

## **San Francisco Fire Department**

**Deputy Chief of Administration  
Sayumi Brannan**

**Fire Commission Report  
November/December 2025**

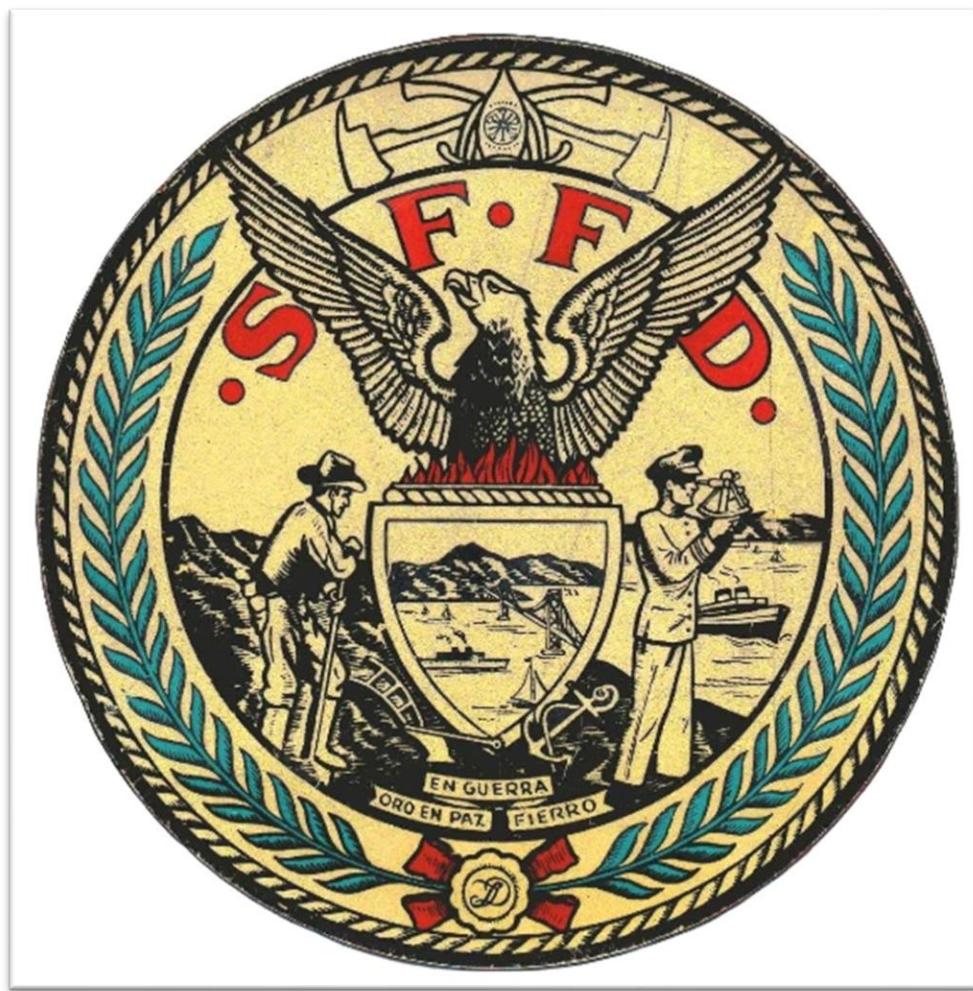


## Glossary of Terms

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
AHIMT	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



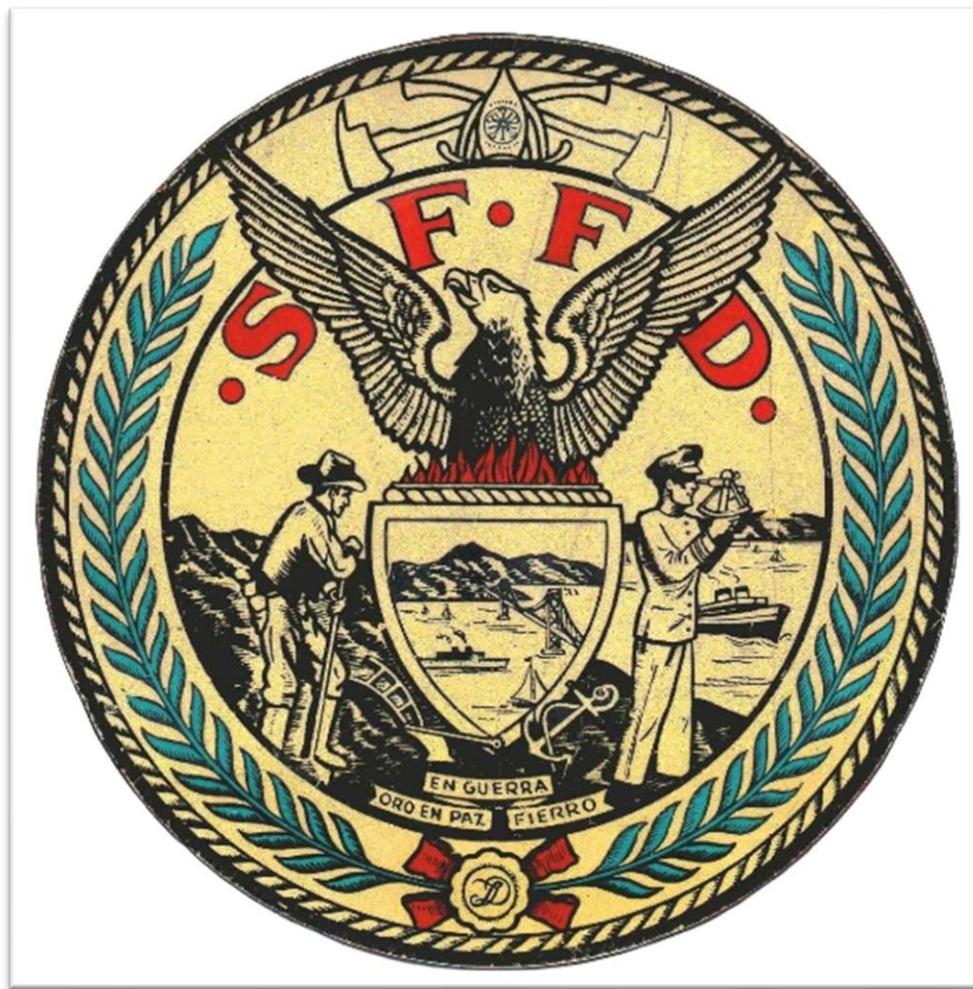


*Homeland Security*  
*ADC Erica Arteseros Brown*  
*November/December 2025*

There is no report for Homeland Security



# Outreach, Recruitment and Development





***Outreach, Recruitment and Development***  
***November/December 2025***  
***Lt. Hashim Anderson***

## **H2 Firefighter Hiring**

- 60 internal/external candidates referred to OEH for Medical Screening for Recruit Class 137
- 54 Final Offers for Recruit Class 137
- January 26, 2026 Start Date
- June 18, 2026 Graduation Date
- FCTC Test Prep & Written Exam for 138 Class



## **H3L1#29 & H3L2#15**

- L1 EMS Academy Start Date: March 30, 2026
- L2 Paramedic Academy Start Date: April 27, 2026
- H3 EMS Graduation Date: June 26, 2026

	<b>H3L1#29/H3L2#15</b>	<b>Previous EL Candidates</b>
<b>Applications</b>	116	362
<b>Passed Written Test</b>	84	319
<b>Passed PAT</b>	45	157
<b>Possessed CPAT</b>	35	13
<b>Panel Interviews</b>	70	106
<b>Chief Interviews</b>	27	32
<b>Background Investigation</b>	15	19
<b>Medical Evaluations</b>	9	11
<b>Hired</b>	Pending	Pending

## Union Square Winter Walk

- Staff SFFD Table during the holiday shopping season



Lt. Ariana Wilson and Lt. Cyndy Lucero staff a booth and provide instruction on how to perform hands-only CPR for the public



Lt. Hashim Anderson at Winter Walk

## CORE Recruitment & Outreach

- District 11 Community Health Fair
- SFSU Veterans Service Day Fair
- OMI Senior Health & Education Fair
- SFPL Excelsior Branch Career Info Session
- Junior College Public Safety Job Fairs at Santa Rosa & Butte College



