



San Francisco Fire Department

**Deputy Chief of Administration
Sayumi Brannan**

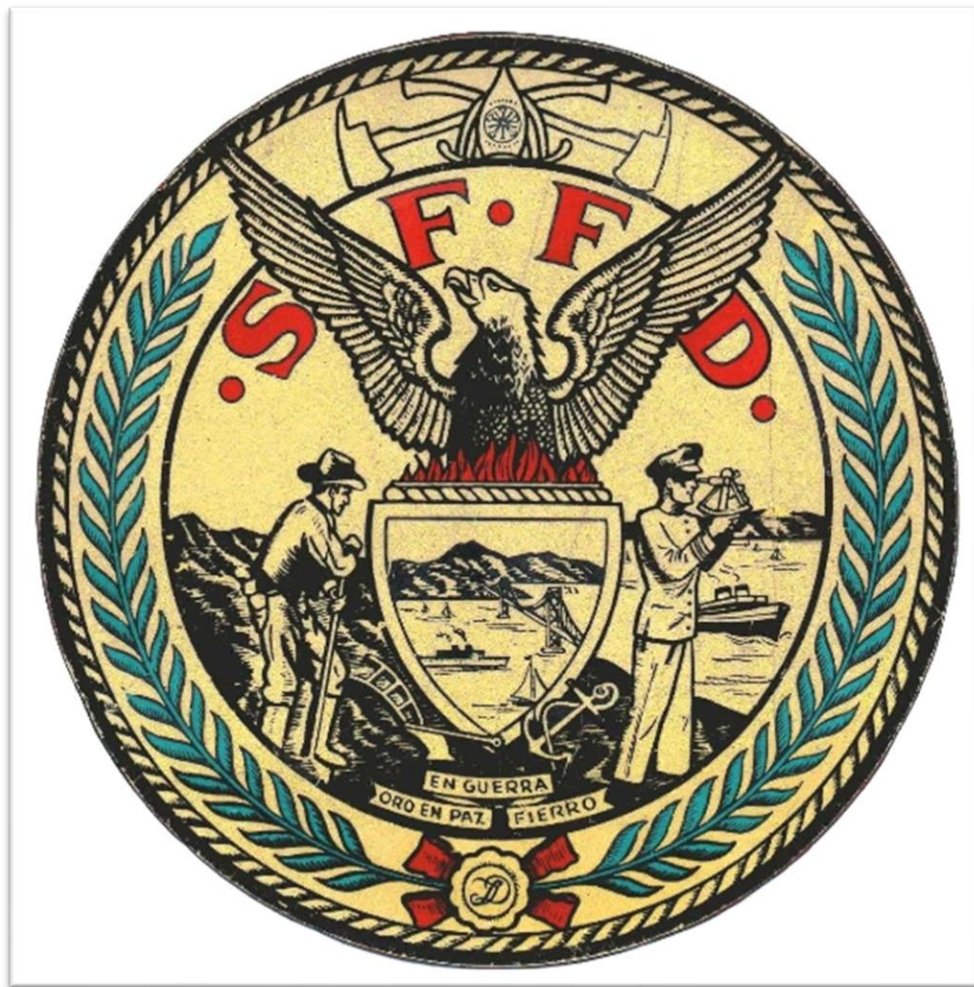
**Fire Commission Report
September 2025**

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
September 2025***

Meetings/ Events/ Training & Exercises Attended

- Fire Commission Meetings
- Chief's Command Staff Quarterly Meeting
- 9/11 Remembrance
- Fleet Week kick-off reception
- NorCal Incident Management Team Working Group (AHIMT)
n/a
- Department of Emergency Management (DEM)
 - Homeland security grants meeting – update on status of State Homeland Security Grant (SHSGP)
 - CCSF Earthquake Plan meeting
 - Statewide special election briefing
- Water Officer planning meeting for upcoming Drill
- AT&T FirstNet capability and sales presentation with BC Cannon and MIS
- Heat Air Quality (HAQR) Plan meeting
- Presidio Trust Public safety meetings
- Lifelines Council meeting – Support Service included

FEMA CA-TF3

- Search Canine Unit
 - Monthly Drills
 - Cristina Padilla and Samantha Mar session 4 training at Search Dog Foundation.
- Rescue/Hazmat/Logistics/Comms specialists
 - Monthly drills
 - WHITE team on standby September

IMT/Mutual Aid/Disaster

- IMT logistics section members participated in exercise

US Coast Guard

Regional Maritime Meeting

Fleet Week

- Planning Meeting 4
- DSCA Drill local to Federal/Military Exercise Planning Meeting and Inject meeting
- COMEX (Communications Exercise) planning meeting
- DSCA Logistics tabletop Exercise

Urban Area Security Initiative (UASI)

- UASI Approval Authority meeting

Incident Management Team Development:

EAP development for planned events

Drone Program

Citywide UAS workgroup

NCRIC (Northern California Regional Intelligence Center):

- RC Oscar Thadeo named NCRIC Liaison. Start date Oct 11
- NCRIC all-hands meeting
- SAR (suspicious activity report) reporting and review of alerts
- Situational Awareness Distribution to EAP Group

Major Incident Planning

- Superbowl 2026
 - FBI/Crisis Management Subcommittee Monthly Meeting
 - Public Safety Subcommittee weekly meeting
 - SF Event Leads weekly planning meeting
 - Site security/traffic planning visits
 - Fire Prevention coordinating with Event planners re permits and exterior space requirements
 - HazMat planning meeting with B2 and State/Fed partners
 - Follow up in person planning meeting
 - Communications Interoperability subcommittee
- World Cup Soccer 2026
 - Federal Coordination Team updates
 - FIFA Whitehouse Task Force meeting
- New Years' Eve Federal Coordination meeting

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

Activation:

- Hardly Strictly Blue Grass

- Portola Music Festival Pier 80

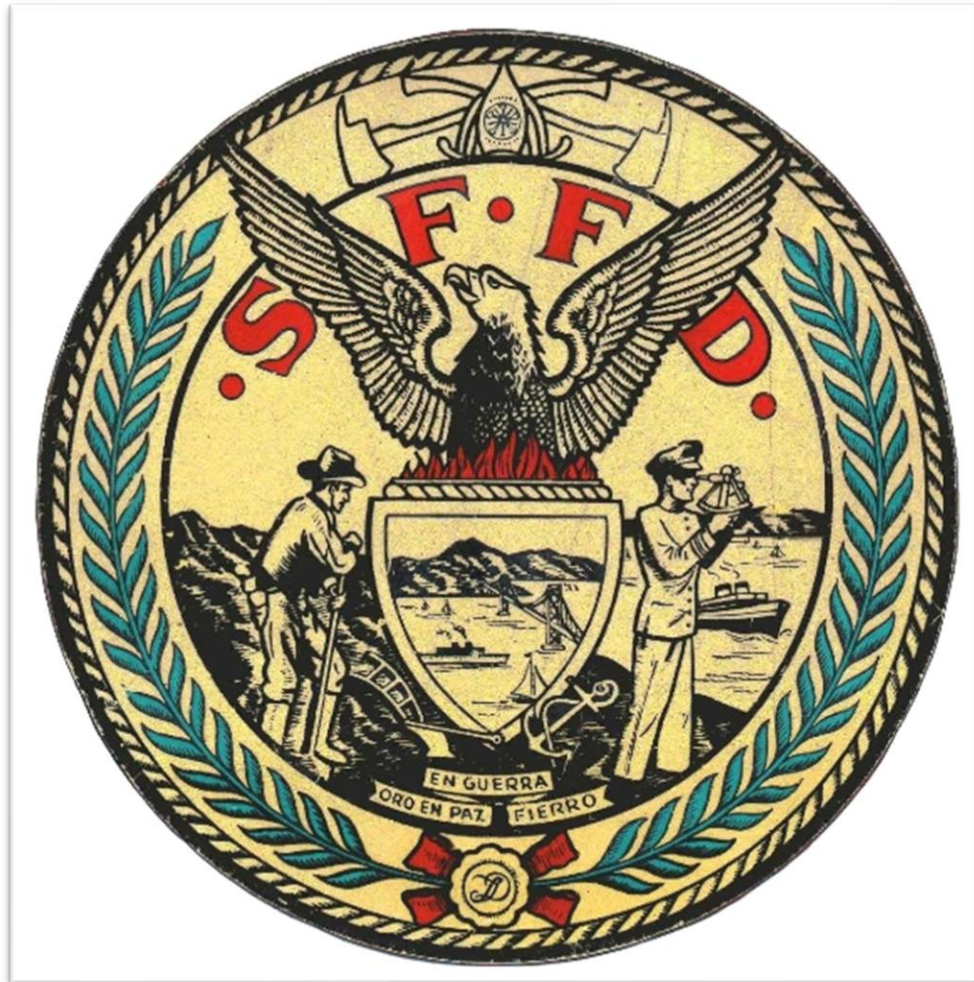
Event/Incident Action Plans (EAP/IAP) Completed:

Hardly Strictly Blue Grass

Portola Music Festival

Laver Cup at Chase

Outreach, Recruitment and Development



Outreach, Recruitment and Development
September 2025
Lt. Hashim Anderson

H2 Firefighter Hiring
137 Recruit Class

- Conduct Chief's Command Staff interviews of 130 candidates
- Invite 73 candidates to the pre-academy boot camp scheduled for October 19

TAAF's 20th Anniversary Aneurysm and AVM Awareness Walk

City Department Collaborations

- DHR – Career Center Drop-In Office Hours
- SFPL – Visitation Valley Branch Career Informational
- SF Gov TV – Internal Recruitment Videos



Recruitment Video



Visitation Valley

Health, Safety and Wellness



Health, Safety and Wellness
BC Matthew Alba

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

Every Monday:	Met with BHU Officer Scola
Every 2 nd Tuesday:	Met 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

Fireground Decontamination Policy: Status Update

- Sent to CD3 & CD2, awaiting approval from CD1
 - **Policy revision 19 A-40 Fireground Decontamination Policy**
 - Decon Bag Training Video for Target Solutions
 - Adding the Benchmark, “Decon” for dispatch
 - Field Rollout

City-Approved Cancer Screening: Process Update

- Delivering presentation to Fire Commissioners
- Proposed Tiered Roll Out
- Engaging in ongoing meetings and presentations by vendors

***Behavioral Health Unit
Lieutenant Matthew Scola and Firefighter Chelsea Nelson
September 2025***

Meetings

Employee Assistance Program Specialty Provider Annual In-Person Meeting

- Hosted by SFFD BHU at DOT, 19th & Folsom.
- Attended by EAP Specialty Providers, SFPD BSU, SF Sheriff's Peer Support, ACC Peer Support, DEM Peer Support.
- SF First Responder Agencies presentations and discussion of recent critical incidents, and trends in calls for response.

Lighthouse SFFD Wellness App Quarterly Meeting

- Review of Department data and trends.
- Discussion of Suicide Awareness Month and health education.

Violence in the Workplace Meeting

- In Attendance: BHU, OEH, ST49, Community Paramedicine, HSW.
- Discussion of work flow process and management.
- PN Fluke will continue crew follow up and data collection.

