15 minutes
Cook Time: 30 minutes
Serves 4-6

1. In a large pot, sauté the onion and garlic in the olive oil over medium heat for 5 minutes.
2. Add the jalapeños, celery, red pepper and corn. Continue cooking for another 5 minutes.
3. Add the canned tomatoes (with their juices), broth, and tomato paste. Stir to combine and increase heat to medium-high.
4. Add the drained & rinsed beans along with your spice mixture (chili powder, cumin, oregano, salt & cayenne). Continue cooking for 10-15 minutes until thickened. Taste and adjust your seasonings.
5. Serve with your choice of toppings!

*It's so delicious you probably won't have any leftovers, but if you do, they store well in the freezer for several months.

Want more delicious recipes? Be sure to check out the Lighthouse App, where you'll find a variety of tasty dishes to inspire your next meal!

Research and Planning

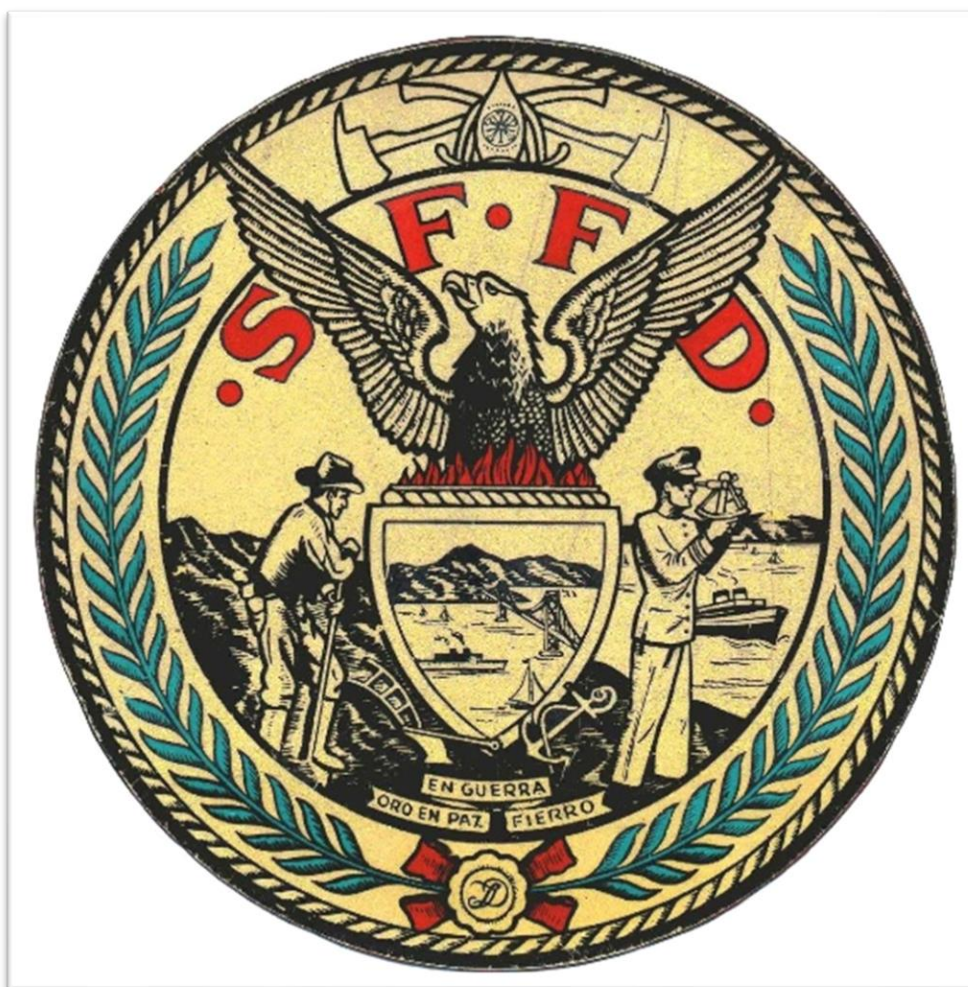


Research and Planning (Assignment Office)
Captain Matthew Balzarini

List of recent activities in the Assignment office for **April 2025**

1. Assignment Office is working with the EMS Division and Community Paramedicine for on-going staffing and scheduling.
2. Assignment changes for Fire Suppression, all ranks. For staffing and promotions.
3. Vacation Relief (VR) moves
4. Promotional and separation entries in HRMS.
5. Ongoing work with Fire Prevention and Fire Investigation on staffing and scheduling.
6. Working with Airport Division for staffing.
7. Ongoing work with Fire Payroll for discrepancies every pay period.
8. Ongoing work with the Office of Employee Health with placement of members on Temporary Modified Duty.
9. Working with Homeland Security for the staffing of special events.
10. Preparing for Movement of 133rd, 134th and 135th Academy Classes.
11. The EMS WDO-In-Advance continues per General Order 20 A-08. In accordance with the policy, pre-hiring 75% of open ambulance shifts seven days in advance.
12. Continue WDO-In-Advance Policy for Suppression members, General Order 21A-64. Pre-hiring 50% of shortage seven days in advance on Saturday and Sunday only.
13. Continue Mandatory Credit given WDOs for weekends to increase voluntary WDOs.

Investigative Services Bureau



***Investigative Services Bureau
Captain Colin Carter
April 2025***

Fireboat/Energetix DOT Testing Program

- Fireboat / Engineer testing is now under the random testing program and the names are added to the draw pool daily from Datco Services.

Random Alcohol and Drug Testing Program

- The Random Alcohol and Drug Testing Program was compliant for the month of April. Monthly checks of testing equipment / inventory completed for ISB 1&2, AP, D2, D3, and MD office.
- ISB equipment & supplies at sufficient levels.
- Continued to monitor last chance agreements and testing as outlined in agreements.

Conditional Offer, Promotional and End-of-Probation Alcohol and Drug Testing Program

- Fifteen (15) members participated in pre-employment, promotional, and end of probation alcohol and drug testing with the Dr. office. Six (6) DOJ LiveScan were also completed.

Post Accident Investigations

- Investigative Services conducted 5 (five) post-accident investigations in April. 5 (five) members tested (One FP, three ambulance, one QRV). D3 conducted 1 (one) Engine company post-accident test. Six (6) post-accident tests in total.

California Driver Licenses (CDL)

- Cpt Carter continued to monitor all dept. members' driver licenses via CA DMV Pull Notifications. One (1) member required to do a Change of License Status with the department due to notification from the DMV.
- ISB continued driver license audits. Added new employees into DMV system and removed employees no longer employed by SFFD.
- ISB office continued to update all members' licenses and DL546 health questionnaires forms in HRMS. Forty (40) CDLs updated/renewed in April.