Nick Koo and Emily Tan at Community Health Fair



Lt. Vinny Sansoni at Butte College Firefighter 1 Job Fair

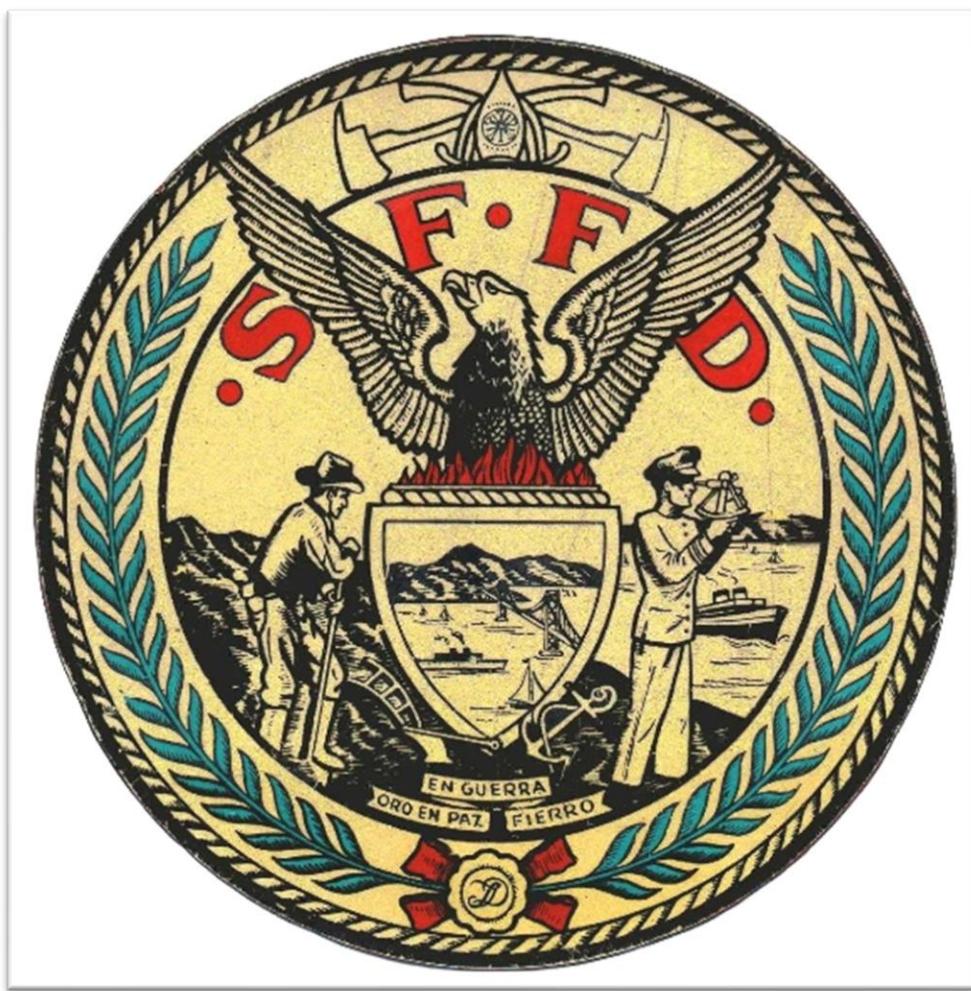
## Outreach

- Finalize MOU between Fire and DPH Community and Home Injury Prevention Program for Seniors (CHIPPS)
- National Football League and National Women's Soccer League partnerships
- Collaborate with Cal-JAC and other Fire Departments on Super Bowl Recruitment event for NFL players
- Centralize SFFD efforts on Stop the Bleed and Hands-Only CPR
- 100,000 Strong Campaign
- Continue SF Gov TV internal and external video projects





# Health, Safety and Wellness





***Behavioral Health Unit***  
***Lieutenant Matthew Scola and Firefighter Chelsea Nelson***  
***November/December 2025***

## **Meetings**

### Specialty Provider Bi-Monthly Meeting

*Bi-Monthly meeting with SFHSS EAP, ComPsych, and SF First Responder Peer Support Teams.*

- Departments in Attendance: DEM, FIR/SFFD, POL/SFPD, SHF/SF Sheriffs.
- Assessed availability of therapists on EAP CP Specialty Provider list.
- Discussed current critical incidents and issues for each department.

### Dual Role Providers: Worker's Compensation & ComPsych Employee Assistance Program

*Issue-specific meeting between BHU, SFHSS, ST49, and Community Paramedicine.*

- Review of provider/incident complaint and review process.

### San Francisco Fire & EMS Behavioral Health Foundation

*Meeting between BHU and SFFEBHF to review foundation grant process.*

- Discussed initiatives to increase department awareness of resources.
- Introduced monthly payroll deduction initiative.

### Worker's Compensation and SFFD Claim Process Improvement Meeting

*Meeting between BHU, HRD, and OEH to address claim process improvement.*

- Discussed fast-track PTSD program, standardized CCSF work status report, TMD letter to for WC providers, electronic signature for WC documents, Optum pharmacy cards.

### SFFD Peer Support Meeting

*Meeting of trained Peer Support and CISD SFFD members to update team.*

- Discussed future role of Peer Support and CISD teams, both active and passive.
- Updated plan on peer support and CIRT/Advanced Peer Support training.
- Reviewed continuing education, peer visibility, short-term and long-term goals.

### SF First Responder Peer Support Advisory Committee

*Monthly First Responder Peer Support meeting.*

- Departments in Attendance: DEM, FIR, POL, SHF.
- Discussed current critical incidents and issues for each department.

### SFHSS EAP ComPsych First Responder Monthly Check-In

*Joint meeting of SFHSS EAP staff and department Peer Support representatives*

- SFHSS EAP review of ComPsych services with DEM, FIR, POL, SHF.
- Discussed mental health therapist recruitment and interviews.
- Addressed any issues with members accessing EAP therapy via ComPsych.

## SFFD CP, 49, BHU, SFHSS EAP and SJSU Moral Injury Study Follow-Up Introduction of SJSU Moral Injury research to SFHSS EAP.

- Reviewed study timeline, results, and feedback.
- Discussed future of community groups intervention.

## Events

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

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

### Employee Assistance Program ComPsych Specialty Provider Interview

- SF First Responder group interview of prospective clinicians for ComPsych EAP.

### Station Visits – Engine & Truck 14, Engine 42

- Role of BHU: team introduction to members.
- Present available resources and how to access support.

### Drop-In & Decompress

#### *BHU initiative to offer peer support for ST49 and Community Paramedicine.*

- On-duty opportunity for EMS members to share adaptive coping and psychosocial support.
- Refreshments sponsored by Local798.

### Critical Incident Defuse & Debrief – 405 SERRANO

- Initial Response: BHU Defuse 11/23/25
- Incident: Pediatric arrest/Infant OME
- Debrief: 12/2/25; Hosted by SFPD, Clinician

## Training

- HSW and BHU onboarding of FF/PM Bernstein
- Discussed on-going HSW and BHU initiatives.

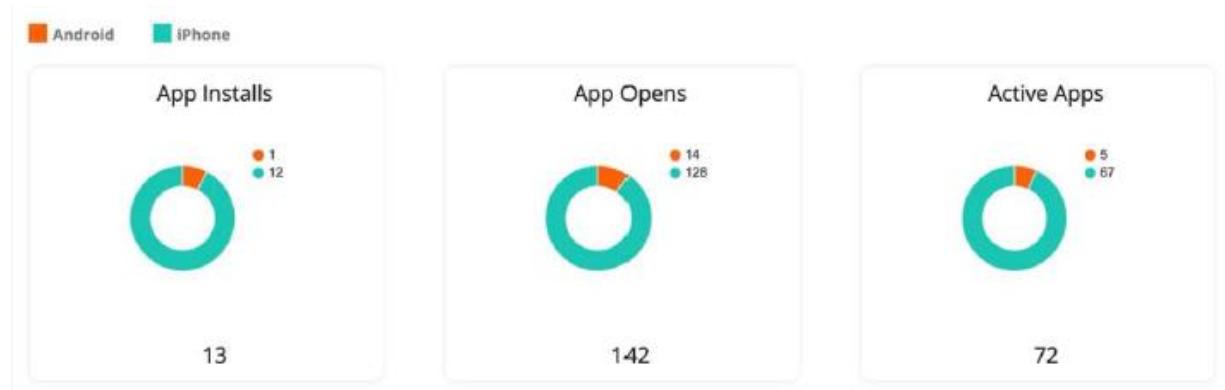
## Analytics

### Violence in the Workplace – NOVEMBER 2025 Data

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

- 7 new cases: 4 injury (one case involved multiple injuries); 4 non-injury
- 4-member follow-up contacts: BHU and EAP resources offered.
- Court Cases Attended: 4

## SFFD Wellness App (Lighthouse) Analytics – NOVEMBER 2025

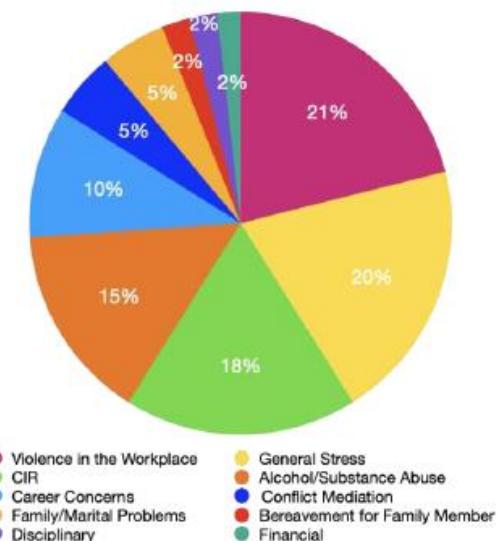


- Decrease in app usage compared to October.
- Top Areas of Use: Station Finder, Therapist Finder, Employee Benefits

## BHU Peer Support Calls for Service – NOVEMBER 2025

Stress Factor	Stress Factor (Count All)
Violence in the Workplace	59
General Stress	56
CIR	50
Alcohol/Substance Abuse	42
Career Concerns	28
Conflict Mediation	14
Family/Marital Problems	14
Bereavement for Family Member	6
Disciplinary	6
Financial	5
<b>Grand Total</b>	<b>280</b>

BHU Peer Support Calls for Service - Nov 2025



## NOVEMBER 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 November 2025: 280 compared to November 2024: 153. This is an 83% increase in calls for support and behavioral health resources provided.

- November 2025 Top Reported Stressors: Violence in the Workplace: Reports of assaults against EMS and CP members on the rise; members affected are also engaging with support resources more frequently.
- General Stress: referrals to EAP therapy, time management, emotional regulation.
- Critical Incident Response: pediatric traumas, suicide, and homicide were the most frequent type of critical call response.
- Alcohol and Substance Use: members seeking treatment/recovery support.
- Career Concerns: leave due to workplace injuries, interpersonal concerns at station, cumulative stress, burnout, moral injury.
- Family/Marital Problems: therapy for children, couples counseling, separation/divorce, child custody.

## DECEMBER 2025

### MEETINGS

#### Nightware Informational Meeting

*Introduction to Nightware pilot program by CEO and research team.*

- Informational discussion of medical device pilot for PTSD related sleep disturbances.
- Recruitment amongst first responder departments discussed.