Health and Safety Committee Meeting

- Subcommittee reports on progress with respective initiatives.
- Behavioral Health: PTSD tracking through HRMS, BHU journal revisions, chaplain onboarding, Siento Training Platform.

SF First Responder Peer Support Summit & Advisory Committee

Monthly First Responder Peer Support meeting.

- Departments in Attendance: ACC, DEM, ME, SFFD, SFPD, SF Sheriffs.
- Discussed current critical incidents and issues for each department.



SFHSS Employee Assistance Program ComPsych Monthly Check-In

Joint meeting of SFHSS EAP staff and department Peer Support representatives

On-going:

- Address any issues with members accessing EAP therapy via ComPsych.
- Debrief: In-Person EAP Provider & Peers Meet & Greet. Well attended and appreciated by SF FR agencies and clinicians.

BHU Journal/Calls for Service Data Collection Update/Revisions

- Attendance: BHU, HSW, Jesus Mora
- Revisions to BHU journal data management presented and reviewed. J. Mora to draft proposed update with mapping for next approval before launch.

	A	B	C	D	E	F
1	Unit	Role	Strain	Specifier 1	Specifier 2	Add On
2	Suppression	DOT	Substance Abuse	Alcohol		Recurring Event/Mention
3		Officer		Other Drugs		After Hours
4		Member	Relationships	Kids	Peer	2007
5	49	DOT		Parents	Supervisor	SDO
6		Officer		Spouse		
7		Member		Coworker		
8	CP	Officer	Trauma	Personal	Assault	Verbal
9		Member		Work/Incident/Call	Critical Call	Physical
10	Admin	Supervisor	Career	Retirement		
11				Promotion		
12	Family	Member		Job Change		
13	Retiree			Disciplinary		
14			Financial	Retirement Planning		
15				Budgeting		
16			Health	Mental Health		
17				Physical		

Events

Community Debriefs: Station 49 & Community Paramedicine Initiative between EMS and the Employee Assistance Program

- Navigators Fluke and Nelson continue to support the EAP facilitators and connect with members at both Station 49 and Community Paramedicine

SFO FSE Multi-Agency Water Landing Simulation Drill

- Location: 911 Marina Blvd/Oyster Point
- 42 agencies simulation organized by SFO FSE
- BHU presentation on defuse and debrief process for large scale incidents: resources, roles, responsibilities, and timeline of procedures.



Critical Incident Defuse – Geneva & San Jose

- Initial response to SFGH by PNs Fluke and Nelson; Assess EMS and suppression crews
- Subsequent response to DEM; support K-9 Maisie and BHU offered resources.
- Multiple pediatric traumas; children and family of DEM.
- Debrief coordination by SFFD: 10/6/25; Facilitation by Dr. Joel Fay.

Trainings

SFFD 136th H2 Recruit Academy – Resiliency & Critical Incidents

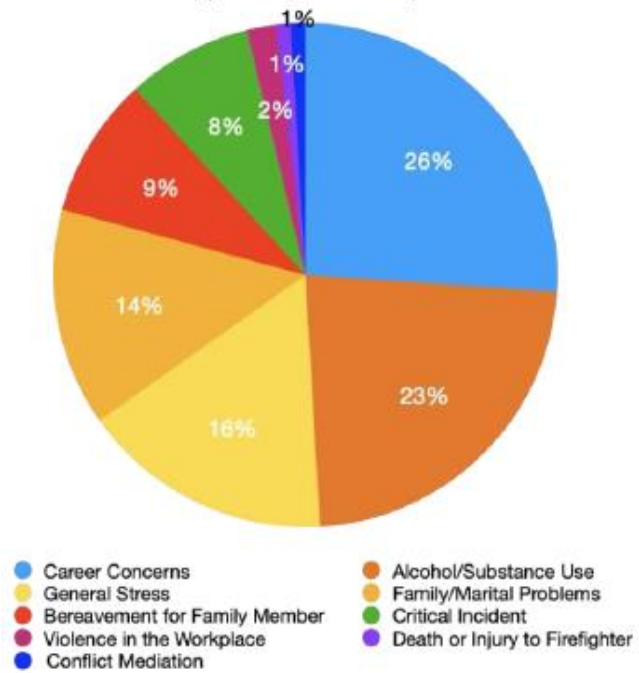
- Facilitators: BHU Officer Matt Scola, Peer Navigators Mathew Fluke and Chelsea Nelson.
- Topics: Stress and PTSD signs and symptoms, tactical breathing for anxiety management, critical incidents and traumatic calls, suppression panel discussion: resiliency and resources for work/life balance.
- Suppression Panel: Xavier Brown, Andrew Christopherson, Andre Price.



BHU Peer Support Call for Service – September 2025

Stress Factor	Stress Factor (Count All)
Career Concerns	84
Alcohol/Substance Use	74
General Stress	52
Family/Marital Problems	45
Bereavement for Family Member	29
Critical Incident	26
Violence in the Workplace	6
Death or Injury to Firefighter	3
Conflict Mediation	3
Grand Total	322

BHU Peer Support Calls Data - September 2025

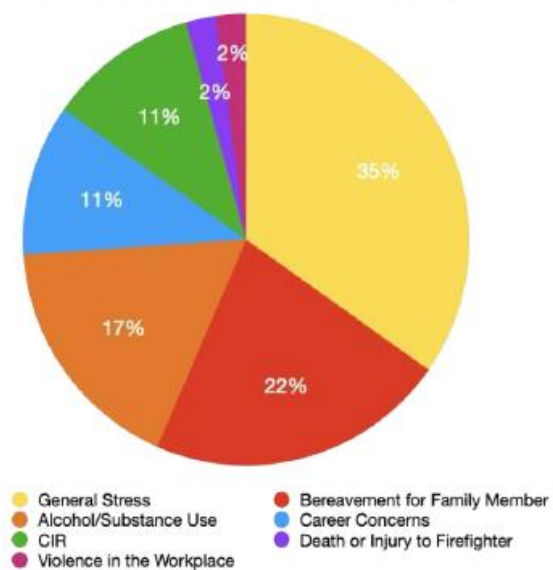


Comparison with Past Data:

BHU Peer Support Call for Service – September 2024

Stress Factor	Stress Factor (Count All)
General Stress	16
Bereavement for Family Member	10
Alcohol/Substance Use	8
Career Concerns	5
CIR	5
Death or Injury to Firefighter	1
Violence in the Workplace	1
Grand Total	46

BHU Peer Support Calls for Service - Sept 2024



September 2025 BHU Calls for Service Highlights:

- Calls for service continue to increase, illustrating a growing awareness of the BHU team, greater comfort with accessing BHU services (reduced mental health stigma), and a growing demand for first responder support services.
 - Calls for service in September 2025: 322 compared to August 2024: 46. This is approximately a 700% increase in call response and services provided compared to the previous year.

September 2025 Top Stressors:

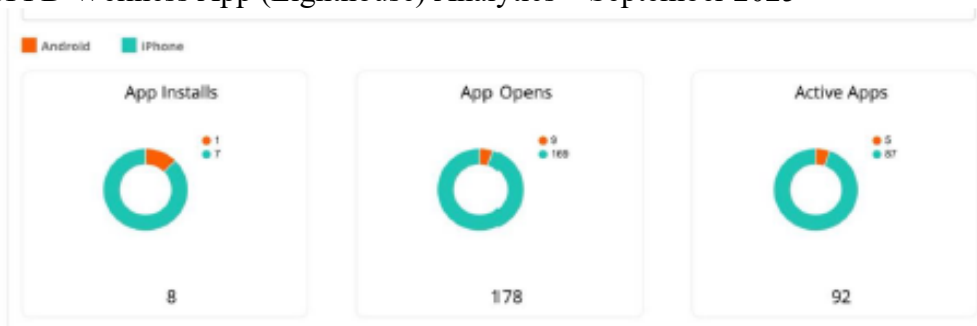
- Career Concerns: navigating new positions, leave due to workplace injuries, interpersonal concerns at station.
- Alcohol and Substance Use: members seeking treatment/recovery support.
- General Stress: referrals to EAP therapy, family therapy, and anger management.
- Critical Incident Response: pediatric traumas were the most frequent type of critical call.
- Family/Marital Problems: therapy for children, couples counseling, separation/divorce, child custody.

Violence in the Workplace – September Data

PN Mathew Fluke is continuing to follow up on documented violent incidents.

- 7 new cases
- 6 member follow-up contacts: BHU and EAP resources offered.
- 6 court cases

SFFD Wellness App (Lighthouse) Analytics – September 2025



- Increase in SFFD App installs and use correlate with BHU presentations and Station visits.
- Therapist finder, station finder, recipes, and BHU contact were top areas of use in September.

Misc.

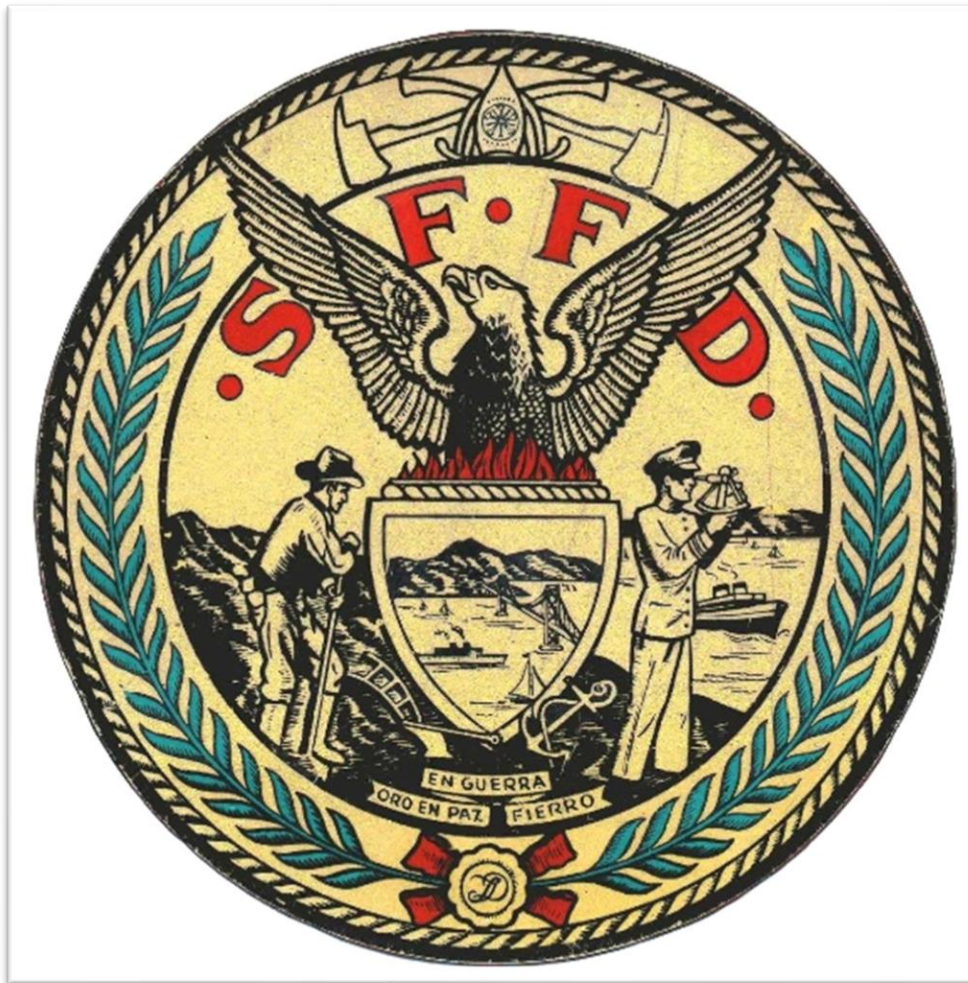
1. On-Going Outreach: 2 station visits in September; introduce team and services; connect with members; empower Captains; answer questions.
2. Attended CA Firefighter Memorial in Sacramento honoring B. Kyono and S. Silvestrich
3. Visits to Mountain Vista Farm to support members in recovery.
4. Local798 Annual Blood Drive: Unit participated in annual donation event.
5. Attended SFPD Recruit Resiliency Training: BHU observed SFPD BSU format for recruit pre-academy first responder resiliency presentation.