Background Investigations

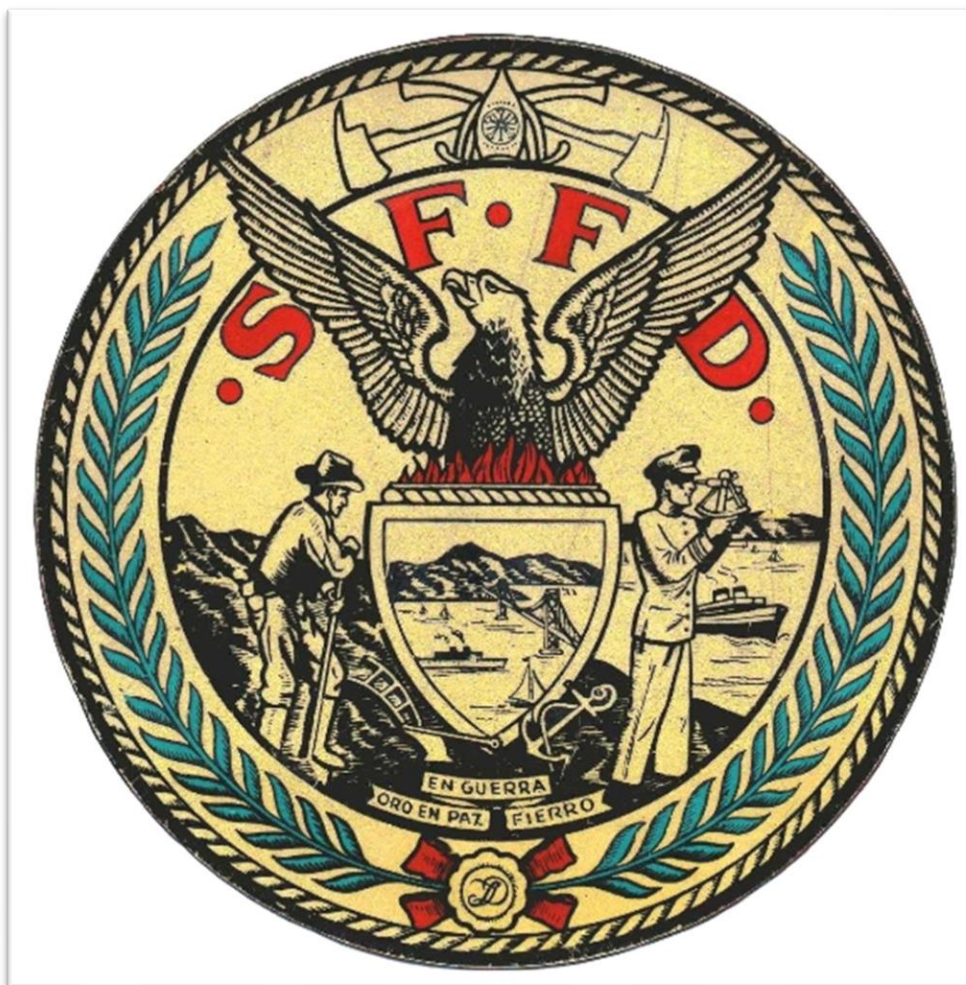
- Cpt Carter finished the H3 (Station 49) Level 1 (class 27) and Level 2 (class 13) academy background investigations at the end of February. 26 candidates went through an in-depth background check.
- In April, ten (10) additional candidates were added for this academy and backgrounds on these candidates were completed. 20 candidates to begin the EMS Academy (class 27/13) beginning May 5th.

- Intake interviews began for the 136th H2 academy. 36 candidates completed these intakes in April. ISB will be doing in-depth background investigations on all 36 candidates, to be completed in May.

Other Business

- Cpt Carter and Therapy K-9 Clifford visited members at 1011 Turk St. (dispatch) on 4/14 in recognition of Dispatcher week.

Support Services



***Support Services – ADC Michael Mullin
April 2025***

FACILITY MAINTENANCE & PLANNING (June Waechtler, SFFD)

- A total of 102 requests for service were initiated and 112 service orders were completed and closed out in April.

PLUMBING

- Seventeen service calls were placed to resolve minor plumbing issues (faucet, toilet, urinal repairs; clogged sinks, shower drains) in the month of April. No sewage backups were reported during this month.

HVAC/HEATING/BOILER

FS 13: SO #2154832. ESTIMATE RECEIVED for Furnace/Forced air units in dorm; price also includes replacing exiting ductwork: preliminary estimate is \$80,000. Awaiting formal ESTIMATE from DPW/BBR. DPW's Steamfitters made a temporary repair, however 2/4 zones have bad heat exchangers and gas is locked out. Unit is working with temporary repair in place. Received estimate for \$104,888.00. Quote approved by Support Services. Waiting for labor availability and funding transfer. DPW Steamfitters are reviewing system operations of new units at St 26 then they will replicate system for St 13 as per discussion with Support Service's Assistant Deputy Chief and Stationary Engineer. Still discussing which units to purchase with SFFD Stationary Engineer. Waiting for equipment to be approved by Support Services. Steamfitters also propose surveying the electrical panel as discussed with SFFD. Waiting for labor. Equipment has been ordered from Norman S. Wright. As of 10/8/24, Steamfitters are waiting on a PO for the new equipment. The equipment is due to arrive week of December 2, 2024. After inspection, work will be scheduled to commence. Work has started on the furnace replacement. Gas piping has been capped off for demolition. A new thermostat wire is needed to operate new units; conduits and junction boxes have been traced to pull new wires. New wire has been pulled throughout dorm. Four new furnace units are set in place. Gas will be piped after ductwork is complete. Gas piping is complete. Power and controls to the 2 fan units are complete. Flue piping on furnace is scheduled to be completed 2nd week in March. Start up of new units will take 3rd week in March. Status Update: Sheet metal materials were delayed. The installation will take place 4/9-4/10. Units will start the day after sheet metal is complete.

FS 17: Boiler replacement estimate is being revised by DPW Steamfitters for consideration. Status Update: Estimate was submitted to SFFD in March. SO# 2484755.

FS 22: Re-circ pumps need to be replaced. DPW Steamfitters to conduct walk through with Support Services then provide estimate for re-pipe. Moving forward with estimate for re pipe. SO # 2314145 was submitted to SFFD for approval to re-pipe boiler. Waiting on Client approval. SFFD approved scope of work to be performed. Re-piping material estimate has been submitted to DPW's Purchasing Department. ETA for equipment and material week of 2/17/25. Currently making improvements on re-piping the mechanical room to include new pumps and a new caleffi hydraulic separator. Installation is complete. Status Update: System operation is being observed, and temps are being adjusted to system design.

FS 23: Heater in Officer's Room needs to be replaced including new t-stats, on-off switch. Drying Room needs new heater and exhaust fan. Modifying controls to include timer and on/off switch in or outside the Drying Room. Waiting for a quote from DPW's Steamfitters Shop for two heaters, one exhaust fan and the necessary control work. Quote received from DPW, in for ADC of Support Service's review. ADC of Support Services requested that a quote be provided just for the fan coil replacement. Steamfitters propose to modify the existing estimate and resend mid-July. SO # 2115449 was submitted to SFFD for the Officers Room heater replacement. Waiting on Client approval. Approved by SFFD. A unit heater has been ordered. Status Update: Unit is expected to arrive week of 4/18.

FS 29: SO #2249790 Heating system is down. Noted that the pumps here on this system are frequently replaced. Steamfitters are recommending re-pipe unit similar to FS 12. Waiting on Client approval. SFFD approved scope of work to be performed. The material estimate has been submitted to DPW's Purchasing Department. Status Update: Waiting for material and labor.