#### Violence in the Workplace (VIW) Data Review

*BHU, CP, IT, OEH, and 49 discussions of VIW data and prospective interventions.*

- Discussed data summary and trends.
- Assessed opportunities for IT support.

#### EAP ComPsych SFFD Member Referrals

*BHU and SFHSS EAP meeting to review referrals and authorizations.*

- Process review and improvement discussion.

#### Lighthouse Wellness App Funding

*SFHSS and BHU meeting to discuss Lighthouse Wellness App benefit funding.*

- Discussed previous and future budget options to support Lighthouse use.

#### SF First Responder Peer Support Advisory Committee

*Monthly First Responder Peer Support meeting.*

- Departments in Attendance: DEM, FIR, POL, SHF.
- Discussed current critical incidents and issues for each department.

### Events

#### Community Debriefs: Station 49 & Community Paramedicine

*Initiative between EMS and the Employee Assistance Program.*

- Peer Navigators Fluke and Nelson continue to support the EAP CP clinicians and connect with members at both Station 49 and Community Paramedicine.

### Station Visit – Engine 33

- Role of BHU: team introduction to members.
- Present available resources and how to access support.

### San Francisco Chamber of Commerce Public Safety Meet & Greet

- Neighborhood and business district event to honor SF First Responders.

### Community Paramedicine & 49 Town Hall - Violence in the Workplace

*Town Hall organized by CP and 49 Command Staff to discuss VIW initiative.*

- Reporting process reviewed.
- Recent incidents: SFGH social worker stabbing.
- Discussed ideas for prevention and intervention.

### Critical Incident Defuse – SFGH Stabbing

- Initial Response: BHU Defuse 12/4/25
- Incident: Stabbing of staff member by patient
- Follow-up: BHU spoke with SFGH staff and 1:1 with ambulance crews

### Critical Incident Defuse & Debrief – HAYES & WEBSTER

- Initial Response: BHU Defuse 12/14/25
- Incident: Pediatric fatality, auto vs. pedestrian
- Debrief: 12/21/25; Hosted by SFFD, Clinician: Jill Peeler, LMFT

### Onboarding of Chaplain Father Gutierrez

*Swearing-In with SFFD Command Staff; Station Visit & Ride Along*

- Lunch and ride along with E36
- Role of Chaplain: introduction to members.
- Exposure to department roles, responsibilities, types of incidents.

### **Employee Assistance Program ComPsych Specialty Provider Interviews**

- SF First Responder group interview of prospective clinicians for ComPsych EAP.

### Trainings

#### **H3 L1/L2 BHU New Recruit Presentation**

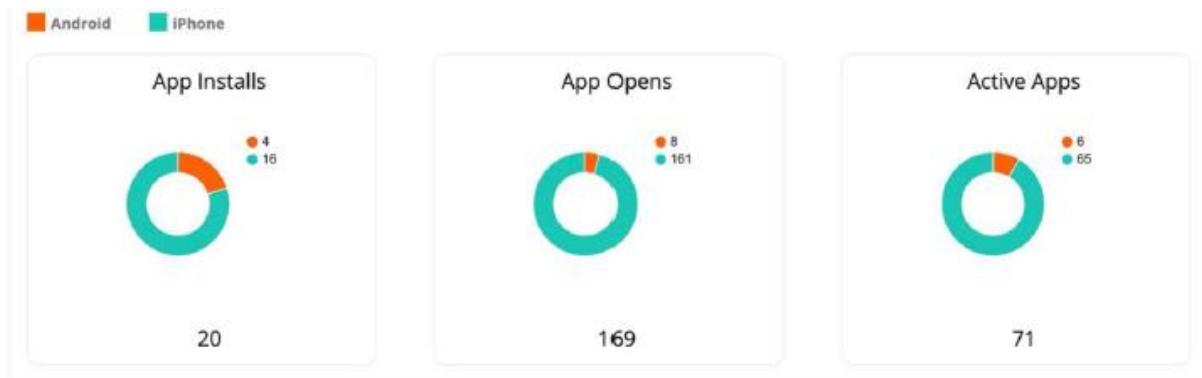
- Facilitators: BHU Officer Matt Scola, Peer Navigators Mathew Fluke and Chelsea Nelson.
- Topics: Stress and PTSD signs and symptoms, tactical breathing for anxiety management, critical incidents and traumatic calls, resiliency and resources for work/life balance.

### Analytics

#### Violence in the Workplace – DECEMBER 2025 Data

- PN Mathew Fluke is continuing to follow up on documented violent incidents.
- 3 new cases: 1 injury; 2 non-injury
- 2-member follow-up contacts: BHU and EAP resources offered.
- Court Cases Attended: 3

## SFFD Wellness App (Lighthouse) Analytics – DECEMBER 2025

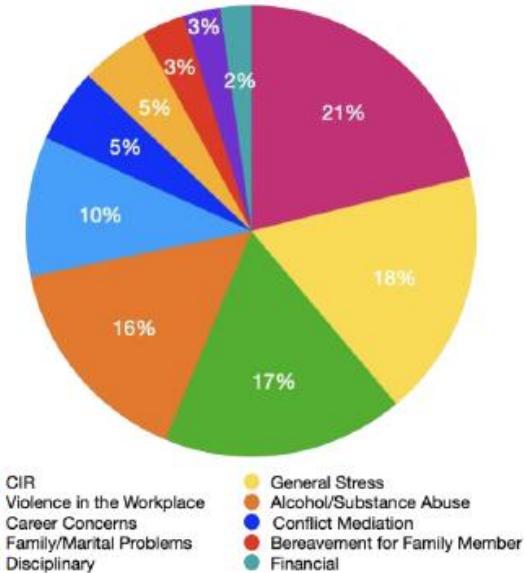


- Slight increase in app usage compared to November 2025.
- Top Areas of Use: Station Finder, Therapist Finder, Employee Benefits.

## BHU Peer Support Call for Service – DEC. 2025

Stress Factor	Stress Factor (Count All)
CIR	95
General Stress	80
Violence in the Workplace	78
Alcohol/Substance Abuse	70
Career Concerns	45
Conflict Mediation	24
Family/Marital Problems	22
Bereavement for Family Member	14
Disciplinary	12
Financial	10
<b>Grand Total</b>	<b>450</b>

## BHU Peer Support Calls for Service - Dec 2025



## DECEMBER 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 DECEMBER 2025: 450 compared to DECEMBER 2024: 137. **This is a 228% increase in calls for support and behavioral health resources provided in 2025 vs 2024.**

## DECEMBER 2025 Top Reported Stressors:

**Critical Incident Response:** multiple pediatric traumas and fatalities with significant public and media attention.

**General Stress:** referrals to EAP therapy, support with time management, emotional regulation, coping skills.

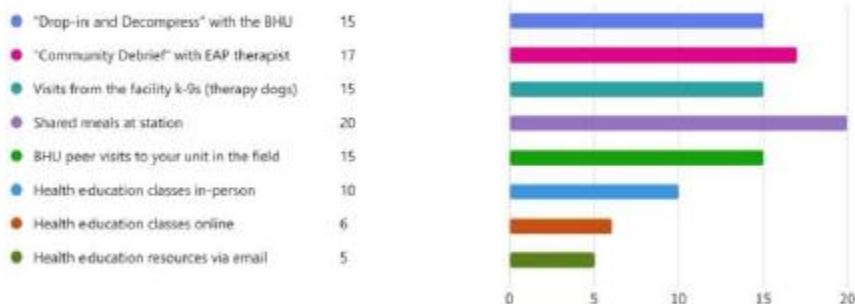
**Violence in the Workplace:** Reports of assaults against EMS and CP members on the rise; members affected requested support resources more frequently.

## MISC.

BHU created surveys for EMS and CP members to assess support services and community debrief groups during 2025. Survey distributed by 49 and CP command staff to membership. Responses analyzed and summarized by BHU for EMS discussion of 2026 interventions. Survey Takeaways so far: • Members like the groups! Both with BHU and clinicians  
Members would like to have both separate groups and a shared CP/49 option.  
In addition to groups, shared meals, therapy dog visits, and BHU field visits are preferred support resources.

Challenges in attending were primarily due to staffing/levels.