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

- Performed Spill Prevention and Countermeasures Plan (SPCC) inspections.
- Reviewed Monthly UST inspections.
- Attended monthly health and safety meetings, including new subcommittee meetings
- Conducted SCBA fit testing at Headquarters
- Attended Workplace violence education initiative meeting
- Reviewed several exposure reports for follow up
- Sent SCBA fit tester out for calibration

Office of Employee Health



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

Summary of Activities

Return to Work Clearances: 41

New Hire Activities:

- Screened candidates for the EMS Academy in September 2025

Promotional Exams Conducted: 11

End of Probation Exams Conducted: 6

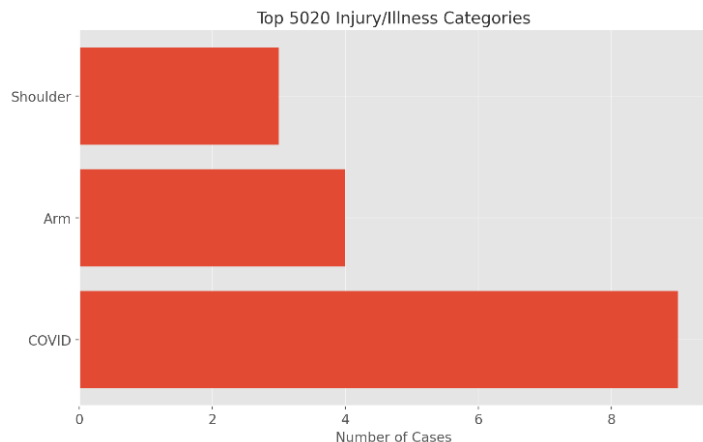
Summary of Work-Related Injuries and Illnesses

Total Reported Incidents:

- 3807 Forms: 66 cases (no medical evaluation required)
- 5020 Forms: 31 cases (medical evaluations completed)

Top Three 5020 Injury/Illness Categories:

1. COVID - 9 cases
2. Arm - 4 cases
3. Shoulder - 3 cases



5020 Incidents Resulting in Time Off Work: 22

Other Activities

Meetings & Collaborations

- **Technology and Data Management**
 - Continued improvements to:
 - Supervisor Accident Investigation Reports (SAIRs)
- **Occupational Health Coordination**
 - Maintained active partnership with ZSFG Occupational Health to deliver comprehensive member services
 - Engaged in discussions to expand service offerings

- **Workers' Compensation & Legal Engagements**
 - Ongoing collaboration with Workers' Compensation Representatives to improve care coordination
 - Developed and distributed FAQs to address common questions about Workers' Compensation
 - Ongoing engagement with City Attorneys on relevant legal matters
- **Committee Participation**
 - Actively engaged in multiple departmental and citywide committees to support health, safety, and wellness priorities:
 - CCSF Joint Labor Management Committee
 - Behavioral Health Unit (BHU) Subcommittee
 - Currently developing a field guide to address behavioral health concerns among first responders
 - Health and Safety Planning Committee
 - Physical Health and Injury Prevention Subcommittee
 - Violence in the Workplace Committee
- **Recruitment & Hiring Initiatives**
 - Continued partnership with the recruitment team to streamline and optimize hiring processes
- **First Responder Specialty Provider Meeting**
 - Participated in the annual meeting hosted by the Health Service System's Employee Assistance Program (EAP)
 - Networked with First Responder Specialty Providers
 - Received updates from BHU and behavioral units representing SFPD, the Sheriff's Department, and 911 Dispatch

Health and Wellness Initiatives

- **Annual TB and Hearing Screenings**
 - Successfully conducted large-scale screenings in April and May 2025
 - Make-up screenings offered to maximize participation
- **Annual Wellness Exam Program**
 - Continued focus on boosting participation and improving program outcomes
 - Promotional strategies implemented to drive engagement
- **Recruit Nutrition Program**

In collaboration with Health Service System and Kaiser

 - Pre-Physical Training Nutrition Talk:
 - Pilot conducted on January 22, 2025
 - Delivered to the current H2 Academy on July 29, 2025
 - Post-Physical Training Nutrition Talk:
 - Pilot webinar first distributed in July 2025
 - Planning underway for next session, tentatively scheduled for December 2025

- **Recruit Orientation**
 - Delivered recurring introductory presentations to H2 recruits covering the services, resources, and wellness programs offered by the Office of Employee Health
 - Expanded delivery to include EMS recruits
- **Educational Materials**
 - Developed a First Responder Nutrition and Lifestyle Medicine handout to support wellness and healthy decision-making in the field
 - Initiated a literature review on evidence-based cancer risks and prevention strategies for first responders, with plans to publish a comprehensive Cancer Prevention Guide
 - Created an Officer Training presentation and handout to educate on OEH processes, including Injury and Illness reporting and treatment procedures.
- **General Order Revision - Injury and Illness Reporting and Treatment Procedures**
 - Initiated updates to the General Order to improve clarity, alignment with current workflows, and member understanding of injury and illness reporting and treatment protocols
- **Physical Fitness and Training Support**
 - Engaged in ongoing discussions with Health Service System to provide strength and fitness classes at multiple fire stations
- **Electronic Health Records (EHR) System**
 - Sustained progress toward the implementation of a new EHR system, aimed at improving documentation and accessibility
- **Employee Health Newsletter**
 - Continued editorial production of the monthly Employee Health Newsletter, featuring timely health updates, wellness resources, and evidence-based recommendations
 - Currently drafting next month's feature article on performance enhancing supplements, offering evidence-based insights to support physical readiness and recovery among first responders
- **Dive Medical Exam Proposal**
 - Drafting a Dive Medical Examination Program to establish baseline health and readiness standards for members involved in underwater operations
- **Behavioral Health Awareness Proposal**
 - Developed proposal to implement member review of validated behavioral health screening questions
 - Intended to raise awareness, reduce stigma, and encourage early recognition of behavioral health concerns
 - Members would review the questions as educational prompts only; they would not complete or submit a formal screening
 - Implementation planning underway through discussions with key stakeholders

Continuous Quality Improvement (CQI)

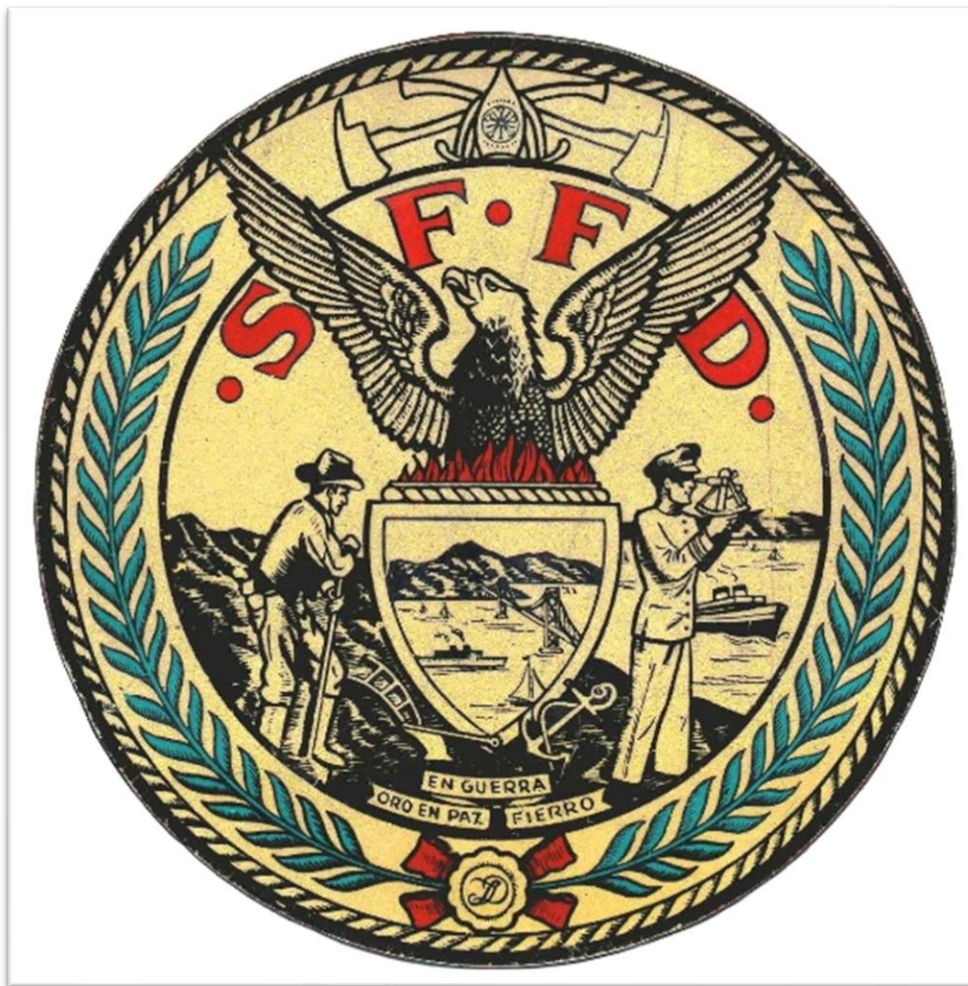
- **Data and Reporting Needs**
 - Collaborating with IT to develop essential metrics that support:
 - Strategic decision-making

- Operational planning
- Trend identification
- **PDSA (Plan-Do-Study-Act) Cycle Development**
 - Testing and refining small-scale operational improvements
 - Evaluating effectiveness before broader implementation
 - Promoting a culture of continuous learning and responsive problem-solving



The SFFD Behavioral Health Unit (BHU) presenting updates to the Employee Assistance Program (EAP). The meeting also served as a provider meet-and-greet, fostering connections and collaboration to better support members.