FS 37: RADIATORS It was discovered that 17 radiators need new valves to control on/off. Nine units do not work. Waiting for the proposal to change out all valves. The Drying Room Heater needs a 3-way valve and an outdoor air override that needs to be installed. Proposing two men to take nine days, plus \$3500 in parts. The heat is on in the Station and the new program settings are adequate to get through the winter. Work will need to be done when they are permitted to shut boiler down for a few days. Waiting for a formal quote to be sent to ADC Support Services to sign off. Status Update: Deferred by SFFD, however DPW will be submitting a new estimate for the boiler work.

FS 38: Drying Room pump has failed. A new drying room pump has been ordered for replacement. Status Update: Job Completed.

FS 41: SO #2155508. Boiler controls proposal. Received revised quote from DPW Steamfitters \$23,559.83. Approved by Support Services. Order of new relays and wire has arrived; DPW will schedule labor to replace contactors and relays in the control panel. Status Update: Work is scheduled to start on the boiler controls mid-October, including new pump contactors and relays. Status Update: System needs new expansion tank and PRV. Boiler is working; new parts will prolong the life of pump and boiler. Anticipate that the new parts will run approximately \$3,000; 32 hours of labor needed for installation. Waiting for client approval. SFFD approved scope of work to be performed. Parts estimate has been submitted to DPW's Purchasing Department. PRV and new expansion tank have been installed. Status Update: Job complete.

CEMENT/ASPHALT

No major cement/asphalt issues were reported.

EXHAUST EXTRACTORS

For April, FS 15 reported an issue with their equipment; the unit was repaired and returned to service.

GLASS/WINDOWS/SCREENS

No major glass/window/screens issues were reported.

CARPENTRY

Solicited estimates to replace outdated appliances, cabinetry, flooring and tile at the Chief's Residence. Purchase orders issued to vendors; work has commenced. Status Update: Work completed.

ELECTRICAL

No major electrical issues were reported.

LANDSCAPING

No major landscaping issues were reported.

E.S.E.R.—Emergency Firefighting Water System (EFWS), SFPUC, April 2025

- 2000 Marin EFWS Expansion – Construction continued to extend the EFWS along Marin Street from an existing 12-inch along Evans Avenue.
- Clarendon Supply EFWS Pipeline – Construction reached substantial completion January 2024. Continued to address closeout items, expected final completion by Fall 2025.
- Fireboat Manifolds – Planning for new pipeline and fireboat manifold near Fort Mason Pier 2 and Pier 33.5 for fire suppression continued. Design for a new fireboat manifold at Mission Bay Ferry Landing continued.
 - Fort Mason Conceptual Engineering Report (CER) kicked off on 4/23/2025.
 - Pier 33.5 preliminary Alternative Analysis Report (AAR): Project team continued evaluations to address stakeholders' review comments.
 - Mission Bay Ferry Landing Design: Exploring the addition of hard pipe along fixed pier to meet SFFD operation need. Design progressing to 95%.
- Potable Emergency Firefighting Water System (PEFWS) project – Continued design for Contract A (42-inch from Lake Merced Pump Station to Sloat Blvd/19th Ave) and Contract B (36-inch from Vicente Street / 23rd Ave to 42nd Ave / Lawton St.). Continued planning for Contract C (24-inch 42nd Ave / Lawton St. to Cabrillo St / 23rd Ave) and D (24-inch 43rd Ave to California St / 20th Ave) Conceptual Engineering Report (CER).
- Street Valve Motorization at Evans and Napoleon – Continued construction to replace and modernize an existing 12-inch pressure valve with a new ball valve. This also serves as a pilot project for the PEFWS Pipeline.

E.S.E.R. BOND 2010 NFS – Updates through April 2025

Additional Focused Scope Program (Michael Rossetto, San Francisco Public Works):

Emergency Generators:

- **Fire Station 14** – Moved to ESER 2014 section

E.S.E.R. BOND 2014 NFS – Updates through April 2025

Seismic Improvement Program (Magdalena Ryor, San Francisco Public Works):

- **Fireboat Station 35 (\$50.5M)** – Certificate of Final Completion was issued on November 11, 2022.
[M. Rossetto] FS35 Security Gate Enhancement:

- 1/6/25. The contractor mobilized on Monday Jan 6, 2025.
- The SFFD requested change PCO 1,2,3 - (per RFI's 2 & 3) are in process: Added horizontal bars at/adjacent to (4) gates and additional pickets to close the gap at top of fence and gates. BCDC approved the additional work on 1/23/25. The Port permit revision was issued on 4/3/25. Cost & schedule extension have been reviewed & approved. Base scope is complete. Contractor to complete the added scope in May.



Focused Scope Program (Michael Rossetto, San Francisco Public Works):

Total Funding allocated for the Focused Scope Program is \$21,407,279, approved by SFFD on 8/17/17. Work is complete in 8 of 9 of the Focused Scope categories comprising Roofing, Apparatus Bay Door Replacements, Exterior Envelope Improvements, Windows, Showers, HVAC/Mechanical, Sidewalk/Slabs, and Security Access Control. Work continues to progress through the last scope category, Generator Replacements.

Emergency Generators:

- **FS 2** – Scope of work: replace existing rooftop generator set, structurally strengthen roof structure to support new fuel tank with capacity for 72-hour run time and provide new fuel fill port and piping to generator.
This project is complete.
- **FS 19** – Scope of work: replace existing generator at grade and replace main electrical panel.
 - The generator lead time has increased. The manufacturer now reports a delivery date of April 2025.
 - 11/27/24: DPW-BUF tree removal & general pruning of trees adjacent to the emergency generator was completed in Dec 2024. Revision of generator enclosure to A-Frame design completed by BOA.
 - The generator load bank lead time has increased. The manufacturer now reports a delivery date of November 2025, or later. However, deletion of the load bank is being considered which would eliminate approximately 6 months of delay. SFFD has opted to retain the load bank.

- **FS 14** – Scope of work: replacement of existing generator with new rooftop generator, new subgrade fuel fill port at the sidewalk in front of the station, and new fuel piping from sidewalk to generator.
 - DPW-BOA has been approved to re-initiate the project with a concepts phase to validate changing the generator from a rooftop to a ground-mounted location that will be fuel-filled by hand in lieu of piped.
 - 10/25/24: A pre-application meeting was held with Fire Prevention to discuss the redesign concept with the Fire Marshal. 10/31/24: BOA delivered pre-app. meeting minutes which were approved by Chief Harold. BOA will begin composing AB-005 for the redesign proposal.
 - 1/23/25: NTP for design issued to the electrical engineer (GHD). BOA will produce 50% revised design documents in late March 2025.
 - 04/08/25: BOA has completed 50% revised design documents and associated reviews. 95% permit set documentation is expected in May 2025.

Exterior Envelope:

- **Package 1 (FS 8, 20, 23, 29)** – FS 8, 20, and 29 are complete; On 1/15/21, SFFD requested a hold on FS 23 painting due to other priorities.
- **Package 2 (FS 24, 34)** – This project remains on HOLD initially placed at the request of Capital Planning in order to provide supplemental funding to the Police TC&FSD project. It is now expected that those funds will be returned to the SFFD for allocation to a priority project, possibly FS24 and/or FS34.
- **FS 17 & 31** Exterior Envelopes were requested as new projects by SFFD in August 2023, both as lower priorities. These were approved by the Capital Planning Committee for use of ESER 2014 interest. A waterproofing consultant is recommended to determine corrective measures and potential costs.