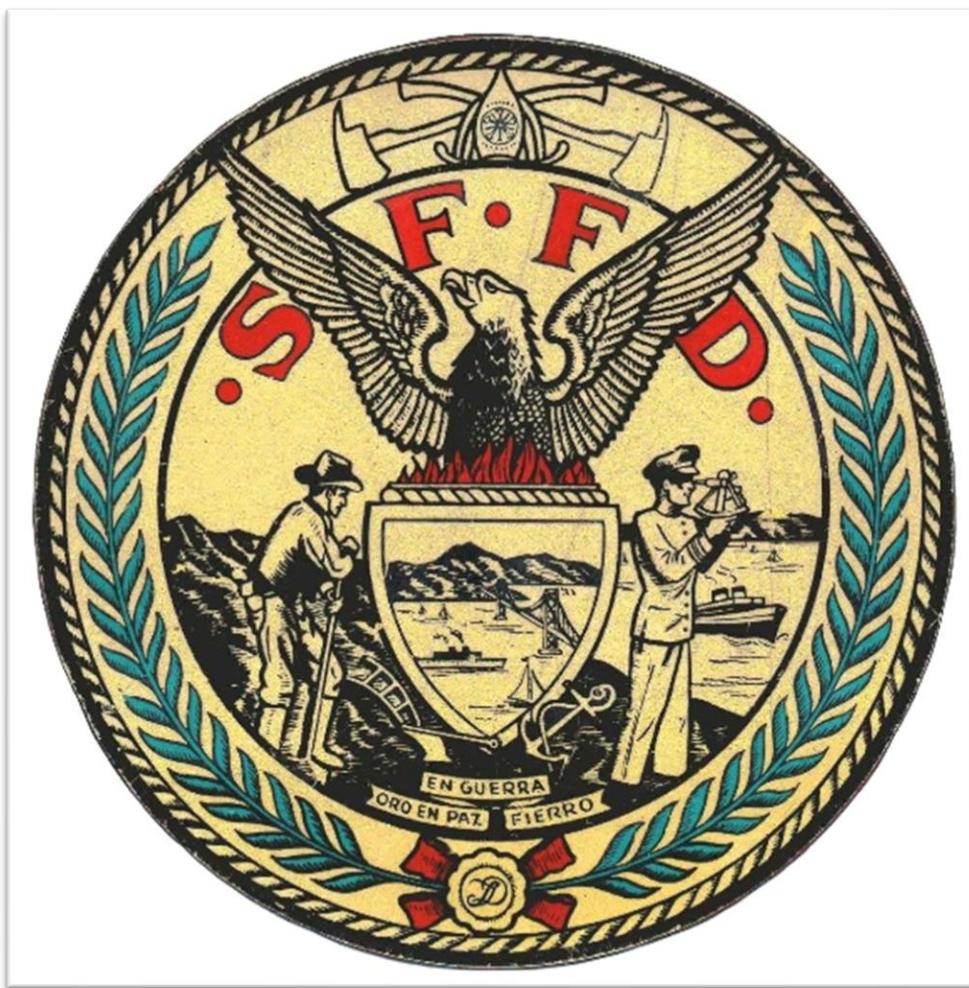
5. What type of support resources are you interested in? Select all that apply.



Environmental Occupational Health and Safety  
Anthony Boone, CIH, CSP, CHMM, CEI  
November/December 2025

- Performed Spill Prevention and Countermeasures Plan (SPCC) inspections.
- Reviewed Monthly UST inspections.
- Attended monthly health and safety meetings, including new subcommittee meetings
- Conducted Forklift Refresher training at Station 49
- Trained EMS staff at TITF to perform N-95 Fit testing
- Performed SCBA Fit testing for Fireboat team
- Escorted CUPA conducting HMBP inspections at various stations
- Provided documentation for Cal-OSHA investigation at Chestnut Street incident
- Continued Investigation of Chestnut Incident

# Office of Employee Health





*Office of Employee Health*  
**Steven Chang, DO, DABFM, Supervising Physician**  
**November/December 2025**

## **Summary of Activities**

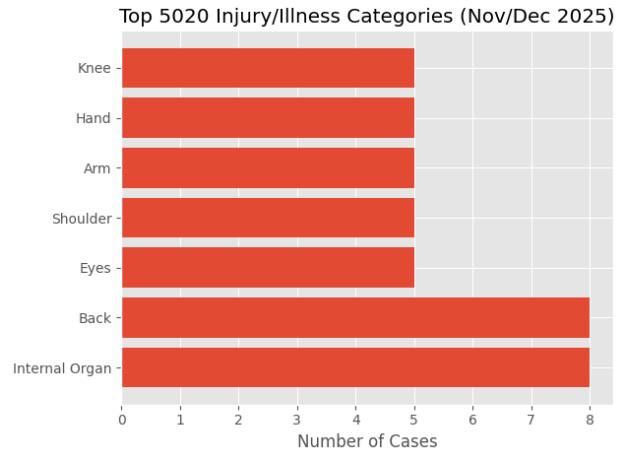
- **Return to Work Clearances:**
  - November: 27
  - December: 35
- **New Hire Activities:**
  - Screening candidates for the upcoming H2 Academy, scheduled for January 2026
- **Promotional Exams Conducted:**
  - November: 0
  - December: 0
- **End of Probation Exams Conducted:**
  - November: 38
  - December: 13

## **Summary of Work-Related Injuries and Illnesses**

- **Total Reported Incidents:**
  - 3807 Forms (No Medical Evaluation Required):
    - November: 58 cases
    - December: 68 cases
  - 5020 Forms (Medical Evaluations Completed):
    - November: 41 cases
    - December: 43 cases

- **Most Frequently Reported 5020 Injury/Illness Categories (Combined Totals):**

- Internal Organ – 8 cases
- Back – 8 cases
- Eyes – 5 cases
- Shoulder – 5 cases
- Arm – 5 cases
- Hand – 5 cases
- Knee – 5 cases



- **5020 Incidents Resulting in Time Off Work:**

- November: 22 cases
- December: 28 cases

## Other Activities

### Meetings & Collaborations

- **Technology and Data Management**
  - Continued enhancements to 3807 and 5020 Forms to streamline and improve incident reporting workflows
- **ZSFG Occupational Health Coordination**
  - Maintained strong partnership with ZSFG Occupational Health to deliver comprehensive member services
  - Engaged in discussions to expand and improve the scope of services offered
- **Workers' Compensation & Legal Engagements**
  - Ongoing collaboration with Workers' Compensation Representatives to improve care coordination and support services
  - Continued engagement with City Attorneys on legal and procedural matters relevant to member health and safety
- **Committee Participation**
  - Active involvement in citywide and departmental committees advancing health, safety, and member well-being:
    - *CCSF Joint Labor Management Committee*
    - *Behavioral Health Unit (BHU) Subcommittee*
      - Developing a field guide to assist in addressing behavioral health concerns among first responders
    - *Health and Safety Planning Committee*
    - *Physical Health and Injury Prevention Subcommittee*
      - Brainstorming a targeted injury prevention campaign to reduce workplace incidents and improve safety culture
    - *Violence in the Workplace Committee*
- **Recruitment & Hiring Initiatives**
  - Continued collaboration with the recruitment team to streamline and enhance hiring processes

### Health and Wellness Initiatives

- **Annual Flu Vaccine Clinics**
  - Delivered mobile flu vaccination clinics to increase accessibility and ensure members working in the field received convenient access to seasonal flu immunizations
- **Annual Wellness Exam Program**
  - Continued efforts to increase participation and improve health outcomes
  - Sustained promotional strategies to raise awareness and encourage 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 distributed in July 2025

- Delivered to the current H2 Academy on December 15, 2025
- **Recruit Orientation**
  - Delivered recurring introductory presentations to Firefighter and EMS recruits, introducing Office of Employee Health services, wellness resources, and support pathways
- **Educational Materials**
  - Developed a First Responder Nutrition and Lifestyle Medicine handout to support informed wellness decisions in the field
  - Completed a literature review on cancer risk and prevention strategies for first responders; drafted a Cancer Prevention Guide, currently under review
  - Created an Officer Training presentation and handout to educate on OEH processes, including injury and illness reporting and treatment protocols
- **General Order Revision – Injury and Illness Reporting and Treatment Procedures**
  - Drafted revisions to the General Order to improve clarity, align procedures with current workflows, and enhance member understanding of injury and illness processes
- **Physical Fitness and Training Support**
  - Continued collaboration with Health Service System to offer strength and fitness classes at multiple fire stations
  - Pilot program postponed due to staffing constraints; rescheduled for February 2026
- **Electronic Health Records (EHR) System**
  - Sustained progress toward acquiring and implementing a new EHR system to improve documentation, service coordination, and data accessibility
- **Employee Health Newsletter**
  - Continued monthly production of the Employee Health Newsletter, featuring timely health updates, wellness resources, and evidence-based guidance
    - Current feature: *Men's Health*, in support of the November campaign, highlighting physical and mental health issues affecting men
- **Dive Medical Exam Proposal**
  - Presented the Dive Medical Evaluation Program to establish baseline health and readiness standards for members participating in underwater operations
  - Draft policy completed and currently under review
- **Behavioral Health Awareness Proposal**
  - Released a training video to raise awareness of mental health and substance use issues, reduce stigma, and encourage early recognition and help-seeking behavior
- **Roll Call Podcast – Cancer Prevention Discussion**
  - Recorded a special edition of the Roll Call Podcast featuring Captain Leo Tingin (Ret.), Firefighter Adam Wood (Ret.), FF Cristina Zammarchi, and Dr. Steven Chang to discuss firefighter-specific cancer prevention strategies
  - Scheduled for release in January 2026 to support awareness, education, and open dialogue around occupational cancer risks and prevention within the department