Research and Planning

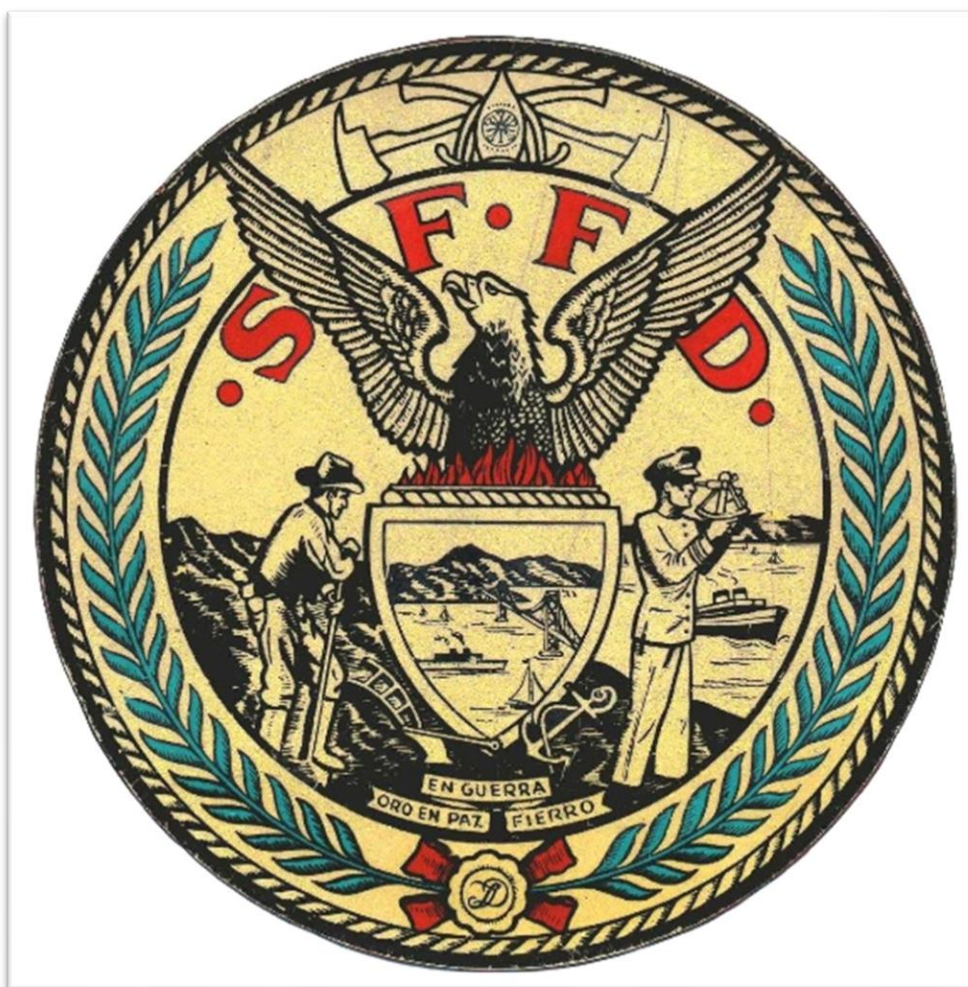


Research and Planning (Assignment Office)
Captain Matthew Balzarini

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

- A significant portion of the month was dedicated to the annual vacancy process and Vacation Relief assignment request process.
- The Assignment Office is working with the EMS Division and Community Paramedicine for on-going staffing and scheduling.
- Assignment changes for Fire Suppression, all ranks. For staffing and promotions.
- Promotional and separation entries in HRMS.
- Ongoing work with Fire Prevention and Fire Investigation on staffing and scheduling.
- Working with the Airport Division for staffing and scheduling.
- Ongoing work with Fire Payroll for discrepancies every pay period.
- Ongoing work with the Office of Employee Health with placement and management of members on Temporary Modified Duty.
- Working with Homeland Security and EMS for the staffing of special events.
- 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.
- 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.
- Continue Mandatory Credit given WDOs for weekends to increase voluntary WDOs.
- Prepare and issued the General Order for the upcoming Vacation Bid
- Coordinating with IT for upgrades to the Human Resources Management System for greater ease in tracking personnel movement.
- OES / Mutual Aid preparation of daily staffing report for deployment
- Implemented a new desk rotation for the AO staff. Each member will staff a different desk (Suppression Officers, Engine Medics & Airport, EMS) for a week at a time.

Investigative Services Bureau



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

Random Alcohol and Drug Testing Program

- The Random Alcohol and Drug Testing Program was compliant for the month of September. No positive tests were recorded. Monthly checks of testing equipment / inventory completed for ISB 1&2, AP, D2, D3, and MD office.
- ISB equipment & supplies at sufficient levels. Ordered and received 400 oral fluid test kits for both ISB and the MD office.
- Continued to monitor last chance agreements and testing as outlined in agreements.
- The Fireboat / Engineer testing is under the ISB random testing program and the names are added to the draw pool daily from Datco Services.

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

- Eighteen (18) members participated in pre-employment, promotional, and end of probation alcohol and drug testing with the Office of Employee Health. Seven (7) DOJ LiveScan were also completed (for the EMS recertification division).

Post Accident Investigations

- Zero (0) post-accident investigations were conducted by ISB in September.

California Driver Licenses (CDL)

- Cpt Carter continued to monitor all dept. members' driver's licenses via CA DMV Pull Notifications.
- 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 questionnaire forms in HRMS. Forty-eight (48) CDLs updated/renewed in September. CD3 memo (25-03) was released 5/21/25 to assist getting all members current with DMV health questionnaires and completing the Firefighter endorsement on their driver licenses. One-Hundred-Six (106) DL546 forms completed and verified with the DMV between 9/01/25 and 9/30/25.

Background Investigations

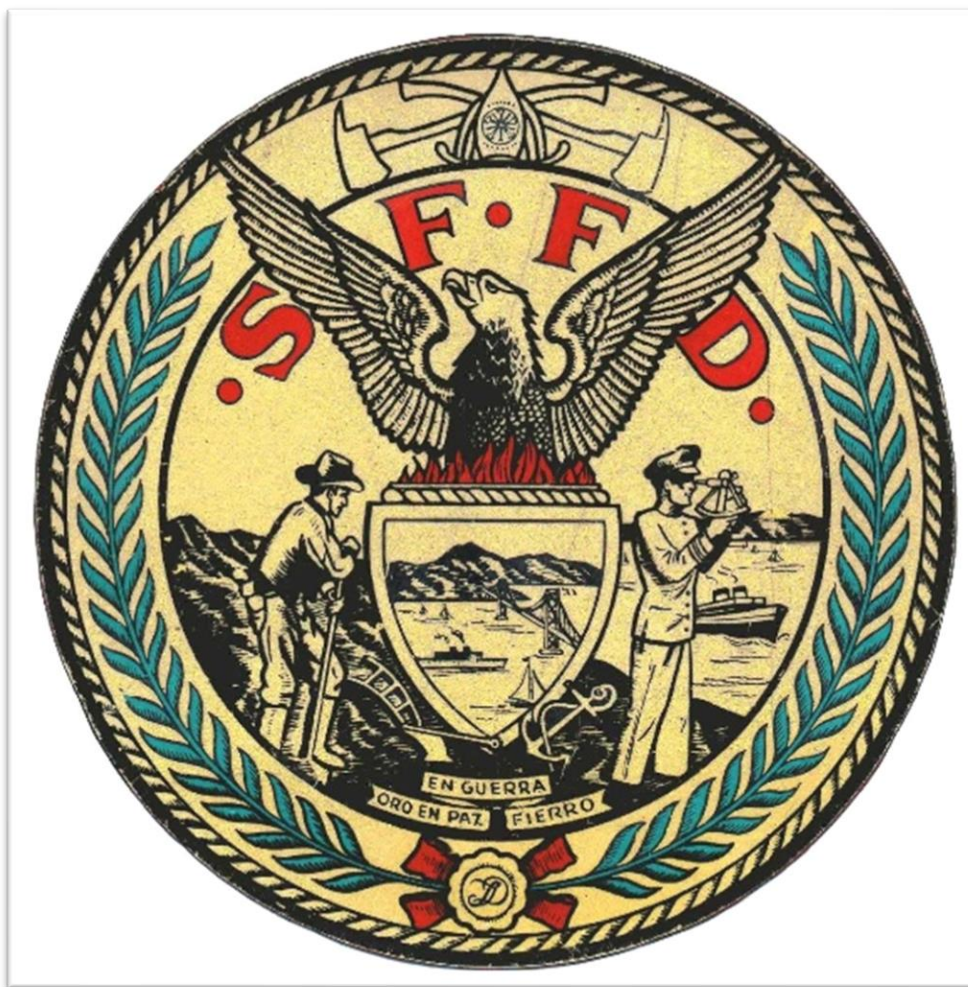
- ISB met with SFPD background investigators on 9/26/25 to share information and cross-examine how PD investigates. This was a productive meeting which gained valuable insight.

- ISB began preparing for the next H2 academy (137th) background process to start in October. DMV records and Investigative reports were acquired by ISB on these candidates.
- ISB finished digitizing records of completed background classes to adequately store personnel records. Many thanks to FF Youngblood for her assistance in a modified duty position.

Other Business

- Cpt Carter attended the Artificial Intelligence for Fire Service Personnel class (virtual) on 9/9/25 and participated in the Public Information Officer (PIO) Basics course hosted by Oakland FD 9/17-9/19/25.
- Cpt Carter also completed the annual SCBA proficiency exam on 9/23/25.

Support Services



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

FACILITY MAINTENANCE & PLANNING

- A total of 125 requests for service were initiated, and 95 service orders were completed and closed out in September.

PLUMBING

- 23 service calls were placed to resolve minor plumbing issues (faucet, toilet, urinal repairs; clogged sinks, shower drains) in the month of September. Two sewage backups were reported and resolved during this month (FS 8, 19).

HVAC/HEATING/BOILER

FS 13: HVAC replacement. Status update: Job completed.

FS 17: Boiler replacement estimate is being revised by DPW Steamfitters for consideration. Status Update: Estimate was submitted to SFFD in March. SO# 2484755. ESER funds have been approved, and job is in planning stage.

FS 22: Re-circ pumps need to be replaced. Status Update: Work completed.

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: Waiting for unit to arrive.

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 SFFD approval to order additional materials as needed. Work has been approved, awaiting labor availability.

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. Deferred by SFFD, however DPW will be

submitting a new estimate for the boiler work. Status Updates: Estimates for the controls work and radiator valves submitted to SFFD for approval. Work approved, awaiting materials.

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. Status Update: Job complete.

ROOFING

FS 9: Roof replacement NTP 8/11/25. *Work is in progress. 70% complete*

FS43: Partial roof replacement scheduled to begin mid-August. *Work is complete.*

CEMENT/ASPHALT

No major cement/asphalt issues were reported.

EXHAUST EXTRACTORS

For September, there were four stations that reported issues with their equipment. FS 11, 14, 41 have been repaired. FS15 waiting on parts.

GLASS/WINDOWS/SCREENS

No major glass/window/screens issues were reported.

CARPENTRY

No major carpentry issues were reported.

ELECTRICAL

No major electrical issues were reported.