Miscellaneous:

FS35 Security Fence Enhancements, FS17 Boiler Replacement & FS 29 Apparatus Bay Door Replacement were requested as new projects by SFFD in August 2023. These are ranked as the highest priority (most urgent) projects after the Network Modernization project.

- **FS 35** – See Fireboat Station 35 description.
- **FS 17** – Boiler Replacement ON HOLD per SFFD 12/12/23 email.
- **FS 29** – Apparatus Bay Door Replacement: completed and is in close-out
- **DOT/FS 7** Railings: completed and in close-out

Network Modernization Project (Michael Rossetto, San Francisco Public Works):

- 4/28/25: Except for station 51, all DPW scope has been completed. Electrical inspections have been completed on Rings 1-6. The remaining rings to follow. DPW completed punch list walks with the contractor & corrective measures to follow in May.

- Station 51 is under the jurisdiction of The Presidio Trust. The building permit review is delayed due to a revision needed for an MOU between the Trust and SFFD. DT has deferred delivery of fiber to the station, but SFFD has requested completion of the scope managed by DPW. SFFD has contacted a CAT to coordinate the Agreement modification required by the Trust.

E.S.E.R. BOND 2020 NFS – Updates through April 2025

Division of Training – Formerly “Fire Training Facility” (Scott Moran, San Francisco Public Works)



Civic Design Review Ph. 2 Rendering, DLR Group, 4/21/25

Budget: \$275M

Phase: Design (Design Development)

Schedule:

- Estimated Start of Construction – Fall 2025
- Estimated Substantial Completion – Fall 2028

Highlights:

- Planning is finalizing the CEQA Addendum, which is expected to be finalized in May 2025.
- Phase 2 Civic Design Review with the San Francisco Arts Commission occurred on 4/21/25 and the project received a unanimous approval.
- Construction Documents phase of design was approved to begin on 4/28/25.
- Swinerton Builders was given Notice to Proceed with pre-construction services as the CMGC for the project on 4/28/25.
- Key Project Entitlements Timeline:
 - CEQA Addendum – target completion May 2025
 - SF Public Utilities Commission Memorandum of Understanding regarding existing underground wastewater infrastructure – target completion May 2025

- Board of Supervisors introduction of legislation for Planning Code Map Amendments and Street Vacations –targeting May or June 2025
- Planning Commission Approvals for Planning Code Map Amendments (zoning & bulk/height changes) –targeting June or July 2025
- Board of Supervisors approval of Planning Code Map Amendments and Street Vacations – targeting July or September 2025.

Fire Station 7 Replacement (San Francisco Public Works)

Budget: Expected budget of the Fire Training Facility does not create funding opportunity for the FS 7 project

Phase: N/A

Schedule: N/A

Highlights: N/A

P.H.S. BOND 2016 NFS – Updates through April 2025

The total funding allocated for Neighborhood Fire Stations is \$9.1M.

Seismic Improvement Program (Michael Rossetto, San Francisco Public Works):

Hose Tower Removal & Roofing (FS 6, 11, 12, 21, 38) – Complete.

Hose Tower Removal & Replacement (FS 15)

December 2023 JOC fee proposal was received and is in excess of the \$1M threshold. Design-bid-build will be pursued, adding approximately 6 months to the start of construction. SFFD has requested minor design changes with the addition of electrical outlets and a ship's ladder in lieu of a vertical ladder to the roof. BOA has met with SFFD to review design changes. An on-site meeting occurred with the radio Shop to determine replacement of antennas currently mounted on the existing tower. BOA will revise the drawings for final draft review with SFFD. BOA is producing fee proposal inclusive of structural and electrical for the SFFD requested changes.

- 11/27/24: Pre-Bid Phase - BOA (Vito V) to have final signed drawings as of 12/2/24. Vito re-sending 2022 QAQC forms to Reg. Affairs and SAR for their review and sign off.
- Pre-bid preparations underway at DPW PCS.

Focused Scope Program (Michael Rossetto, San Francisco Public Works):

Emergency Generators:

• FS 37 & 44:

- On-site construction activity began the week of April 22, 2024.
- Load bank delay from manufacturer until August 2024. The generators are at a Stockton facility waiting for load bank installation prior to site delivery.
- As of March 2025, fuel oil piping scope is nearing completion.
- 3/30/25: Substantial Completion. Testing and inspections remain to be performed.

• FS 18:

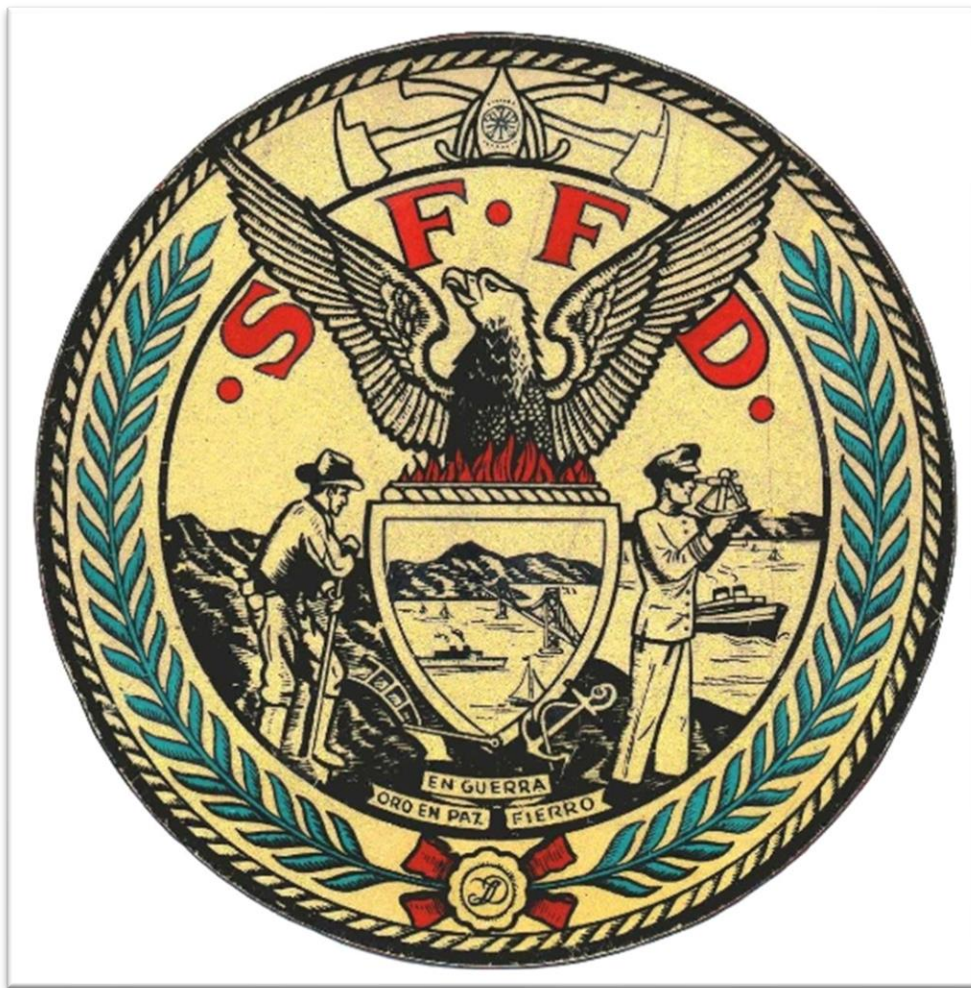
- 12/2/24: J56-14.0 NTP Date is 07/22/24. Duration is 600 Calendar Days. Completion Date 3/13/26. In submittal review & approval phase. Generator lead times pushed out to

April 2025 delivery, but similar load bank delays seen at FS 19 will increase the lead time by approximately 6-7 months.