## Continuous Quality Improvement (CQI)

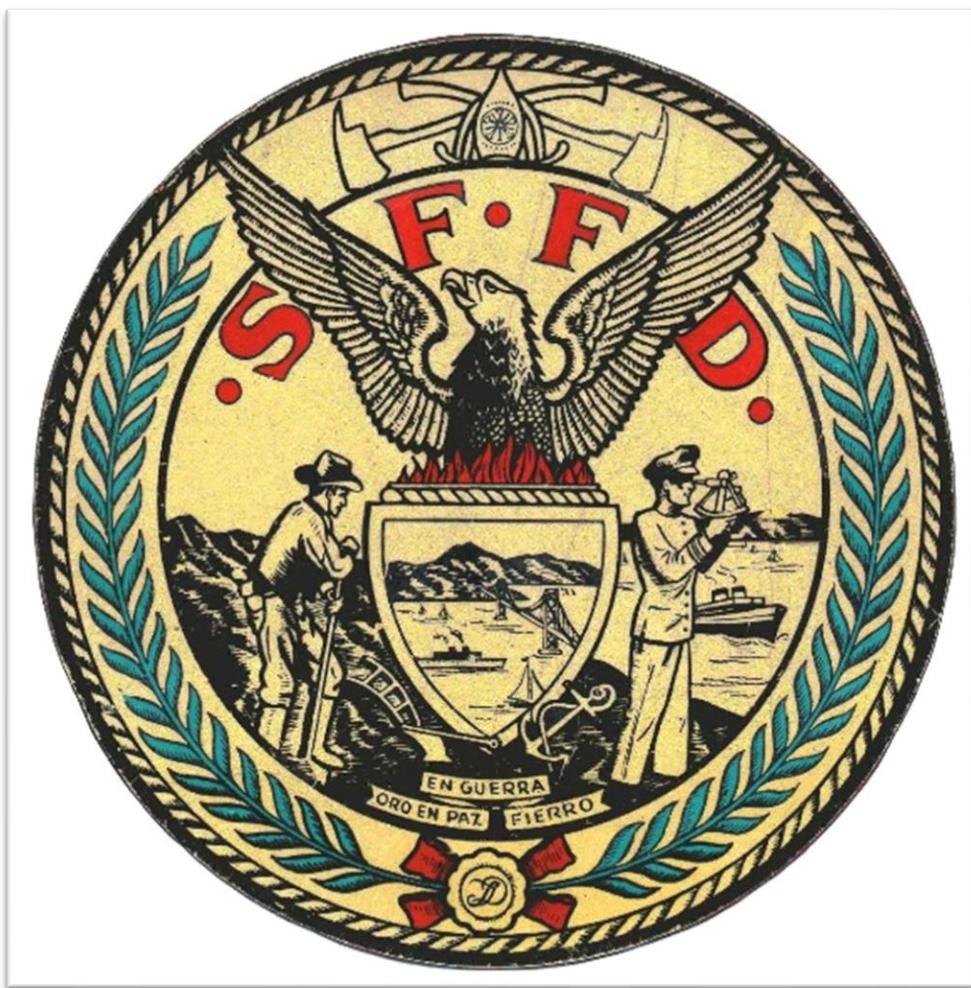
- **Data and Reporting Needs**
  - Collaborating with IT to develop essential metrics that support:
    - Strategic decision-making
    - Operational planning
    - Trend identification
- **PDSA (Plan-Do-Study-Act) Cycle Development**
  - Testing and refining small-scale operational improvements
  - Evaluating effectiveness before broader implementation
  - Promoting a culture of continuous learning and responsive problem-solving

## Well-Being @ Work Award Ceremony



At the SFHSS Awards Ceremony, our department was recognized for its outstanding efforts in promoting employee well-being. Accepting the award on behalf of the department are Deputy Chief Sayumi Brannan, Lieutenant Matt Scola, Dr. Steven Chang, and Nurse Practitioner Stephanie

# Research and Planning





***Research and Planning (Assignment Office)***  
***Captain Matthew Balzarini***

List of recent activities in the Assignment office for **November/December 2025**

- Facilitated the Suppression Vacancy Bid and Vacation Bid
- 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, including the October ARFF Training Class.
- 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.
- Continuing the WDO-In-Advance Policy for Suppression members, General Order 21 A-64. Pre-hiring 50% of shortage seven days in advance on Saturday and Sunday only.
- Continuing the Mandatory Credit given WDOs for weekends to increase voluntary WDOs.
- OES / Mutual Aid preparation of daily staffing report for deployment
- Working with the Mutual Aid Duty Officer and Chair of the Mutual Aid Committee to update the Mutual Aid Policy.



# Investigative Services Bureau





***Investigative Services Bureau***  
***Captain Colin Carter***  
***November/December 2025***

**Random Alcohol and Drug Testing Program**

- The Random Alcohol and Drug Testing Program was compliant for the months of November & December. 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 1,000 breathalyzer mouthpieces and 400 Oral test kits for both ISB and MD office.
- Continued to monitor last chance agreements and testing as outlined in agreements. All in compliance.
- 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**

- Ninety-eight (98) members participated in pre-employment, promotional, and end of probation alcohol and drug testing with the M.D. office. Eleven (11) DOJ LiveScan were also completed (for the EMS recertification division).

**Post Accident Investigations**

- Four (4) post-accident investigations were conducted in November & December. Eight members tested (four truck accidents).

**California Driver Licenses (CDL)**

- Cpt Carter continued to monitor all dept. members' driver 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 DMV DL546 health questionnaire forms in HRMS. Eighty-four (84) CDLs updated/renewed in November & December. 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-four (104) DL546 forms completed and verified with the DMV between 11/01/25 and 12/31/25.

**Background Investigations**

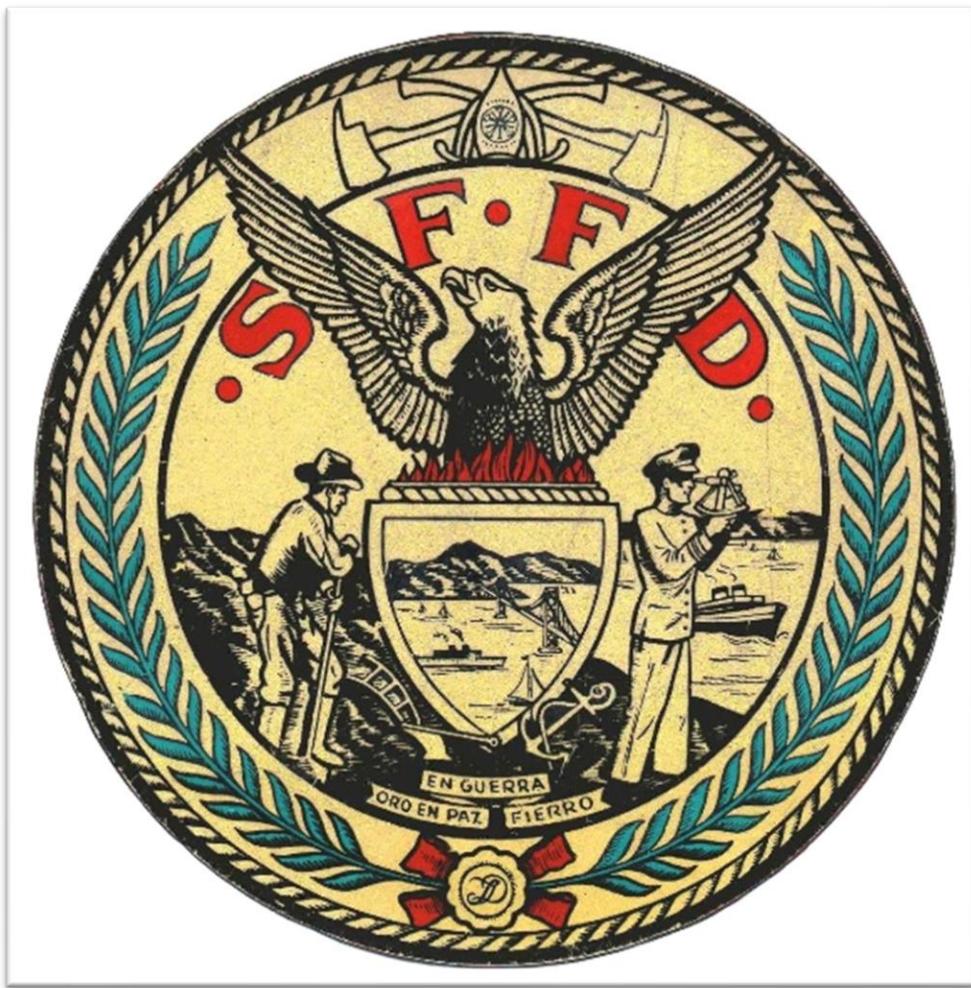
- ISB began and completed the next H2 academy (137<sup>th</sup>) background process (for academy start date 1/26/2026). DMV records and Investigative reports were acquired by ISB on these candidates, as well as in-depth investigations. Fifty-Four H2 candidates completed backgrounds.

- ISB began the background process for the next H3 L1 & L2 class (class 29/15). Thirty-six candidates were sent to ISB for investigations, to be completed January 2026.
- ISB continued digitizing records of completed background classes to adequately store personnel records in a safe place.

### **Other Business**

- Cpt Carter attended MGT-461 Evacuation Planning, Access Granted, and G-191 ICS/EOC training during November & December.
- Cpt Pendergast continued to develop a HIPAA policy for the SFFD.

# Support Services





***Support Services – ADC Michael Mullin***  
***November/December 2025***

**FACILITY MAINTENANCE & PLANNING**

- A total of 244 requests for service were initiated, and 220 service orders were completed and closed out in November and December 2026.

**PLUMBING**

- 53 service calls were placed to resolve minor plumbing issues (faucet, toilet, urinal repairs; clogged sinks, shower drains) in the months of November and December. Fifteen sewage backups were reported and resolved during this month (FS 10,11,14,18, 24, 25, 26, 33, 38,43). Fourteen of those fifteen sewage backups were handled in-house by our Department plumber Vic Dollosso.

**HVAC/HEATING/BOILER**

**FS15: Boiler replacement approved due to boiler failure.** Work has begun and is expected to be completed in mid-November. Portable heaters delivered to Station in the interim. **Work 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. ESER funds have been approved, and job is in planning stage. **Work has commenced**

**FS 19: ROOF REPLACEMENT:** Job walk has been conducted. Waiting on estimate from DPW. Work should commence late spring/early summer 2026.

**FS 35 (Old): ROOF REFURBISHMENT:** New elastomeric coating to be applied due to several leaks. Job walk conducted. Work to begin in January 2026.

**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.

**ROOFING**

**FS 9:** Roof replacement NTP 8/11/25. *Work is in progress. 90% complete. Punch-list items still being worked on.*

## **CEMENT/ASPHALT**

**FS15: SIDEWALK REPAIR:** Sidewalk in front of apparatus doors to be repaired due to extensive cracking and uneven concrete. Estimate received and work approved. **Work to commence in January 2026.**

**FS42: SIDEWALK REPAIR:** Sidewalk in front of apparatus doors to be repaired due to extensive cracking and uneven concrete. Estimate received and approved. **Work to commence in January 2026.**

## **EXHAUST EXTRACTORS**

For November/December 2026, there were eleven stations that reported issues with their equipment. FS's 2 (E&T bays), 5, 14, 17, 22, 28, 40, 41, 48, and 51. Nine have been repaired. Two received temporary repairs and are awaiting materials.