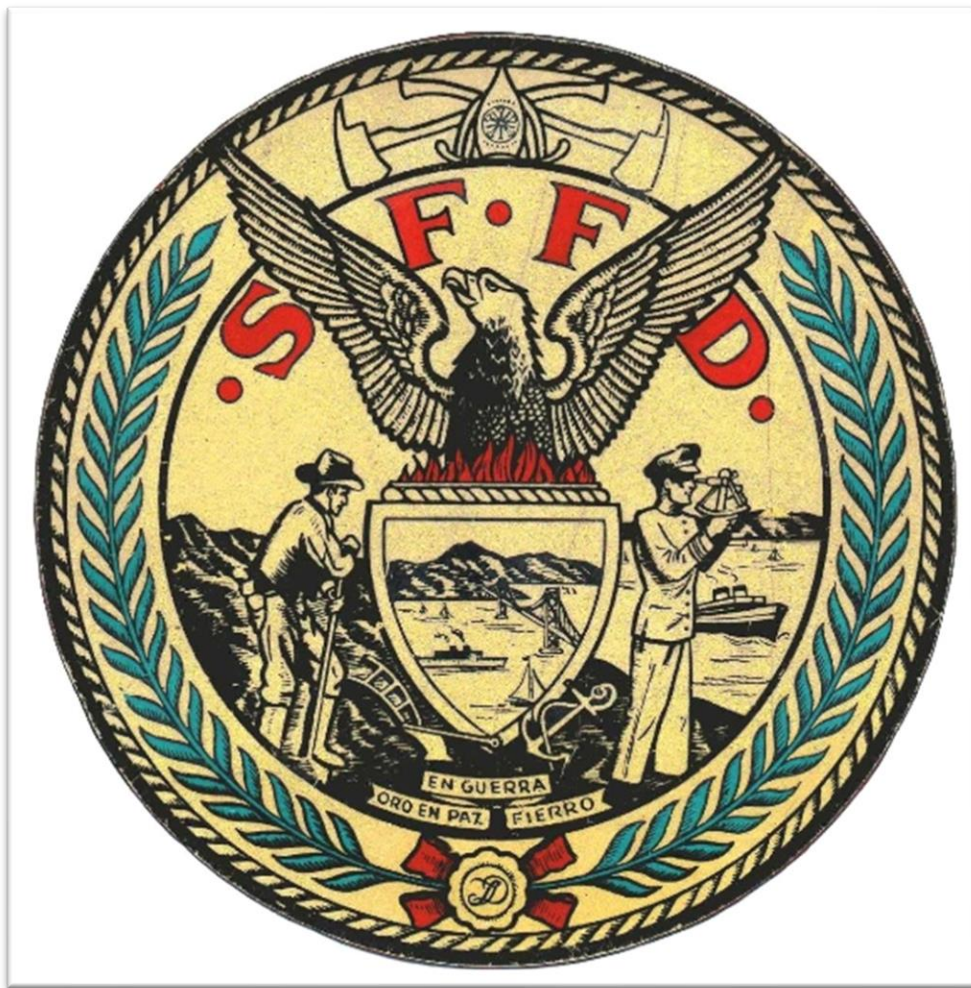
LANDSCAPING

No major landscaping issues were reported.

BOE/FLEET MANAGEMENT (Captain Jason Watrous, SFFD)

- BOE assisted crew and vehicle readiness for (1) out of county strike teams
- Conducted annual fleet Aerial testing
- BOE assisted with Fire/Police Mass flag display
- Completed ambulance pre-delivery inspections in Chehalis, Washington
- BOE had 14 changeovers for the month
- BOE hired Lieutenant- James Leonard

Earthquake Safety and Emergency Response (ESER) Bond



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

ESER Bond Planning

- Received rough order of magnitude cost estimates for Fire Stations 2, 7, 40 and 1415 Evans St. Projects from Public Works
- SFFD developed a priority list for the ESER bond request

New SFFD Division of Training Development

- SFFD attended trade bid interviews held by Swinerton Builders
- Public Works, Swinerton Builders and SFFD attended meetings of the San Francisco Hyper Local Building Trades Contractor Collective to present the project and describe contracting opportunities and SFFD recruitment opportunities
- The 50% CD cost estimates were reconciled and are approximately \$10 million over the design to budget of \$145 million
- SFFD the design team and Swinerton Builders met to assess value engineering options and program cuts
- Presented renderings and plans for the Division of Training to the Mayor and Department Heads
- Public Works reports that actual spending on the project increased from \$17,457,905 to \$19,027,307, including \$350,199.25 for a DBI permit.

Water Supply

- Performed a site walk to relocate three hydrants outside of seismically unstable areas on the planned Potable Emergency Firefighting Water System between Lake Merced and the Central Pump Station near Stern Grove
- Briefed the Civil Grand Jury on the Emergency Firefighting Water System and provided a tour of Pump Station 1 and the Twin Peaks reservoir with support from SFPUC
- SFFD gave a presentation to the Association of California Water Agencies (ACWA) on the Emergency Firefighting Water System during a tour of the facilities being held by the SFPUC



Members of the ACWA

Station 49

- City Attorney has not received a response from the contractor

Network Modernization Project

- Installation of outside fiber optic cable and installation of internal wiring progressed
- Stations 36, 38, 10 and 5 were migrated to the new network
- Met with members of the Presidio Trust regarding permits for work needed at fire station 51
- Project completion is planned for March 2026

Neighborhood Fire Stations

- FS 18 Generator Replacement - Procurement delayed until at least December 2025
- FS 19 Generator Replacement - Procurement delayed until at least Spring of 2026
- FS 19 Window Replacement – Waiting for proposal from Public Works Glass Shop
- Station 15 Hose Tower Removal/Replacement
 - Cost estimated at \$1.8M
 - Project budget \$3.3M
 - SFFD requested that the project be put on hold and the Planning Commission be consulted regarding requirement to construct a hose tower facade after demolishing the existing hose tower
- Water Intrusion of Fire Stations 2, 17, 24 and 31 – A contract for the consultant was processed, expecting notice to proceed to be issued in October

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

- 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 September 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.
 - Mission Bay Ferry Landing Design: 95% Design includes addition of hard pipe along fixed pier is being reviewed by stakeholders.
 - Fort Mason Conceptual Engineering Report (CER) continued.
 - Pier 33.5 preliminary Alternative Analysis Report (AAR): Project team continued evaluations to address stakeholders' review comments.
- Potable Emergency Firefighting Water System (PEFWS) project
 - Contract A (From Lake Merced Pump Station to Sloat Blvd) – Design progressing to 95% milestone.
 - Contract B is evaluating revised route along Sloat Blvd to Sunset Blvd.
 - Contract C, D and E (Through Golden Gate Park and Richmond District): Continued planning for Conceptual Engineering Report (CER).
- Pumping Station No.2 (JOC) – Providing additional enhancement to the electrical power via Job Order Contract (JOC). Coordination with PG&E is on-going. Expected final completion by October 2025.
- 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 September 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 September 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:

- The project is complete and is in financial close-out.



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 load bank lead time has increased, causing a generator delivery date into 2026. The Load bank lead time pushed the anticipated generator ship date to from November 2025 to May 2026, but recent input from the contractor indicates improvement in lead time. The PG&E service agreement is set to expire in February 2026, which will not work with the project schedule due to the generator lead time. The PM submitted a new service agreement application to SFPUC/PG&E. The new service agreement is anticipated to take PG&E approximately 6-8 months to issue.
- **FS 14** – Scope of work: Redesign of the previous replacement of the 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 is underway.
 - BOA has submitted AB-005 for delivering the fuel via hose or hand-carried containers to the rear yard to SFFD Fire Prevention. Pending SFFD approval, the project will be submitted to DBI for permit.

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.

o **Package 2 (FS 24, 34)** – This project remains on HOLD initially placed at the request of Capital Planning 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.

o **FS 2, 17, 24 & 31** Water Intrusion Assessment (Lisa Zhuo, San Francisco Public Works) – Consultants are onboarding, we are still on schedule to begin the conditions assessment in Sept. 2025.

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.

- o **FS 35** – See Fireboat Station 35 description.
- o **FS 17** – Boiler Replacement. Requested to reinstate previously on hold, per SFFD 5/5/25 email. A revised budget was approved by SFFD and DPW-BBSR has issued purchase orders to vendors for materials and equipment procurement.
- o **FS 29** – Apparatus Bay Door Replacement: completed and is in close-out
- o **DOT/FS 7 Railings**: completed and in close-out
- o **FS 19 Window Replacement** budget was requested by SFFD, per email from 5/5/25. The Planning Department has agreed to allow replacement of the existing wood windows frames with aluminum on the condition that the aluminum profiles are like the existing wood profiles. This will be reviewed as part of the building permit application. An on-site scoping meeting was held in August between BOA, BPM & the BBSR glaziers. A subsequent window and hazardous materials investigation will be carried out. Window pricing and project budget to follow.

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

As of June 2025, all fire stations have been completed and inspected, excluding station 51 which is under the Jurisdiction of The Presidio Trust who is requiring agreement modification with SFFD to allow the work to proceed. SFFD has been communicating with CAT for the Agreement modification. 9/18/25 SFFD advised DPW that the Presidio Trust will consider the building permit, submitted by DPW in January 2025. The DPW PM is in contact with the Trust.

Water Intrusion Assessment at Various Locations (Lisa Zhuo, San Francisco Public Works):

Fire Stations 2, 17, 24, and 31 have various degrees of water damage from water intrusion through exterior walls, windows, roofs. It was approved by the Fire Department to utilize interests earned from the ESER 2014 Bond to address these water issues at the locations mentioned above.

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

Division of Training (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 – November 2025
- Estimated Substantial Completion – Fall 2028

Highlights:

- During September, the estimates based on the 50% Construction Documents were reconciled and the estimates are still approximately \$10M over the “Design-To” target budget of \$145M. Value Engineering efforts are being explored with a focus first on items that have no significant impact on the program. But given the size of the budget challenge, potential program changes may also need to be considered.
- In August of 2025, the Bayview Hunters Point Citizen Advisory Committee (Bayview CAC) voted unanimously to recommend that the Planning Commission approve the Planning Code Map Amendments for the project (zoning and bulk/height changes) with two conditions: 1) Meet with the San Francisco Hyper Local Building Trades Contractor Collective (SFHLBTCC) - District 10 Local Business Enterprise contractors; and 2) Return to a future Bayview CAC meeting to update the community on construction timing and mitigation measures to minimize impact on nearby residents.
- In September, the team attended 2 SFHLBTCC meetings and outlined contracting opportunities on the project and began negotiations with specific contractors for scopes of work. A third meeting is planned for early October to update the group on the status.
- The Bayview CAC meeting, to provide construction timing and mitigation measures, is set for 10/15/25.
- The additional site investigation activities for the State Water Board (ground penetrating radar, borings for water samples, and soil vapor readings) were completed in late September. Samples were sent to the labs. The results and a draft report are expected in mid-October.
- Key Project Entitlements Timeline:
 - CEQA Addendum – COMPLETED 6/4/25

- SF Public Utilities Commission Memorandum of Understanding regarding existing underground wastewater infrastructure – Negotiations in August were promising. Goal is now to complete before end of October.
- Board of Supervisors introduction of legislation for Planning Code Map Amendments and Street Vacations –INTRODUCED 7/29/25
- Planning Commission Approvals for Planning Code Map Amendments (zoning & bulk/height changes) –SET FOR 10/16/25
- Board of Supervisors approval of Planning Code Map Amendments and Street Vacations – now targeting late-October or early-November 2025.
- Building Permits – 5 Permit Packages have submitted to DBI:
 - Form 5 (Demolition & Grading): Accepted as Complete – Under Review
 - Volume 1 Site Permit (Overall Sitework): Accepted as Complete – Under Review
 - Volume 2 Site Permit (Bldg A: Admin/Classroom): Accepted as Complete – Under Review
 - Volume 3 Site Permit (Bldgs B1 & B2: Support): Accepted as Complete – Under Review
 - Volume 4 Site Permit (Bldgs C1 – C: Training): Accepted as Complete – Under Review
 - Test Piles Over-The-Counter Permit: Issued/Received

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 September 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) - Tony Abuyaghi - PM

- Bid Preparation: PM submitted bid documents for contract prep on 9/2/25.
 - Tentative Schedule – On Hold
 - Advertise – 9/29/25
 - Pre Bid Walk – 10/15/25
 - Bid Opening – 10/29/25
- Replacement of the existing hose tower is cost prohibitive. Public Works is in discussions with Planning to consider other options that would lower the cost.