DEPARTMENT ENGINEERING (Stationary Engineer Avo Sarkissian, SFFD)

- Ongoing and routine maintenance at Fire Stations, HQ and ADF.
- Funds have been transferred to SFWD for replacing HQ main water back flow device. No date has been set for installation.
- HQ Elevator modernization quote was submitted to CFO for viewing.
- Station 17 Boiler replacement cost proposal from outside vendor was received and forwarded to ADC's.
- DPW steamfitters have begun replacing the HVAC units for Station 13 work has been completed.
- We are getting a proposal to mitigate water intrusion on an exterior wall at Station 31. PO has been issued; we are coordinating access with neighbors.

Earthquake Safety and Emergency Response (ESER) Bond



Earthquake Safety and Emergency Response (ESER) Bond
Assistant Deputy Chief Garreth Miller
April 2025

New SFFD DOT Development

- A full construction estimate based on the 100% Design Development package was completed and the team is proceeding with construction documents
- The Civic Design Review Committee provided phase II approval of the design
- CM/GC Kickoff meeting occurred 4/30/25
- Public Works reports that actual spending on the project increased from \$13,143,360 to \$13,741,193.

Water Supply

- SFFD continued bi-weekly meetings with the San Francisco Public Utilities Commission and their consultants planning for the Potable Emergency Firefighting Water System
- SFFD met with SF Port, SFPUC and Public Works in planning meetings for the Mission Bay Ferry Landing Fireboat Manifold – SFFD has requested that hard pipe be included on the fixed portion of the pier to reduce the amount of hose that must be deployed to use the manifold
- Planned and obtained a permit for the May 12, 5" Hose Drill in Golden Gate Park
- SFFD Transported the Civil Grand Jury to Fire Station 35, Pump Station 2 and Twin Peaks Reservoir. SFFD and SFPUC personnel explained the functions of the Emergency Firefighting Water System

Fire Station 35 Security Fence Improvements

- Work to be completed in May

Station 49

- The contractor has engaged their insurance company to remedy the degraded finish on the cord reels

Network Modernization Project

- Installation of outside fiber optic cable and internal wiring is ongoing
- SFFD IT personnel are transferring completed stations to the new network
- Project completion is planned for December of 2025

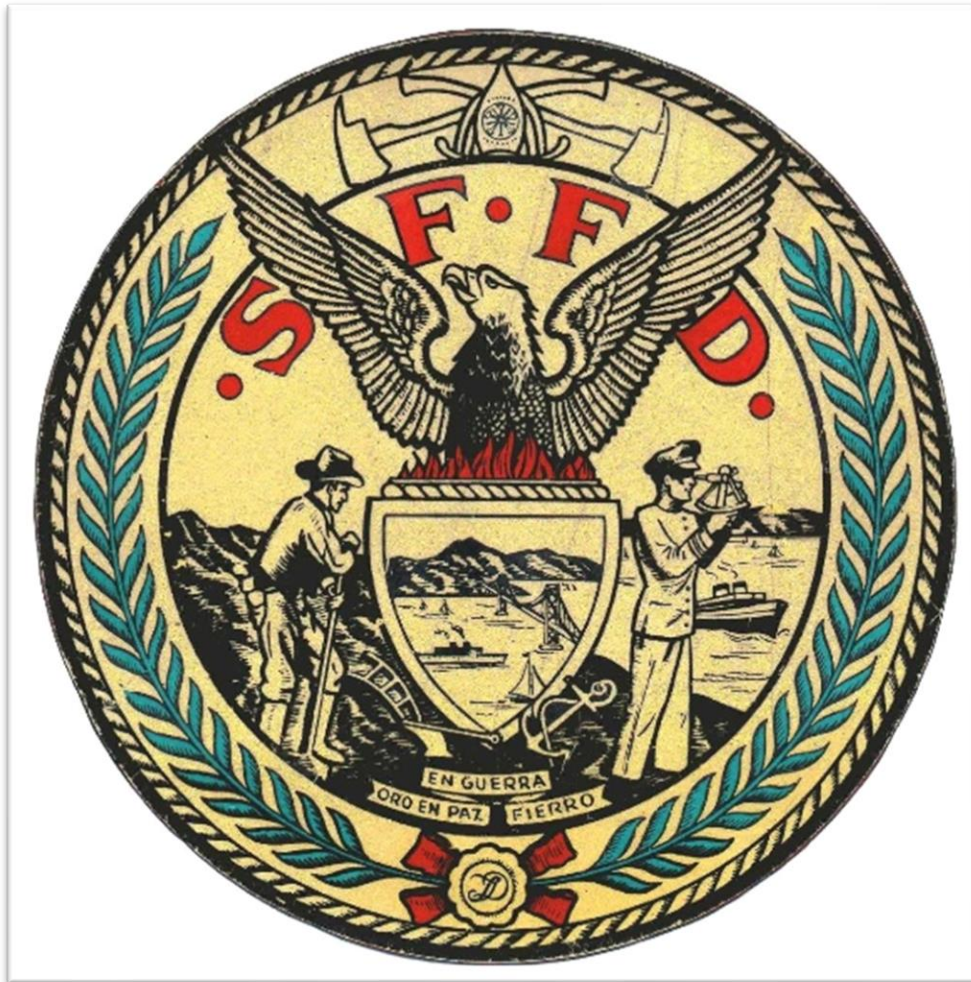
Neighborhood Fire Stations

- FS 37 and 44 – Substantially complete – Punchlist items remain
- FS 19 and 18 generator replacements delayed 5-9 months in procurement
- Station 15 Hose Tower Removal/Replacement - Bid documents due in May

FY24 Roofing Program

- Fire Station 9 Roof Replacement- A valid bid has been received, Public Works is budgeting \$743k for this project

Human Resources



Human Resources
Maryann Poon
April 2025

Reporting the following TEMPORARY EXEMPT appointment effective April 28, 2025:

9910 Public Service Trainee

Abozaid, Abdulraheem A (vice: Francisco Dominguez Torres)
Chavez, Javier (vice: Dyaer Robinson)
Gee, Matthew R. (vice: Enrique Kuan-Leypon)
Harris, Amiyah R. (vice: Alexandra Gunn)
Lopez, Brandon J. (vice: Vincent Tam)
Muhammad, Aminah R. (vice: Karen Morales)
Redd, Alina S. (vice: Olawale Ajala)
Uche, Chimsimdi J. (vice: Seuolotoi Ufau)
Wong, Jordan C. (vice: Santiago Alvarez)
Zermeno, Carlos Alfonso (vice: Kelby Shortridge)