## **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.

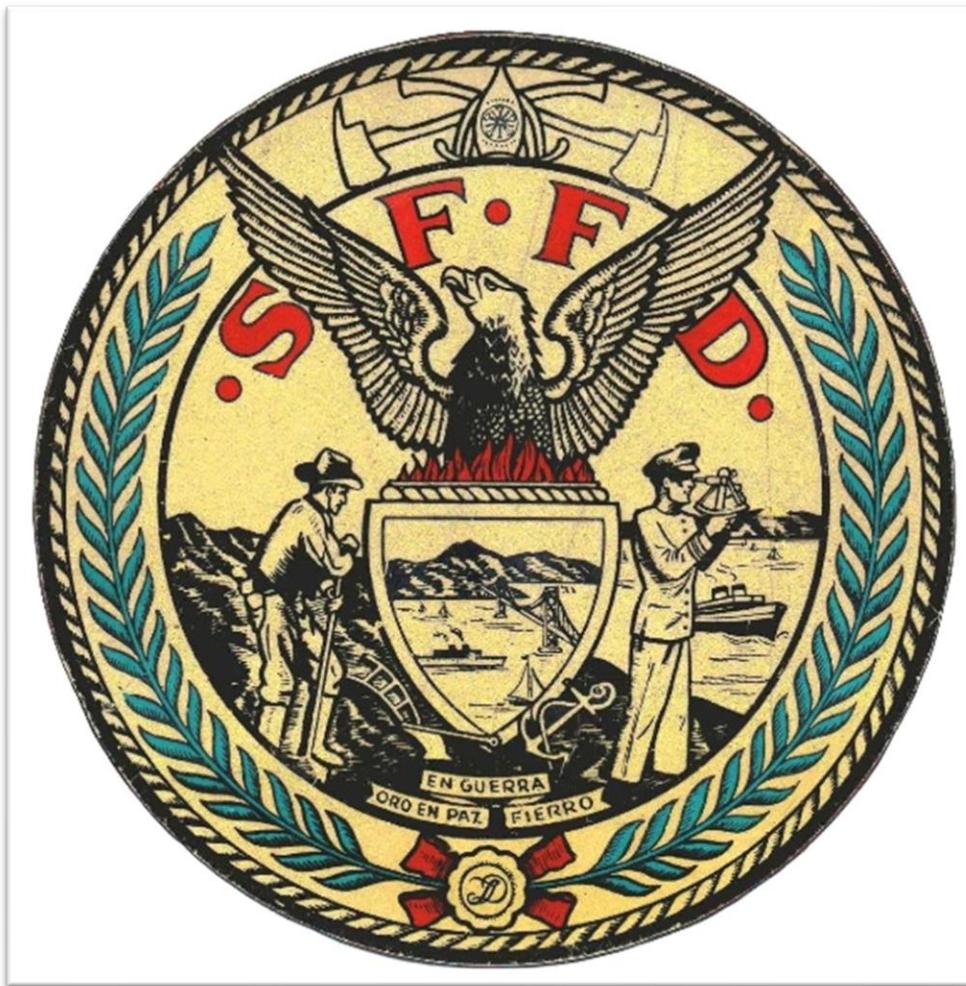
## **LANDSCAPING**

No major landscaping issues were reported.

## **BOE/FLEET MANAGEMENT (Captain Jason Watrous, SFFD)**

- BOE assisted with multiple funerals and NYE events
- 2 new BOE trucks put into service
- 2 new Wildland Strike Team Leader trucks were put into service
- Assisted with 136<sup>th</sup> PX class graduation ceremony
- Purchased replacement life safety rope for all Trucks, Rescue Squads, and Cliff Rescue vehicles.

# Earthquake Safety and Emergency Response (ESER) Bond





***Earthquake Safety and Emergency Response (ESER) Bond  
Assistant Deputy Chief Gareth Miller  
November/December 2025***

**ESER Bond Planning**

- The Capital Planning Committee approved the resolution authorizing the proposed 2026 Earthquake Safety and Emergency Response General Obligation Bond in the amount of \$535,000,000 and amended the Capital Plan with no other ESER GO Bonds proposed through March of 2034.

**New SFFD Division of Training Development**

- Legislation to provide for the vacation of streets, change of zoning and amendment of the bulk height limits was heard at the Land Use and Transportation Committee
- SFFD received the 95% Design Package for the Division of Training.
- A Memorandum of Understanding regarding the SFPUC assets at the site of the new Division of Training was completed.
- SFFD received construction estimates based on the 95% Design Package that exceeds the "Design to Budget." Budget Reconciliation, value engineering and program cuts to follow.
- Public Works reported that as of December 5, 2025 actual spending on the project increased from \$20,708,514 to \$21,537,134

**Fire Station 7**

- SFFD approved the Public Works assignment of project manager Kathleen O'Day to the Fire Station 7 project.

**Water Supply**

- Met with representatives of the San Francisco Port to plan for mitigation of hazards present at the fireboat manifolds.
- Attended a presentation by the Coalition for San Francisco Neighborhoods on desalination technologies.
- SFFD attended a workshop hosted by SFPUC on statistical modeling to estimate the demand for firefighting water needs after a significant seismic event.
- SFPUC hosted the quarterly Technical Advisory Committee Meeting and reviewed design information for the Potable Emergency Firefighting Water System (PEFWS).



## Station 49

- Cord Reels - 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 1, 4, 8, 13, 30, 35 (Land and Floating) were migrated to the new network
- Five of nine fiber optic rings are complete
- Project completion is planned for February of 2026
- Migration of the Galaxy card readers is in progress

## Neighborhood Fire Stations

- FS 18 Generator Replacement – A site walk was completed, the contractor will be mobilizing in January
- FS 19 Generator Replacement - Procurement delayed until at least Spring of 2026
- FS 19 Window Replacement – Asbestos remediation plan in development

- Station 15 Hose Tower Removal/Replacement
  - The project is on hold. The Planning Commission is consulting on the elimination of the requirement to construct a hose tower façade after demolishing the existing hose tower.
  - Public Works Bureau of Architecture has developed a plan to remove the existing tower above the station roofline.
- Water Intrusion of Fire Stations 2, 17, 24 and 31 – Assessments of the stations have been completed and the consultant is developing reports on the conditions and proposed mitigations.

E.S.E.R. BOND 2010 NFS – Updates through December 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 December 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 out 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 expected to take approximately 6-8 months to be issued by PG&E, pushing PG&E's involvement to March-May 2026, needed near the onset of on-site construction activities.
- **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.
  - SFFD Fire Prevention has approved BOA's AB-005 request to deliver the fuel via hose or hand-carried containers to the rear yard. The project was submitted to DBI for permit in December 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 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 2, 17, 24 & 31** Water Intrusion Assessment (Lisa Zhuo, San Francisco Public Works) – The consultant contract was executed in October 2025. Water testing at Fire Stations 17 and 31 are completed, reports are received. Water testing at Fire Station 24 is approximately 80% completed, the consultant requested access above the garage ceiling, this requires BBSR's assistance. BBSR price proposing is approved, we will coordinate scheduling of BBSR's work and proceed to complete water testing and investigative work by the consultant in February 2026.

Fire Station 2 will not be assessed per the direction of SFFD, Fire Station 37 will be assessed instead. Site visits and water testing dates at Fire Station 37 is TBD.

### **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. Requested to reinitiate previously on hold, per SFFD 5/5/25 email. Demolition began in November 2025.
- **FS 29** – Apparatus Bay Door Replacement: completed and is in close-out
- **DOT/FS 7 Railings**: completed and is financially closed.
- **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 was carried out on 10/15/25. Asbestos was found in caulking samples. Bids are underway for asbestos abatement and lead paint stabilization. The bids will inform the project budget for SFFD approval.

**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, was issued by the trust on 12/3/25.

E.S.E.R. BOND 2020 NFS – Updates through December 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 – April 2026
- Estimated Substantial Completion – December 2028

## Highlights:

- The three estimates on the 95% Construction Drawings completed in mid-December came in over budget with significant variances (\$6.6M, \$9.3M & \$23.4M over). Reconciliation meetings to continue into January with the goal of being within 3% of each other before proceeding into value engineering (multiple VE options also priced at the same time).
- Legislative Update (Street Vacations & Planning Code Map Amendments): Hearing at the Land Use Committee of the BOS occurred on 12/7/25 with recommendation for a hearing at the Full Board of Supervisors on 1/6/26 and 1/13/26. If approved by the Mayor on or before 1/23/26, it will then become effective 30 days later on 2/23/26. This legislation must be effective before the Site Permits can be approved by Planning.
- The construction schedule has been revisited to account for permit delays associated with the legislation timing. The anticipated Notice to Proceed for Construction is now 4/27/26 with Substantial Completion in December 2028 and Final Completion in March 2029.
- The MOU with SFPUC was approved and signed on 12/5/25.
- Key Project Entitlements Timeline:
  - CEQA Addendum – **COMPLETED 6/4/25**
  - State Water Board – Positive feedback on site investigation report. More readings/testing to continue through June 2025. **CONSTRUCTION CAN PROCEED**
  - SF Public Utilities Commission MOU – **COMPLETED 12/5/25**
  - Planning Commission Approval for Planning Code Map Amendments (zoning & bulk/height changes) – **COMPLETED/APPROVED 10/16/25**
  - Legislation: Planning Code Map Amendments and Street Vacations – Anticipated BOS Approval on 1/13/26, Mayor Signing by 1/23/26, Effective Date by 2/23/26
  - 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 December 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**