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

Emergency Generators:

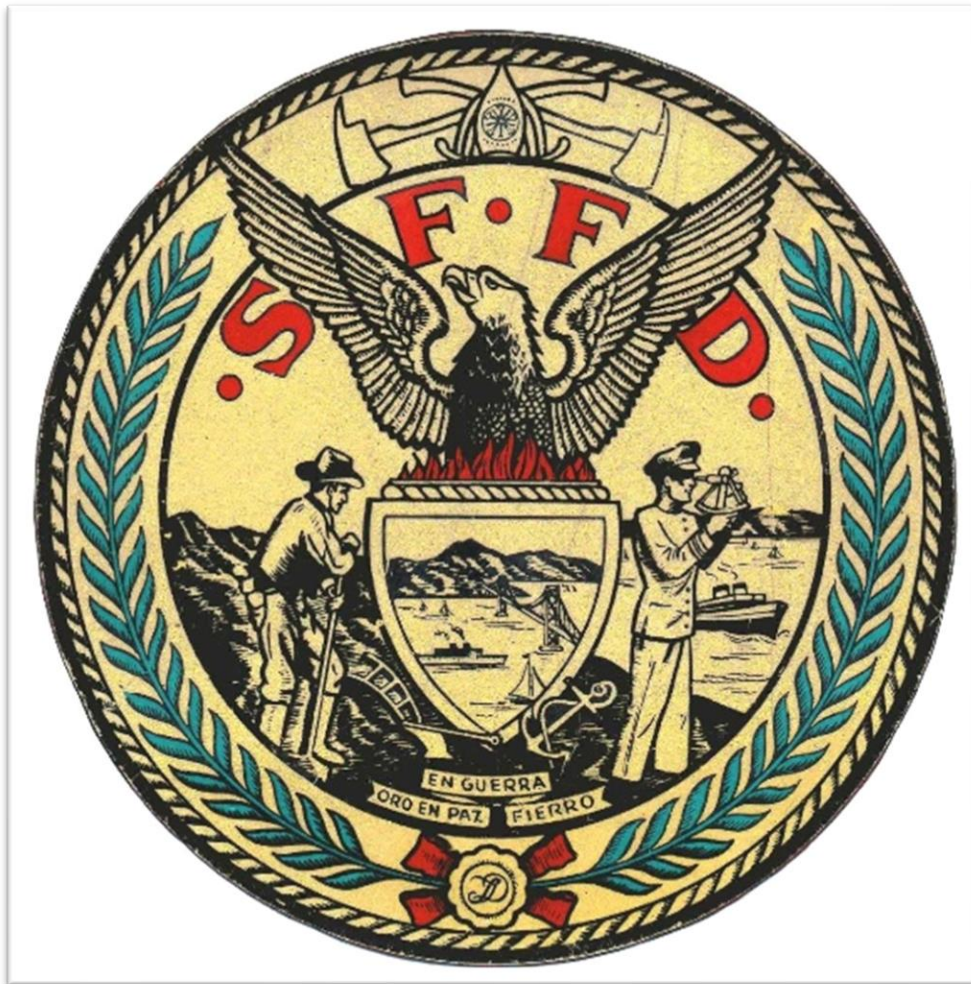
• FS 37 & 44:

- 6/16/25: Notice of Substantial Completion dated 6/13/25 was issued to BBJ Electric.

• **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.

Human Resources



Human Resources
Maryann Poon
September 2025

Employee Actions

Reporting the following PERMANENT PROBATIONARY appointment effective August 29:

H-6 Investigator

Maliga, Laverne (vice: Timothy McHale)

Reporting the following PERMANENT PROBATIONARY appointment effective September 8:

H-40 Battalion Chief

Cassidy, Stephen (vice: Rick Gering)

Ramirez, Robert (vice: Dean Crispen)

H-30 Captain

Maguire, Stephen A (vice: Floyd Rollins)

Del Grande, Joseph (vice: Daniel Molloy)

Schnelker, Raymond (vice: Sean McKinney)

Storey, Eric R (vice: Robert Scheppler)

H-20 Lieutenant

Johnson, Andre (vice: Dino Cafferata)

Orduna, Damian (vice: John Silva Jr.)

Montero, Joshua (vice: Aaron Stevenson Jr.)

Meikle, James G (vice: Chris Ray-Rohan)

Matej, Jonathan F (vice: Jonathan Baxter)

Custodio, Antonio T (vice: Corey Yeh)

Forbes, Kirk E (vice: Catherine Abrams)

Rosenthal, Danielle R (vice: Tyson Yee)

McDonald, Christopher (vice: Thomas Fogle)

Marcaletti, Jeffrey P (vice: Janette Neves)

Aldridge, Jason W (vice: Scott Bryant)

Reporting the following PERMANENT EXEMPT appointment effective September 5, 2025:

H-30 Captain

McGuigan, James (vice: ASO Authorized)

Reporting the following PERMANENT PROBATIONARY appointment effective September 15, 2025:

H-3 Level 1 EMT

Alvarez, Sergio (vice: Mitchell J Laurio)

Assad, Meerna (vice: David Leong)
Eaton, Anna L (vice: Sylvianne Tyree)
Fitzgerald-Yu, Declan S (vice: David Zwyer)
Guillen, Oscar A (vice: Angel Wright)
Laurito, Camille (vice: Paige Water)
Lee, Charles A (vice: Clark Irely)
Leininger, Dorion C (vice: Meir Gordon)
Martinez Escobar, Marisol (vice: Anya Morrill)
Matthews, Nicole R (vice: Zenaida Morales-Trejo)
Pena, Joseph S (vice: Karl Jurgenson)
Pena-Sanchez, Diego (vice: Angel Duran Bernal)
Plonsker, Joe S (vice: Michael Orr)
Quinonez, Nicholas V (vice: Marli Allen Cruz Valbuena)
Rasmussen, Sawyer F (vice: Zachary Young)
Ruppert, Julien M (vice: Jose Diaz)
Vasquez Gullone, Torsten W.K. (vice: Daphne Smith)
Williams, Morgan G (vice: Zachary Kim)

Reporting the following PERMANENT EXEMPT appointment effective September 22, 2025:

0941 Manager VI

DiBiase, Ronald A. (vice: Isaiah Mall)

Reporting the following PERMANENT PROBATIONARY appointment effective September 15, 2025:

H-33 EMS Captain

King Jr., Arthur (vice: Andy Zanoft)
Bird, Edward (vice: Antenor Molloy)
Fartash, Paula D (vice: Beth Goudreau)

Reporting the following PERMANENT PROBATIONARY appointment effective October 1, 2025:

H-4 Inspector

Nguyen, Truc T (vice: Matthew Wayne)
Marcic, Rachel A (vice: Robert Boughn)
Robinson, Marc Anthony (vice: Dee Lau)
Soto, Joel S (vice: Kimberly Grinton)

Reporting the following TEMPORARY EXEMPT appointment effective September 24, 2025:

0931 Manager III

Chu, Lucy (vice: Jesusa Bushong)

Retirements

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

<i>Name</i>	<i>Rank</i>	<i>Retirement Date</i>
Bonetti, Sean P	H20	September 11, 2025
Day, Kevin E	H2	September 27, 2025
Muhammad, Robert A	H2	September 13, 2025

Separations

<i>No. of Members</i>	<i>Rank</i>
1	H2 Firefighter
2	H3 EMT/Firefighter/Paramedic
4	H4 Inspector
2	H20 Lieutenant

Human Resources
Lucy Chu
September 2025

Leaves of Absence with Pay

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

<i>No. of Members</i>	<i>Rank</i>	<i>Total Amount of Leave (Days)</i>
1	H33 Rescue Captain	10
1	H30 Captain	1
4	H20 Lieutenant	68
1	H10 Incident Support Specialist	1
11	H3 EMT/PM/FF PM	141
6	H2 Firefighter	60
	Total Number of Days with Pay	281

Intermittent Leaves with Pay

Submitting requests for intermittent leaves with pay for the time period from January 24, 2025 through October 31, 2026 for the following:

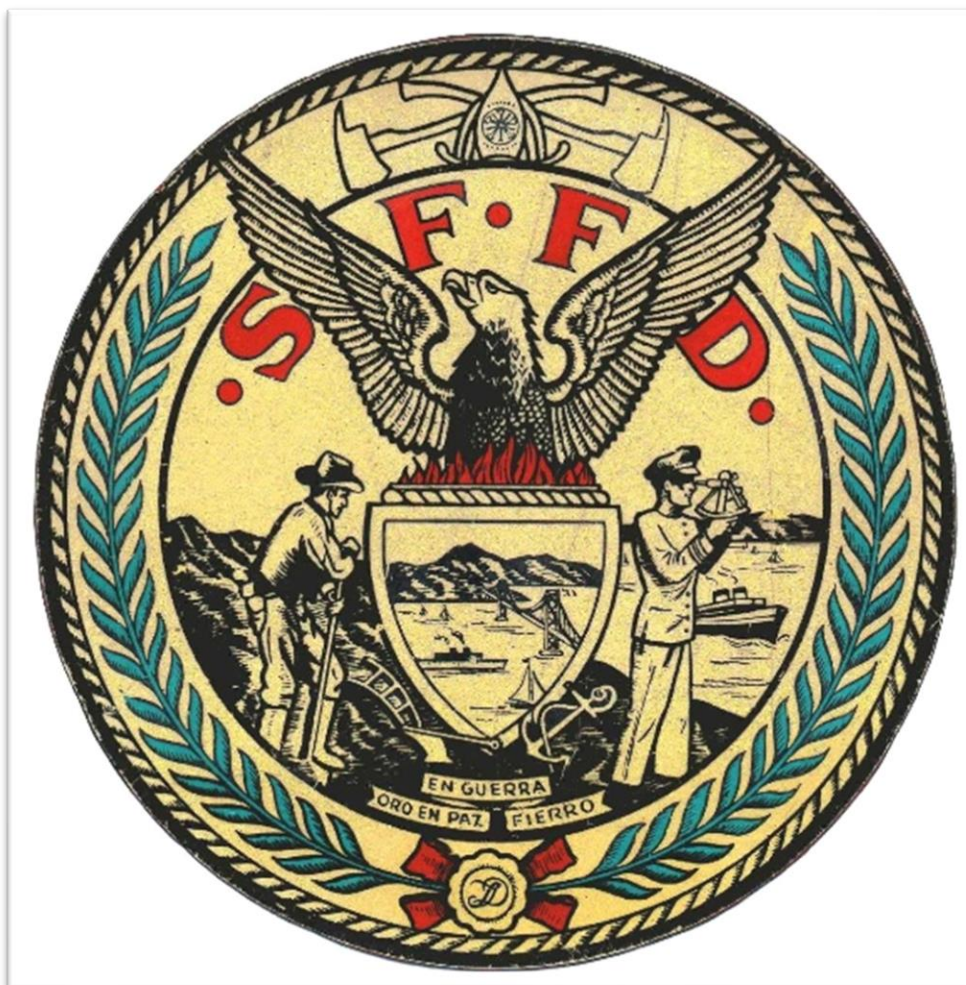
<i>No. of Members</i>	<i>Rank</i>	<i>Dates of Leave</i>	
1	H40 Battalion Chief	Jul. 31, 2025	- Jul. 31, 2026
1	H30 Captain	Aug. 6, 2025	- Aug. 6, 2026
1	H20 Lieutenant	Aug. 7, 2025	- Oct. 12, 2025
1	H4 Inspector	Sept. 5, 2025	- March. 5, 2026
10	H3 EMT/PM/FF PM	Jan. 24, 2025	- Sept. 14, 2026
11	H2 Firefighter	Aug. 11, 2025	- Oct. 31, 2026