Reporting the following PERMANENT PROBATIONARY appointment effective May 5, 2025:

H-3 Level 1 EMT

Balingit Jr., Christopher E. (vice: Darryl Brewster Jr.)
Banejad, Mateen A. (vice: Christopher A Thorp)
Cooper, Gerry L. (vice: Christopher J Heuerman)
Dominguez Torres, Francisco (vice: Kevin A Klyse)
Duran, Angel B. (vice: Sean B Andrews)
Gribb, Parker S. (vice: Scott A Wagness)
Jacques, Luis J. (vice: Kevin Lew)
Jimenez Romero, Juan Pablo (vice: Mark R Slimick)
Labay-Abuan, Aulryely M. (vice: Oscar Cabrera)
McCombs-Byrne, Isabella J. (vice: Connor G Hartley)
Mendez, Keith A. (vice: Charles Hardiman)
Reiss, Tegan D. (vice: Jennifer Warren)
Reyes, Joseph Ryan G. (vice: Robert Recendez)
Tejeda Temores, Jorge A. (vice: Matthew L Bean)
Wright, Angel M. (vice: Shannon Stabile)
Wright, Jesse A. (vice: Laura K Nave)
Young, Zachary J. (vice: Matthew T Bowdish)

Reporting the following PERMANENT PROBATIONARY appointment effective May 14, 2025:

H-40 Battalion Chief

Triplitt, Cantrez M (vice: Darius Luttrupp)
Choy, Arnold M (vice: Zachary Pumphrey)

Retirements

Communication received from Retirement Board indicating the following members have retired:

<i>Name</i>	<i>Rank</i>	<i>Retirement Date</i>
Chu, Edward	H30	April 25, 2025
Cupido, Ronald L	H4	April 26, 2025
Grinton, Kimberly A	H4	April 26, 2025
Jeffrey, Christian S	H2	March 29, 2025
Kelly, Laura	H24	April 11, 2025
Krieger, Aisha E	H40	May 3, 2025
Labrado, Edward	H24	March 29, 2025
Mangiola, Paul	H20	May 3, 2025
Pumphrey, Zachary W	H40	April 19, 2025
Simmons, Jason	H20	May 8, 2025

Separations

<i>No. of Members</i>	<i>Rank</i>
1	H2 Firefighter
1	H3 EMT/Firefighter/Paramedic
1	H110 Marine Engineer of Fire Boats
1	9910 EMT Trainee

Human Resources
Lucy Chu
April 2025

Leaves of Absence with Pay

Submitting requests for leaves of absence with pay for the time period from September 2025 through July 2025 for the following:

<i>No. of Members</i>	<i>Rank</i>	<i>Total Amount of Leave (Days)</i>
2	H33 Rescue Captain	15
2	H30 Captain	66
1	BFP/I Officer	49
2	H20 Lieutenant	4
6	H3 EMT/PM/FF PM	69
20	H2 Firefighter	136
1	Civilian	10
	Total Number of Days with Pay	349

Intermittent Leaves with Pay

Submitting requests for intermittent leaves with pay for the time period from February 3, 2025 through July 9, 2026 for the following:

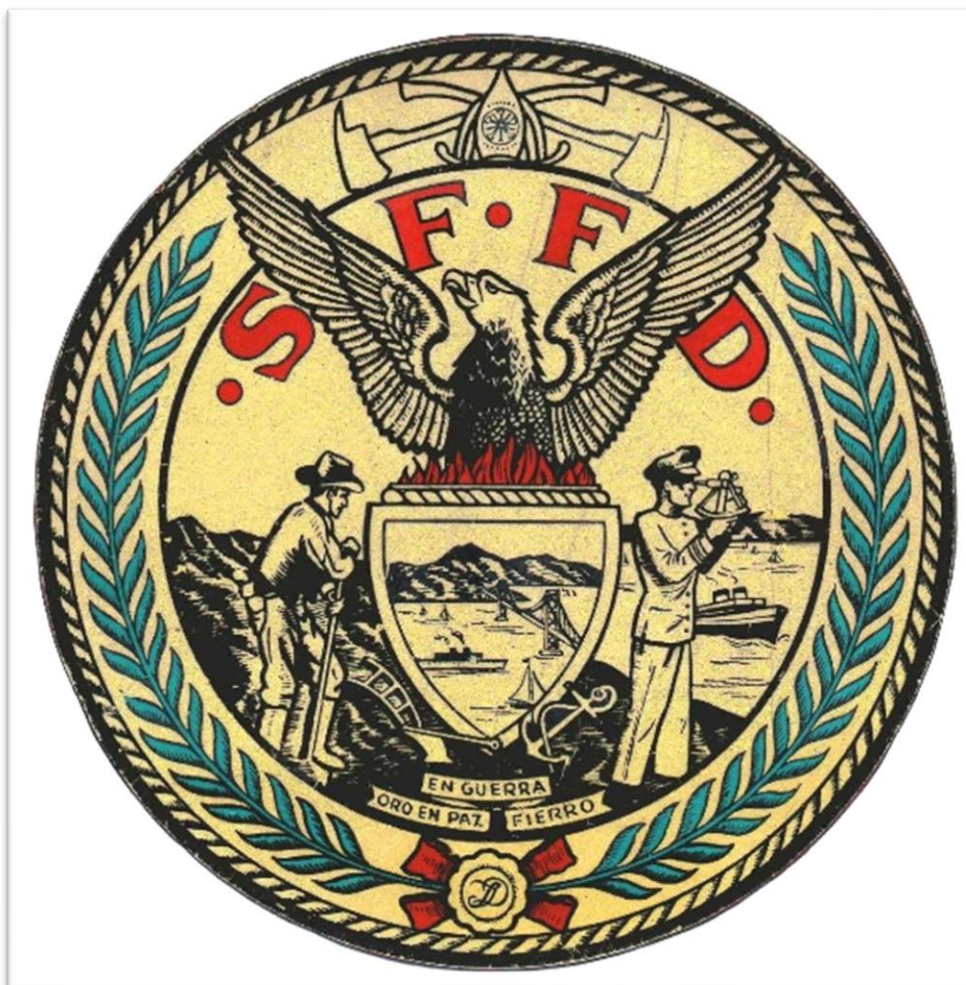
<i>No. of Members</i>	<i>Rank</i>	<i>Dates of Leave</i>	
2	H33 Rescue Captain	Mar. 19, 2025	- Apr. 23, 2026
1	H20 Lieutenant	Feb. 3, 2025	- Feb. 3, 2026
10	H3 EMT/PM/FF PM	Apr. 1, 2025	- Jul. 5, 2026
11	H2 Firefighter	Apr. 1, 2025	- Jul. 9, 2026
1	Civilian	Apr. 28, 2025	- Sept. 30, 2025

Leaves of Absence without Pay

Submitting requests for leaves of absence without pay for the period from April 2025 through April 2025 for the following:

<i>No. of Members</i>	<i>Rank</i>	<i>Total Amount of Leave (Days)</i>
2	H3 EMT/PM/FF PM	3
	Total Number of Days without Pay	3

Public Information Office



***Public Information Officer
Captain Jonathan Baxter, Lieutenant Mariano Elias,
Rescue Captain Samuel Menchaca
April 2025***

April PIO Incidents: 159	Interviews: 129	Events: 90
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Operations:

The PIO office had a busy and productive month in April. The team has been firing on all cylinders, from the cherry blossom parade to a fourth-alarm fire.