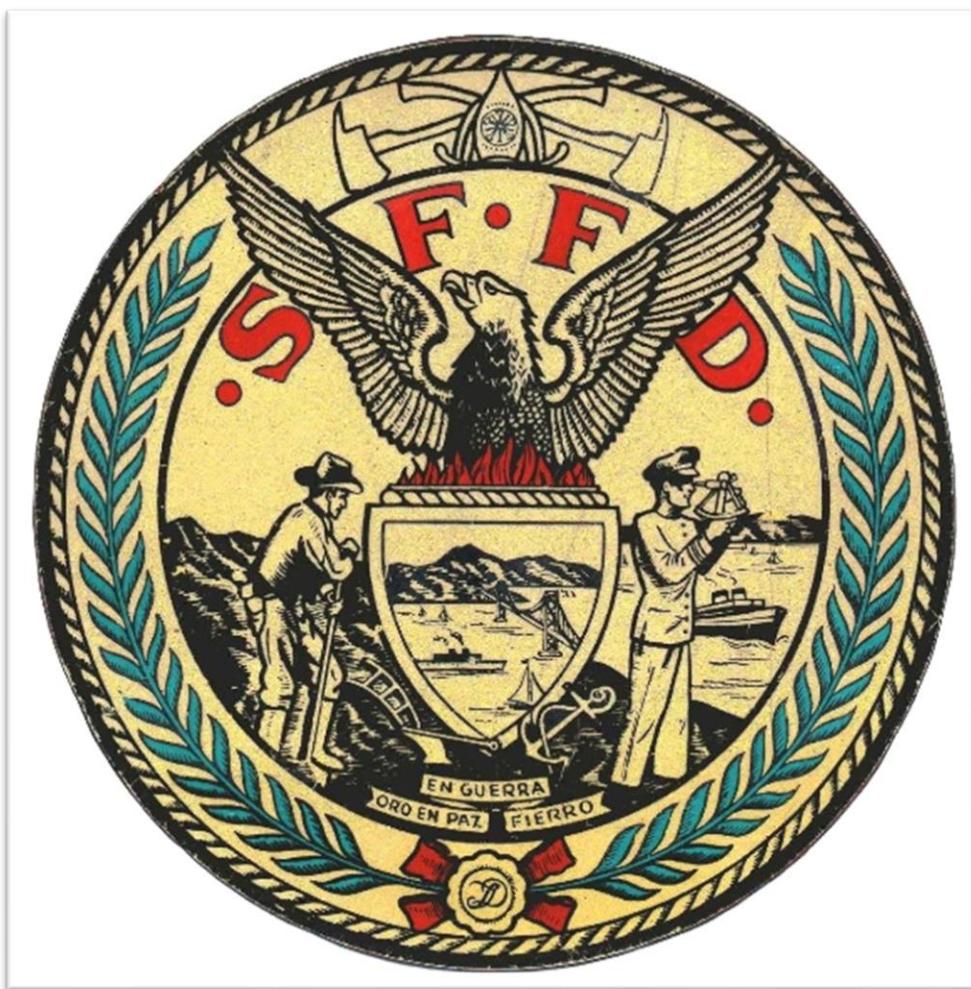
- SFFD confirmed redesign to remove hose tower and to proceed with transmittal to RCR/SF Planning. RCR submitted to SF Planning on 12/11/25.
- SF Planning Update on 12/18/25: Planning has notified RCR that there is alternate path to approval, not requiring reconstruction of the hose tower. Mitigated measures will need to be implemented. These measures include documentation and providing records of the tower. These measures are to be determined.
- Next Steps: SF Planning - Mitigated measures / review is expected to take 3-4 months as part of the City-Wide Maintenance Mitigated Negative Declaration (MND) vs. Project specific (MND) and EIR which would take 12-18 months. Project goal is to proceed with 3-4-month approach as part of the City-Wide Maintenance MND and then advance into design/permit/bid/award phases.

**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. The project is in financial close out.
- **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***  
***November/December 2025***

Employee Actions

Reporting the following PERMANENT EXEMPT appointment effective December 3, 2025:

*3374 NERT Volunteer/Outreach Coordinator*  
Sweeney, Alexandra C (vice: Tracey McTague)

Reporting the following TEMPORARY EXEMPT appointment effective December 15, 2025:

*9910 EMT Trainee*  
Girsang, Jonas R (vice: Crawford, Desean D)  
Harris, DeBohray M (vice: Ali, Amaan H)  
Konishi-Gray, Sora (vice: Goodwin, Cleopatra E)  
Anderson-Mitchell, Khalil A (vice: Moss, Maya)  
Neabeack-Brankley, De'Sean (vice: Wu, Anya)  
Schmidt, Griffin L (vice: Colon, Edward V)  
Sims, Semaj (vice: Alvarez, Sergio)  
Villareal-Gonzales, Pablo X (vice: Banks, Lauren)  
Yu, Yongjiao (vice: Hamilton, Mariah)  
Zhu, Yibin (vice: Oglesby, Brandon)

Reporting the following PERMANENT PROBATIONARY appointment effective December 20, 2025:

*H-2 Firefighter*  
Duarte Sosa, Alonso (vice: Suzanne Montes)  
Jamison, Ryan J (vice: Todd M Plunkett)  
Keane, Kyle (vice: Alana M Mallon)  
Nalezny, Mason (vice: Jason D Watrous)  
Orengo, Daniel J (vice: ASO Authorized)

Reporting the following TEMPORARY EXEMPT (Prop F retiree) appointment effective January 8, 2026:

*0941 Chief Information Officer*  
Mora, Jesus (vice: Temp Fund)

## Retirements

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

<i>Name</i>	<i>Rank</i>	<i>Retirement Date</i>
Pinell, Francisco J	H3	June 1, 2021
Sallady, Joseph B	H2	May 1, 2022
Ainsworth, Ken D	H3	November 3, 2025
Harper, Michael J	H3L2	December 26, 2025
Hoye, Weston D	H2	November 21, 2025
Kane, Brian F	H20	December 10, 2025
Kwan, Eric C	H20	January 2, 2026
Lee, Paul E	H2	November 21, 2025
Lopes, John P	H20	December 18, 2025
Maloney, Mattie	H3L2	January 1, 2025
Mora, Jesus	0941	January 1, 2026
Wu, Allen	H020	November 22, 2025

## Separtions

<i>No. of Members</i>	<i>Rank</i>
1	H2 Firefighter
3	H3 EMT/Firefighter/Paramedic
8	9910 EMT Trainee

***Human Resources***  
***Lucy Chu***  
***November/December 2025***

**Leaves of Absence with Pay**

Submitting requests for leaves of absence with pay for the time period from August 2025 through November 2026 for the following:

<i>No. of Members</i>	<i>Rank</i>	<i>Total Amount of Leave (Days)</i>
6	H33 EMS Captain	36
1	H30 Captain	7
1	H23 EMS Lieutenant	2
8	H20 Lieutenant	100
2	Training Staff	15
1	H4 Inspector	7
31	H3 EMT/PM/FF PM	254
16	H2 Firefighter	185
1	Civilian	3
<b>Total Number of Days with Pay</b>		<b>609</b>

**Intermittent Leaves with Pay**

Submitting requests for intermittent leaves with pay for the time period from March 7, 2025 through April 2, 2027 for the following:

<i>No. of Members</i>	<i>Rank</i>	<i>Dates of Leave</i>	
2	H40 Battalion Officer	Nov. 3, 2025	- Nov. 3, 2026
3	H33 EMS Captain	Aug. 26, 2025	Oct. 10, 2026

5	H30 Captain	Oct. 27, 2025	-	Dec. 30, 2026
2	BFP I/Staff	Jul. 24, 2025	-	Dec. 2, 2026
16	H20 Lieutenant	Sep. 22, 2025	-	Dec. 31, 2026
3	H4 Inspector	Sep. 15, 2025	-	Dec. 10, 2026
20	H3 EMT/PM/FF PM	Sep. 8, 2025	-	Feb. 4, 2027
25	H2 Firefighter	Mar. 7, 2025	-	Apr. 2, 2027
1	H16 Training Staff	Nov. 21, 2025	-	Nov. 21, 2026
2	Civilian	Nov. 7, 2025	-	Nov. 7, 2026

#### Leaves of Absence without Pay

Submitting requests for leaves of absence without pay for the period from September 2025 through January 2026 for the following:

<i>No. of Members</i>	<i>Rank</i>	<i>Total Amount of Leave (Days)</i>
1	H3 EMT/PM/FF PM	51
5	H2 Firefighter	42
	<b>Total Number of Days without Pay</b>	<b>93</b>

# Public Information Office





*Public Information Officer  
Captain Jonathan Baxter, Lieutenant Mariano Elias,  
Rescue Captain Samuel Menchaca  
November/December 2025*

INCIDENTS	INTERVIEWS	EVENTS/OUTREACH
205	201	170

## Operations

San Francisco Fire Department's (SFFD) real-time, multi-platform incident transparency approach led by the Public Information Officer Unit. SFFD consistently delivers quick, verified updates during active incidents—fires, rescues, and large emergencies—using concise posts, geo-tagged info, safety messages, and follow-up explanations once the scene is stabilized. This approach illustrates several best practices:

- Timeliness and accuracy: Communities increasingly depend on platforms like Citizen and X/Twitter for instant news updates (social media today, 2025). SFFD's quick posts fulfill this need while keeping accuracy and professionalism.
- Community engagement: SFFD combines operational details with preparedness content and human stories, following TOC Public Relations' advice to boost public trust through value-driven communication (TOC Public Relations, 2025).
- Crisis professionalism: PIO communications consistently demonstrate emotional control in digital spaces, reflecting the emotional management strategies Fitch (2016) identifies as essential to credibility.
- Effective comment moderation: SFFD maintains a professional tone even when confronted with criticism or misinformation, demonstrating best practices in online conflict management (How Cops Can Maintain Professionalism on social media, 2025).