Leaves of Absence without Pay

Submitting requests for leaves of absence without pay for the period from September 2025 through October 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	28
1	H2 Firefighter	1
	Total Number of Days without Pay	29

Public Information Office



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

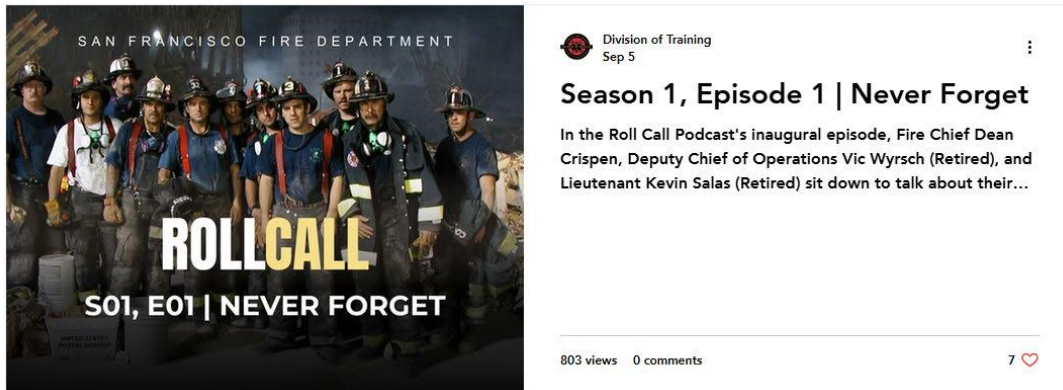
INCIDENTS	MEDIA RESPONSES	EVENTS	OUTREACH
163	157	115	54

Operations

- The office remains fully operational, handling major events and emergency calls.
- The office covered the following events with written, radio, social media, and media coverage: SFFD 798 chili cook-off, Annual Police and Fire Mass, SFFD annual 9/11 event (AAR attached to this report), 9/11 podcast featuring CD1, Listos training, City Hall Honor Guard event, and annual SFO drill.
- The office continues engaging with external agencies and the public, such as attending community meetings. We have been added to the SFPD district captain's community meetings to have full community engagement. Community meetings help inform our office about events, perceptions, and issues.
- The new PIOs have started training with the L0105 FEMA basic level training to ensure consistent messaging and competence.
- Through PIO Menchaca's specialty knowledge of streaming and influencers, a rare opportunity presented itself to the department. iShowSpeed's PR team acknowledged the Department's social media outreach, community service and called to collaborate. With over 5.6 billion views globally, iShowSpeed came to FS04 for a quick introduction to firefighting. This brought awareness to SFFD and had positive comments during the live stream for both the SFFD and the iShowSpeed foundation (non-profit that helps disenfranchised adults and children).
- PIO-2 was needed for the SFC event with EMS. Not only did the PIO facilitate multiple interviews and monitored the photographer to ensure HIPAA compliance, but the PIO-2 also facilitated an event where members of the Mayor's Executive staff called 911 as the RP. The on-duty PIO-1 was also busy with scene calls and issues. This highlights the need and effectiveness of having a second PIO.
- PIO members are working with Citizen App for ways to share safety information during major events such as Super Bowl.



- Roll Call Podcast: MMS x PIO were able to produce an amazing podcast for 9/11. This included a never-before deep dive with Chief Crispin and retired members who assisted on 9/11. Neal Naryan took on a huge task with this production; LT Elias provided great prompting as the podcast emcee.



Training and Education

- Members of the PIO team continue to pursue training opportunities to advance our ability to serve our community. All members of the PIO unit monitor the biweekly fire commission meetings for situational awareness, enhancing our ability to respond quickly to requests for information.
- The PIO office is involved in meetings regarding the use of TikTok in the City with the anticipated changes to its policy and security measures. Anticipated changes to receive regular webinars, articles, or digital content related to our job. This helps with ongoing education and improves situational awareness of current events and PIO tactics.
- Members reviewed and are monitoring issues related to international sources using social media for surveillance. This is ongoing, not new, just highlighting the tasks we do monthly.

CAL-OES Specialists: Why does SFFD need this credential for information officers?

- The consequences of failure are high. The stakes of the job also contribute to its difficulty. Emergency specialists are tasked with safeguarding lives, property, and the environment during disasters, meaning there is little room for error. This adds a significant layer of responsibility and pressure to an already challenging role.
- The Cal OES Specialist Program formally recognizes and enhances the skills of emergency management professionals in specialized areas like public information and emergency management, leading to more effective, coordinated, and inclusive responses to disasters in California.
- The current information officers are OES specialists: Baxter, Menchaca, Schorr, and Elias.
- Officer in charge Baxter held several virtual meetings with PIO leads from around the nation to improve our knowledge and skills, ensuring we provide the right information to the right people at the right time. This information is shared with members during shift change and has helped us complete the strategic plan, especially the SFO PIO plan.

This month, members took part in numerous drills and an off-site class focused on Media Relations. All PIO members also completed weekly drills and target solutions. Below is a synopsis of the training the office completed:

Baxter: CPSE Credential, DJI basic course, POST strategic comms planning, Use of an After-action report virtual class, Civil unrest and media operations, Behavioral health, Alternatives to police services, Budgeting and financing for public safety, Staged press events updates, social and event social graphics updates, social media and recruiting updates, the need or no need for credentialing the media virtual discussion,

Menchaca: LEMSA Mandatory in-person paramedic training (new psych meds), EV Blanket training, SFO Drill, Ai for Fire Chief Officers,

Elias: Art of reading smoke, CALOES - Specialist

Curtis-Contreas: CALOES PIO courses, ICS 300.

Schorr: CALOES – Specialist

Carter: Basic PIO class completed in Oakland, IS-29 PIO Awareness, G606 SEMS introduction class, AI for Chief Officers

Filiss: Basic PIO class completed in Oakland

Kuzma: Basic PIO class completed in Oakland, IS-29 PIO Awareness, G606 SEMS introduction class, online video editing course, Online videography course.

Bovo: Basic PIO class completed in Oakland, IS-29 PIO Awareness, G606 SEMS introduction class

Smith: All-Hazard Incident Management O-Incident Management, Basic PIO, G-290, JIC System G-291, ICS 200, ICs 300, ICS 800

Ayers: Digital content and message crafting

Equipment

- The DJI Osmo pocket 3 is in service, it was used for a dry run on FB35 for storyboard outline. The Slatwall project has been forwarded to support services.
- IT update: Three out of 4 duty iPads have been updated.
- The power Board is on its way per ADC/Mullin

Technology

- Starlink has arrived and is being outfitted by I.T. before being placed in service with the PIO.
- The iPhone 16 upgrade has resulted in improved picture quality and fewer dropped calls. On 08/30 Verizon had a large cellular outage, the back up sim kept it in service without any issue. The office outfitted the phone with screen protectors and a case. Faster upload and sharing speeds have helped with daily operations.
- The PA system was rapidly deployed by MMS officer Neal. This shows how beneficial our new equipment was to avoid a failure of a major event.

September Targeted Outreach

- Prostate cancer awareness
- Suicide prevention month
- NERT, China town night out
- Preparedness planning
- Emergency preparedness
- 77th Annual Police and fire mass
- 175th California birthday
- Emergency car kit
- Heat and weather
- Hands only CPR
- Heat safety
- Alert notification
- Ladder and battalion drill
- Game day safety
- Heat advisory
- Tips for heat and risk
- Window safety
- Heat safety
- Weather safety
- Smoke detector safety
- Event safety
- Weather safety
- Money / finance safety
- Fire safety
- Bike safety
- Stroke safety
- Potola safety
- EMS bike memorial
- 220 golden gate safety
- Commander Buckley
- CCSF academy
- Special event safety
- Earthquake safety
- Join NERT
- Disaster preparedness
- Window safety
- Coastal safety
- Cooling centers
- Pet heat safety
- LT Silvestrich
- Battery and flashlight preparedness
- Fire Safety: Make a plan
- National Preparedness Month
- Folsom Street Fair – Traffic detours

- World News Day
- Folsom Fair safety
- Autumn Moon Fair Safety
- Escape Planning
- Fire Safety
- Seatbelt Safety
- Help neighbors and friends

Scene Responses

1. 11225 SIB 351 Geary St
2. 1613 SIB 886th St
3. 2047 SIB 704 Bush
4. 2200 SIB 25 Essex 5th floor
5. 1139 FIB 950 Leavenworth St WF
6. 1027 SIB 225 Taylor
7. 0325 MED Mcallister / Jones (GSW, TX emergent)
8. 0436 FIB 34 Stonyford
9. 1256 FIB 916 Hampshire Street - OSF
10. 1943 MED Golden Gate / Leavenworth (GSW, TX emergent)
11. 2100 OSF 100 John F Kennedy (trees and bushes on fire)
12. 2111 SIB 100 Van Ness (stagnant smoke in building, monitored for 50 mins)
13. 2155 WF 2562 Noriega Street – 1 alarm roofing material caught, no injuries
14. 2325 FIB 43 Dorado Tr
15. 0105 SIB 790 Kirkwood
16. 0156 SIB 250 Bayshore
17. 0449 SIB 160 Bay Street
18. 0702 MED 100 Drum Street (jumper DOA)
19. 0830 OSF Sutro Heights / La Playa
20. 1120 MED 101/Cesar Chavez (OIC, 1 GSW TX)
21. 1407 EXP 1810 Jackson Street (M80 fire cracker)
22. 1703 OSF 878 Jamestown Ave (RV fire, AR1 called out)
23. 1720 MVA Laguna/Dewey (vehicle into tree / 1 critical injuries)
24. 0200 FIB Duboce / Guerrero Street
25. 0300 FIB Harrison / Embarcadero
26. 1851 FIB 434 Grove WF
27. 1903 FIB 155 Fell St
28. 2005 SIB 2347 North Point Dr
29. 2054 SIB 1 Polk St
30. 0446 SIB 55 Chumasero Drive
31. 0700 FIB 3242 22nd Ave – OSF, Awing fire
32. 0731 SIB 5100 Geary
33. 1005 SIB 567 Bay Street
34. 1133 FIB 574 6th Ave
35. 1632 MED 1128 Market (F Train vs Ped, TX C3 SFGH)
36. 1947 SIB 802 Green Street