The PIO took the lead for messaging and media availability related to the 1906 Earthquake. This yielded coverage on all local networks and was shared with national and international networks as well.

TV and on-camera interviews have been positive and cover many aspects of our department. The PIO is increasing the use of the multi-media Room at Station 04 to provide a consistent professional backdrop for virtual on-site interviews and digital releases.

Social media has been covered and received very positive and supportive feedback. Collaborations between L798, SFF Cancer Foundation, DEM, Board of Supervisors members, and the Mayor's Office. These efforts help to expand our messages on verified social accounts while increasing views related to the great work the SFFD does daily.

PIO Curti-Contreras has been assigned to the PIO on light duty since April 10th. She has been instrumental in completing administrative tasks that enhance public safety and the efficiency of the PIO office. Some of these tasks include completion of the PIO task-book, developing the citywide crises communication shared document, updating the 2025 PIO handbook, establishing agency profile document (spotlight) for media use, and responding to media inquiries as needed.

An after Action report was submitted to CD3 for the PIO involvement at the 4th alarm. This document serves as a tool to evaluate our capabilities and future needs, as well as address issues that may arise during a major incident or event. This will be the standard moving forward for any major incident or Event.

Equipment:

The DJI first-generation Osmo camera is not out of service due to a battery issue, which was inspected at HQ. The device will be recycled. The team is looking into a slat wall for equipment mounting and charging. The estimated cost is \$300 through Granger (department ordering partner).

We await the implementation of card access for the new PIO office and multimedia room at Station 4 and television setups at this location so that the PIO can monitor the media before, during, and after emergencies and disasters. These items have been ordered, but we do not have an estimated installation arrival time (ETA).

On May 2nd, the new DJI camera and PA system were ordered—no ETA for delivery. Currently, the PIO uses an iPhone 13 standard size. All PIO members have mentioned that the device is too small and may require a dual SIM card to prevent outages in the future.

Technology:

We continue to function without a Satellite back up. We have not received an update on Starlink, which would be a welcome addition to our office and our community.

MIS states: "There is a fire station network project currently in the works to update all fire stations so station 4 will be able to accommodate the computers + future expansions, but station 4 isn't up for the upgrade for another year."

The Department Website, specifically the News area, needs attention. A draft rework will be sent to demonstrate a more streamline process to contact Fire PIO.

We still do not have an account with the SF Chronical digital subscription, which was approved in December.

Citizen App updated its Government Safety platform with added tools to assist our office with providing safety information to the public.

Training and Education:

Members of the PIO team continue to pursue training opportunities to advance our ability to serve our community. This month, members participated in numerous drills and an off-site class related to Media Relations. All PIO members also completed weekly daily drills and target solutions.

The PIO team has sent our 2025 PIO task book to CD3 for review. The PIO teams' channel has added additional users of the rank of division chief for picture and document sharing.

PIO5 Curtis-Contreras is now available for field operations.

Classes taken from members:

Baxter: EOC101; SB 43 Elias: NERT Drill; All Hazards Officer; EOC MGT Menchaca: HRT Drill Curtis-Contreras: Crisis Communications

Schorr: PIO Class cancelled due to staffing; EOC MGT canceled due to staffing

Collaborations:

The Menlo Park Fire District is starting a new PIO office and has asked our PIO team to assist with information sharing and job shadowing.

NBC and CBS have reached out to collaborate on monthly topic stories highlighting the great work of SFFD. More information on this will come in the coming months.

Recommendations:

The mobile STARLINK purchase issue is still being processed; this month's events should prioritize addressing this item. City IT stated that they have a few and have a payment plan.

All officers should use the “PIO BRIEFING Tab” on HRMS under the OFFICER tab. This is a fast and easy way to bring attention to the PIO for any incident that may be newsworthy or essential for the command staff or elected officials. A MEMO from the Chief's Office would be required to remind members of this function.

All members should use the PUBLIC EDUCATION tab on HRMS to document any community outreach events. This will help us better gauge the number of these events.

Can we get an update on the TV installation? Can we get an update on the camera and PA system that were approved for purchase?

Can we get an update on the digital SF Chronical digital subscription?

A new larger dual sim card cell phone (our workstation) should be considered for the ON Duty PIO.

replacement options for a reliable PIO buggy should be considered.

April Targeted Outreach

Firework Safety

Close Before You Doze

Escape Plans

Beach Hazard Statement

Opening day post

SSF Fire-Fire Boat event post

Tenderloin Eid Street Fair – Prevention, community engagement, fire and EMS safety High Surf

SFMTA Closures for weekend parades

Fire Safety

Smoke safety

Weather Safety

Airport Safety

Child window safety

Testicular Cancer Awareness Month

Pedestrian Safety

Bicycle Safety

Smoke Alarm Safety

Don't Do Drugs Info

Water Safety

Outdoor Safety

Fire Sprinkler Awareness Week X Post

Dispatch Appreciation Week

Escape Planning

Earthquake Safety

Disaster preparedness

Community Medics

IAFF April “Alcohol Awareness Month”

1906 Events

Cliff safety

Preparedness planning

Do not drive, walk, or bike into the emergency scene

Sleep Awareness for Firefighters
Stress Awareness Month
US Fire Marshall's Electrical Fire Safety
SFFD Dryer fire safety
Fire Safety
Child Safety
Household Chemicals
Easter Safety Tips

Public Information Office Scene Responses:

April 1 through 15:

0308 FIB 1139 Market Street
1203 MED 410 China Basin
1225 SIB 302 26th Ave
1130 to 1400 GAS 1530 Sunnydale Ave
1730 BAY 999 Marine Drive (1 rescue by USCG, no medical)
1915 SIB 345 Williams Ave (food co)
0402 FIB 2300 16th Street
1200 SIB 798 Post Street – Overheated Elevator motor, no injuries or displaced
2202 SIB 862 Wallen -False
1202 SIB 64 Bertha Lane
1233 BAY 24 Willie Mays PZ
1510 SIB 400 Central Ave
1750 to 2100 4th Alarm fire (3 stories, pushed into b side of building, one transport, unknown injuries, one cat and one dog rescued)
2147 Cliff 269 Green Street
2201 SIB 737 Portola Drive
0206 SIB 10 Dorman Ave
0650 BOX 28 Waverly Place (smoke showing, upgraded to WF, then cancel all units)
1342 FIB 1765 McAllister
1546 Bay Rescue 450 Marina BL
1735 FIB Alameda/Bryant
1739 SIB 2841 Sacramento
1914 SIB 1565 Washington
0542 Bridge Jumper Golden Gate Bridge
1600 Hanging Tennessee at 18th
2339 BAY RESCUE Jumper GGB
0016 SIB 455 Eddy
0017 FIB 151 Collingwood
0900 400 Geary Jumper
1110 962 Lincoln 2 YO CPR PIO nearby responded
1352 WF 1-Alarm 4373 Geary Blvd
1422 FIB 909 Geary
1700 Egbert FIB
0744 SIB 1220 Pennsylvania WF