37. 1950 FIB 440 Davis Court (pizza box on fire thrown from 4 to 3 level balcony)
38. 2106 FIB 840 Van Ness (neighbor dispute, BBQ on fire escape)
39. 0620 SIB 180 Jones
40. 1959 SIB 2535 Sutter
41. 0119 FIB 561 Geary WF (smoking materials in closet with window)
42. 0932 FIB 1390 Market
43. 1709 GSW Eis Jones
44. 1749 GSW 1555 Brooke Ave
45. 1830 GSW Vermont at 23rd
46. 2014 FIB 2310 Chestnut
47. 2100 FIB Fox Plaza Apts.
48. 1505 SIB 1255 8th Ave
49. 1639 MED Junipero/Ocean (stabbing IFO 8 YO)
50. 1705 SIB 609 Burnett Ave
51. 1730 MED Moscone West (Industrial accident)
52. 1900 SIB 1085 SVN
53. 2016 FIB 601 Van Ness 131
54. 0034 SIB 315 Turk
55. 1151 SIB 498 Bright
56. 1502 SIB 30 Fremont
57. 2327 SIB Hayes at Larkin
58. 0800 Walk-in Medical FS 04 PIO on scene
59. 1018 75 FIB Hawthorne
60. 1155 MVA Entrapment 9th at Market
61. 1420 Mayors Team on view Behavioral crises- PIO 1 and PIO 2 on scene
62. 1630 Walk Up medical aid at Rose Street and Market Street, PIO on scene
63. 1738 MVA Vs House 775 Madrid
64. 0345 Tree down on car, no injuries, 19th at Folsom
65. 1452 FIB 752 Stockton
66. 1905 FIB 1762 Bay
67. 2049 Bay Rescue 3rd at King
68. 0107 FIB 361 Turk Street
69. 0113 FIB 1498 Market Street
70. 0600 FIB 460 Ellis Street
71. 1829 MED Leavenworth / Turk (GSW, TX C3 SFG)
72. 2351 FIB 2240 Noth Point Road
73. 0538 FIB 460 Ellis Street
74. 1217 SURF 1610 Battery Chamberlin
75. 1232 OSF Jennings / Carroll
76. 1724 FIB 1301 42nd Ave
77. 1840 BAY 603 Mason (kite boarder, okay, no medical)
78. 2047 FIB 418 2nd Ave
79. 0952 FIB 123 O'Farrell Street
80. 1144 FIB 1450 Golden Gate Ave
81. 1659 FIB 72 Belcher
82. 0022 SIB 299 Cole Street False

83. 0800 TRN 1 SF INTL AIRPORT BOX#6913 (All agency training)
84. 0841 WF 1285 Union Street (4th floor, 2 rooms, contained)
85. 0922 AR1 2650 Bayshore
86. 1035 FIB 41 Jones Street
87. 1839 FIB 340 Fremont Street
88. 2044 MVC 101NB/Cesar Chavez (2 injuries, 1 PDT. Non-emergent)
89. 0505 FIB 1935 42nd Ave
90. 1355 FIB 675 18th Street
91. 1410 Water Main Break 72 State Street
92. 1416 FIB 24 Cornwall
93. 1459 FIB 944 Folsom Street
94. 1502 WF 1-Alarm 44 McAllister Fire on 4th floor rooftop, no injuries, no displaced
95. 0115 SIB 66 Geary
96. 1642 Surf Rescue Great Highway
97. 0333 FIB 333 Jones - false
98. 0745 Possible Jumper GGB- false
99. 0926 BOX 57 Rolph – Resd Gas Leak
100. 1016 FIB 25 Sanchez - Mattress Fire
101. 1154 1222 Harrison FULL BOX – false
102. 1508 450 Beach SIB
103. 1654 FIB – false
104. 2100 Bay Bridge Jumper
105. 2159 Walk Up Stabbing – Stanyan/Hayes – 17yo M, multi stab wounds, C3 SFGH
106. 2220 On View Solo Bike Accident – 25yo F, GCS 3, C3 SFGH
107. 2252 FIB 906 Ingerson – false
108. 2329 Stabbing 887 40th Ave
109. 2359 BOX 705 Vallejo
110. 0120 GSW, C3 SFGH
111. 0551 FIB 220 Golden Gate
112. 1236 FIB WF 609 Burnett
113. 1739 SIB 55 Chumasero Drive
114. 1900 FIB 690 28th Ave
115. 2010 FIB 1190 Howard
116. 2024 FIB 776 Page Street
117. 0024 FIB 380 Eddy
118. 0256 4.3 EARTHQUAKE (Original was 4.8, then 4.6 downsized to 4.3)
119. 0301 BDLG Alarm 675 Embarcadero
120. 1024 FIB 2618 Greenwich
121. 1133 SIB 545 O’Farrell
122. 1843 SIB 2427 23rd Street
123. 2229 SIB 77 Federal
124. 0129 FIB 690 Church
125. 0130 FIB 410 China Basin Street
126. 1530 Cliff Rescue -One Adult was rescued with minor injuries at Battery Godfrey
127. 1618 MCI King at Townsend – downgraded to MVA
128. 1720 MCI Yellow Alert Mission at Silver Pepper Spray incident Six patients treated

129. 0025 FIB 1225 Shotwell
130. 1014 MVC 1778 35th Ave
131. 1105 SIB 657 Corbett Ave – Cooking, confined to pot
132. 1448 FIB 1501 Mariposa Street – Cooking, confined to pot
133. 1740 MCI - RED ALERT - 101SB/280SB – 6 Patients, 3 C3 / 3 PDT
134. 1558 FIB 1455 Clay Street
135. 1600 WF 1- Alarm 1600 block of Leavenworth at California
136. 2129 FIB 1850 Sacramento
137. 0159 VEH Vs. Bldg. 2130 Harrison
138. 0730 Return to the above for removal of the car
139. 1442 SIB 837 Geary Street
140. 1700 GSW Library High media
141. 1730 Bay Rescue GGB 1 adult rescued
142. 1917 MED 1150 Market Street (DOA)
143. 2339 SIB Polk at Ellis
144. 2234 WF 1-Alarm Fire 200 Fisher -- Fire had RAD detected at 120 UL outside HAZMAT responded and FF DECON initiated. Area deemed safe by DPH and HAZMAT chief
145. 0125 SIB 2351 21st Ave
146. 0600 SIB 480 Ellis
147. 1222 BAY Ferry Building (no merit, person swimming)
148. 1923 ALM 2150 Embarcadero (Pier 39 alarm, false)
149. 2030 ALM 1855 4th Street (false alarm)
150. 2050 BAY Exploratory, 700 Embarcadero
151. 2100 SIB 860 Le Conte
152. 2332 SIB 3554 17th street
153. 0329 FIB Gough Street / Golden Gate
154. 1172 Delivery truck fire 172 Panorama
155. 1236 WF 1-Alarm 26 crestline
156. 0805 MVA San Jose at Geneva HIGH PROFILE
157. 0848 Bay Rescue Ferry Bldg. 1 Rescued
158. 1157 WF 1-Alarm Fire 1963 Golden Gate Ave
159. 0700 MVC 22nd / Irving (USPS involved)
160. 1047 MED 16th / San Bruno (GSW)
161. 1127 MED 1651 4th Street (CPR public view)
162. 2000 MED 469 Vernon (Pedi arrest, tx c3)
163. 2015 MVC 12th / Mission (Auto v Ped)

Social Media Top Content

September 2025 top Instagram content: FS04 Battalion drill, iShowSpeed x SFFD, Historical donation, H3L1 #28 Day 1, and CD1 Roll Call Podcast



Notable September 2025 Content: iShowSpeed live streaming – generated 15K views while live streaming, with over 44 million views with twitch VOD demand (via social blade)



Major media events:

 Sep 25, 2025 7:33 PM PDT	● Neu. 1
 KTVU FOX 2 News at 7:30pm 🔗	
Channel KTVU (Fox) Market San Francisco, CA DMA: 10 Genre News Program Type Local	
 1:00	stopped at a fire station where the fire and police departments, as mentioned, used their platform to talk about hiring. >> Hiring. We're hiring, we're hiring. >> So i could become a firefighter, basically. >> Absolutely. >> Yeah. i will be so down to do that. >> Yeah. We're hiring. >> Maybe not for too long, but i. >> But but all of your followers, San Francisco Fire Department and police department is hiring best professions in the world. >> If you want to become a firefighter, pull up to sfpd. Right. >> Well, there you go. Some of the fans out there have been chasing the YouTuber all day across
 Sep 25, 2025 6:20 PM PDT	● Pos. 2
 KTVU FOX 2 News at 6pm 🔗	
Channel KTVU (Fox) Market San Francisco, CA DMA: 10 Genre News Program Type Local	
 1:00	known for challenging famous people, athletes and that 24 over seven streaming. Today, he stopped at San Francisco City Hall and even at a firehouse where the fire and police departments used the live stream to tell thousands that, oh, by the way, they're hiring. >> Hiring. We're hiring, we're hiring. >> So i could become a firefighter, basically. >> Absolutely. >> Yeah. i will be so down to do that. >> Yeah. We're hiring. >> Maybe not for too long, but. >> But but all of your followers, San Francisco Fire Department and Police department is hiring best professions in the world. >> You
 Sep 25, 2025 5:45 AM PDT	● Neg. 3
 KTVU Mornings on 2 🔗	
Channel KTVU (Fox) Market San Francisco, CA DMA: 10 Genre News Program Type Local	
 1:00	in San Francisco were hurt, three of them seriously, in a crash involving a Sam Trans bus and several cars. It happened last night, about 5:00 on southbound highway 101 near the Cesar Chavez Street and 280 exits. This video from citizen app shows you the traffic backed up. San Francisco Fire Department says the bus collided with three other vehicles. Look at these pictures here. Three of the six people who were hurt were taken to the hospital. No one on the bus was hurt. The cause of the crash is under investigation. >> With just days to go before the \$7,500 tax credit for electric

Critical Mention numbers:

Total National TV Audience:	3.92 MILLION
Total Local TV Audience:	1.44 MILLION
Total Radio Audience:	9.85 MILLION
Total Online Audience:	1.75G (NEW MEASUREMENT)
Total Social Followers:	693,502,662