1028 SIB 1239 Geneva #3 WF
 1524 SIB Delong/Santa Cruz
 1936 FIB Cedar/Polk
 2307 SIB 1196 Quesada #D
 0927 FIB 878 Capp Street
 1800 PVA Embarcadero at Davis
 0017 FIB 2084 Mission Street
 1133 FIB Powell at Washington
 1336 BAY RESCUE (reported sinking boat) false Pier 1.5
 0845 FIB Clement / 4 th Dryer Fire (contained, crew checked for extension)
 1028 FIB 145 Ney Street
 1233 FIB 28th Ave
 1412 SIB 2924 Pierce Street
 1625 MUNI/MED Visitacion/Schwerin Street
 (medical / code 2)
 1647 BAY Gashouse Cove (Kiteboarder, no distress)
 1700 BAY 1150 Carroll / Oyster Point (conflicting locations,
 2030 CLIFF Marshalls Beach (cliff rescue, one victim, no injuries)
 0225 FIB 5880 3rd street (pot on stove)
 0348 SIB 2640 Greenwich Street
 1221 SIB 21st/Ortega
 1322 SIB 695 John Muir 6th floor
 1935 FIB 845 O Farrell
 0020 FIB 20 Romolo
 1100 Car Fire next to school, 920 Clay Street 1130 FIB 529 Sanchez
 1207 Trail, Rescue, Glen Canyon
 1423-1600 MUNI VS PED market at Castro Muni
 1112 BAY 3501 Van Ness Ave
 1340 FIR 80E/BEFORE TI (Car Fire, No injuries)
 1439 MVA Bryant/5th 3 pts: 2- Bernal, 1-SFGH, All minor injuries
 1825 Veh into building, 1300 blk Clayton, no injuries, minimal damage
 1900 FIR 3rd / Townsend (UTL)
 2036 to 2300 WF 220 Arlington Street (1 st alarm)
 2343 SIB 556 Larkin Street (paper in garbage can)

April 16 through 30:

0314 SIB 1540 5th Ave #103
 085 SIB 1352 Haight WF
 1640 SIB 945 Battery
 2004 SIB 1234 McAllister
 2124 1330 Union
 2147 SIB 558-B Waller
 0006 1264 Stanyan
 0724 FIB 979 Sutter
 1229 Gas Leak 3rd at Cargo
 1501 Cliff Rescue Mile, rock, Dog, and human

2051 FIB 3367 17th Street
2319 FIB 1499 Grant Ave
0920 FIR 675 Embarcadero South (false alarm)
1130 MED 450 Stanyan (inside GGP) OME case
1528 SIB Turk/Gough Street
1648 MED 185 Channel Street (infant seizure)
1740 SIB 1353 7th Ave (cooking fire)
1901 MED Ferry Building (UTL, PD MATTER)
2004 SIB 1440 Steiner Street (Cooking fire)
2050 SIB 2500 Griffith Street (bad location, UTL / 2400 Aeries Walker UTL)
2115 FIB 46 Delano Ave (Chimney fire)
2345 SIB 340 Fremont Street
0015 SIB 1521 Chestnut Street
0236 SIB 2241 Jackson Street
0621 SIB 220 Golden Gate
1547 SIB 1425 Mason
1549 SIB 272 O'Farrell
1729 SIB Noe/Duncan
2244 SIB 42 Haight
1337 FIB 405 Eddy (Scooter Fire)
1528 SIB 639 Geary #11
1659 SIB 1410 Steiner
1740 SIB 2295 Filbert
1958 FIB 2020 Clement WF
2004 FIB 1306 Ocean
2044 SIB 150 Font #4B
2205 SIB 3745 Geary
0224 FIB 1675 48th Ave
0830 MED 520 S. Van Ness Barricaded Suspect, AMR C3 SFGH
1053 GAS 62 Kissling high-pressure gas line struck
1503 MED 473 Ellis Street (Jumper, OME) 1622 MED 2600 Arelis Walker (nonemergent)
1759 MED 1835 Alemany Bl (vehicle into building, four transported, building UI-DBI)
1841 SIB 700 Embarcadero (pier 15)
2304 FIB 55 Cravath Street
0003 SIB 23 Jennifer Place
0724 SIB 615 Brazil Ave
1128 SIB 375 Sutter Street
1300 FIB 32 3rd Street (exterior building)
1720 FIB 360 9th Street (false alarm)
2010 ALARM 1023 3rd Street
2140 WIRE 29th / Castro (Comcast line)
1010 SIB 737 Post
1105 FIB 773 Post
1108 SIB 364 Eddy Battery fire
2222 SIB 2420 Franklin #24
2244 FIB Gilman/Paul

2302 SIB 235 Eddy
0534 SIB 1001 Pine
0759 Surf Rescue Pier 15, 1 woman and one dog rescued by FB35
1451 FIB 306 Dorado
1635 1150 Pierce #204
1727 SIB 5800 3Rd #1214
1921 SIB 138 Madrone WF
0904 FIB 1359 Pine (SNF dryer fire, contained to dryer towel)
1248 SIB 495 Grand View (homeless fire, AR1 dispatched)
1656 WF 424 Ellis Street (Apartment fire, contained in the room of origin,
2049 SIB 462 Duboce
2100 GRASS FIRE 1430 Scott Street
0120 SIB 163 Day
1207 SIB 928 Harrison
1625 275 10th ST #4thfloor
0602 SIB 354 22nd Ave
0600 FIB 108 Bryant
0937 BAY 1001 3rd street (body recovery) 1134 MVC Gough / McAllister
1310 SIB 128 Newton Street
1737 SURF Navy Memorial (Debris on the Rocks)
2110 SIB 947 Bush Street
0222 SIB 44 Montgomery Street
1049 Bay Rescue 450 Marina Blvd (1 Kayaker rescued)
1054 FIB 1214 Newhall #1 WF
1738 SIB 462 Duboce #402
1741 Vehicle fire in a building, 2545 45th Ave
2042 SIB 472 3rd St
1104 5150 ON VIEW Arthur at Quint
1331 SIB 2150 Embarcadero North
1345 Bird Rescue IFO FS 04
1450 Jumper Bay bridge at TI
1500 Bay Rescue 2250 Embarcadero
1503 Bay Rescue Pier 39
1600 Bay Bridge HNT
1928 FIB 789 2nd Avenue
2045 FIB 470 Warren

April 2025 Top Instagram content



4th Alarm Fire - 33K Views



1st Alarm Fire - 18K Views



Cancer Bags - 13K views

Notable Content April 2025

Social Media Featured Article:



Mayoral Legislation at FS13: CD1 - 11K views for a political post. High views for non-action reel

Media Snapshots - Popular Stories:

KTVU FOX2 - "The San Francisco Fire Department added Lieutenant Steven Sylvester to its memorial wall. He was a member of the department from 2002 until his unexpected death last April. The department says the memorial wall honors firefighters who gave their lives in order to save the lives of others in fires, natural disasters and medical emergencies."