### **TRANSPARENCY IS KEY:**

One of the biggest challenges SFFD faces in sustaining real-time transparency is balancing speed with accuracy during rapidly evolving incidents. In the age of instant information, the public expects updates within minutes, yet emergency scenes are dynamic, fluid, and often chaotic. Verifying details before posting requires coordination with incident commanders, field units, dispatch, and partner agencies, and even minor delays can feel long to the public watching an unfolding event online. Additionally, to maintain real-time transparency, the PIO must monitor multiple platforms, respond to media inquiries, gather verified information, and push out timely messaging—all

simultaneously. There is also the challenge of preventing misinformation, which can spread faster than official posts, requiring the PIO team to constantly monitor social media and correct inaccuracies without escalating tensions.

### **Equipment:**

A new vehicle is hopefully in the works for duty response; the older vehicle is maintained daily. A phone rig experienced an equipment break on a personal rig. Standard PIO media rigs and new microphones are needed. The new charging board is helping with equipment checkoffs and location Starlink is fully operational and assists with times of downed internet.

### **Technology:**

Axon Body cam has intermittent upload delays, seeing a possible new alternative. Personal assigned cell phones are being updated by MIS. Co-pilot is being used as an assistant tool with positive results.

## **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, classes, and continuing education.

**Baxter:** Daily drills, target solutions, safe driving practices, Control your response to the social media Best Practices course, Communications, and neglected territory course, Intra-agency communications breakdown course, and the next critical issue in communications course.

**Elias:** Truck Ops

**Menchaca:** Annual RC training, CCSF Ai Forum (with Mayor Lurie), Social Media lecture for 9910 class, and Target Solutions

**Sukai:** Target solutions

**Smith:** Target solutions

**Ayers:** Target solutions

**Kuzma:** Target solutions

**Filiss:** Target solutions

**Carter:** Target solutions

## **December Targeted Outreach**

5 Year SCRT Anniversary

5 Steps to stay safe

Beach Hazards

Fire Safety

Holiday Safety

Surf Safety

Candle Safety

PFAS Safety

Escape Safety  
Holiday light safety  
Window Safety  
Tsunami Safety  
NERT promotion  
Listos promotion  
Human Trafficking  
Holiday Heroes  
Emergency car supplies  
Window Safety  
Cold Weather Safety  
Animal fire safety  
Go Bag Listos  
Earthquake safety  
LIPO Battery Safe Disposal  
LIPO Battery safe charging  
Clogged drain safety with PUC  
Cooking Safety  
9 Power Outage safety updates with multiple agencies  
Christmas Tree Safety  
PGE power safety updates  
Drain clearing 311  
High Wind Advisory  
Storm Prep  
NWS messages for storm  
XMAS decoration events winners  
Station 12 video  
Station 39 Video  
CPMC Video  
Wind Warning  
Flood Warning  
High Surf Advisory  
Tornado warning preparations  
Severe Weather Safety  
Lightning Safety  
Storm Secure items outside  
Tree Recycling  
Fireworks are illegal  
Coastal Flood Warning  
NYE safety tips  
NYE firework safety  
Possible Tornado/weather event  
Isolated flooding throughout SF  
Power Outages Excelsior, Richmond Seacliff  
NWS scales up above to severe thunder and weather events  
ALERTSF for Flash floods in SF

## **Scene Responses**

1. 0033 FIB 2700 Arelious Walker Drive
2. 0507 FIB 1638 45th Ave
3. 1519 FIB 1400 Underwood
4. 1525 FIB 700 Embarcadero
5. 1558 FIB 1050 O" Farrell
6. 1614 MVC Harrison / 8th Street (4 vehicles, 3 patients transported)
7. 2011 FIB 81 9th Street
8. 2040 MVC 245 Bayshore (1 extracted from a car after a medical incident)
9. 2252 SIB 2235 3rd Street
10. 1009 SIB 1109 Green
11. 1202 SIB 1650 Jones
12. 1522 SIB 89 Heather #6
13. 1523 SIB 1000 Franklin #405
14. 1832 WF SIB 225 Bayshore
15. 1952 FIB 641 Ofarrell #500
16. 2253 SIB 388 Moultrie St
17. 0225 SIB 650 Eddy #3030406 SIB 1388 Sutter
18. 1133 MCI Yellow Alert Van Ness at Goldengate
19. 1406 1-Alarm Fire 267 London
20. 1433 SIB 1633 Washington
21. 1533 APOT SFGH
22. 1843 FIB 1331 26th Ave
23. 1847 FIB 220 Goldengate
24. 1950 FIB 296 Market
25. 2130 SIB 2130 Embarcadero
26. 0000 Train Vs Person 4th at King
27. 0530 MVA Roll Over 224 SVN
28. 1336 SIB 3829 Taylor
29. 1800 Possible gunman 37th Ortega - false
30. 0719 SIB 480 Ellis #204
31. 1143 SIB 3789 Mission St
32. 1302 SIB 1604 Mcallister St
33. 1359 WF 33 Banbury (exterior fire)
34. 1402 SIB 88 Crestline Dr
35. 2041 WF 34 Lundys Ln
36. 2330 SIB 947 Geary
37. 2326 MCI 101 SB Alemany/Silver Yellow Alert (CXL'd)
38. 1330 MED 8th Street PGE Substation (OME CASE)
39. 1715 FIB 3300 Mission Street
40. 1745 FIB 135 Faith Street
41. 1820 WF1 1219 San Bruno Ave (confined to room in contents, electrical, fridge, burned bed)
42. 1926 FIB 1066 Mission Street
43. 2037 FIB 440 Geary Street
44. 2055 FIB 5140 Diamond Heights
45. 2301 FIB 520 SVN

46. 0028 FIB 1139 Market Street  
47. 0059 FIB 11 Harbor Road (clothes burning in a tub, ext with water can unit 9, 4710)  
48. 0135 FIB 365 Fulton Street  
49. 0700 FIB 750 The Embarcadero  
50. 0720 415 Pierce #7  
51. 1635 SIB 736 Mission St  
52. 1909 SIB 346 Leavenworth #304  
53. 2116 SIB Douglass/Duncan  
54. 2118 FIB 701 Minnesota #116  
55. 0201 SIB 150 Otis St  
56. 0254 SIB 55 5th St  
57. 0918 FIB 1064 Mission  
58. 0930 Power outages 20k affected  
59. 0931 FIB 515 Parnassus  
60. 1208 FIB 826 Grafton  
61. 1333 FIB 178 Anderson Street  
62. 1352 FIB 55 Chumasero Drive  
63. 0312 FIB 1066 Mission Street  
64. 0643 MED 2906 Yorba (1 stabbing C3 to SFGH. PD handled media inquiries)  
65. 0749 FIB 2048 Polk Street  
66. 1247 FIB 2573 3rd Street  
67. 1511 FIB 520 Jones  
68. 1809 MVC 101SB/Cesar (3 patients, 1 C3)  
69. 2100 FIB 55 Carvath Street (1 patient burned)  
70. 0213 SIB 201 3rd  
71. 0615 WF1 344 Dolores Street  
72. 1215 FIB 434 Leavenworth  
73. 1430 SIB 1693 Market #200 (Ottoman fire)  
74. 1436 SIB 1025 14th St  
75. 1439 SIB 405 Serrano #9J  
76. 1838 WF1 1285 Sutter (4th floor kitchen fire)  
77. 0246 MVA PED Recology Gough at Grove  
78. 0330 roll over park presidio at Fulton with no injuries  
79. 0900 MVA Market at Octavia -Dignitary-  
80. 1218 FIB 425 25th street  
81. 1341 FIB 901 Tennessee  
82. 1404 FIB Goldengate at Jones  
83. 1422 ON VIEW Medical at CH Lobby  
84. 1443 FIB 916 Pacific  
85. 1630 MVA Townsend at fifth scooter collision, one critical  
86. 2330 FIB 50 California Street  
87. 0226 1-Alarm Fire 1024 Chestnut  
88. 0319 3-Alarm Fire 50 Golden Gate (red tagged, 68 displaced, one firefighter minor injury  
89. 0701 BAY Crissy Field (603 Mason), Abandoned Boat – no people  
90. 0739 FIB 947 Bush  
91. 1023 2-Alarm Fire 261 Niagara Ave (21 displaced\* updated at 1505 at PIO meeting)

92. 1025 SIB 325 Leavenworth Street  
 93. 1350 FIB 828 Jones Street  
 94. 1447 FIB 444 Stockton Street  
 95. 0954 FIB 1300 9th  
 96. 1115 1915 Greenwich St  
 97. 1222 FIB 1622 Greenwich St  
 98. 1237 SIB 1064 St #621  
 99. 1552 SIB 250 Howard St 40th ZFL  
 100. 2118 SIB 50 Hagiwara Tea Garden Dr  
 101. 2144 1078 Howard St  
 102. 0831 Bay Rescue Crissy Field  
 103. 0932 SIB 350 Union  
 104. 1038 Fatal pediatric MVA, Webster Hayes  
 105. 1118 SIB 422 Pierce  
 106. 1452 434 Leavenworth Street  
 107. 1531 4.9 Earthquake in Sonoma County  
 108. 1645 MCI Sanchez at 26th Street (Car drove into crowd) SFPD is leading on this  
 109. 1924 MVA Cable Car Vanness at Calif  
 110. 1926 WF 1- Alarm 337 Winfield Street – No injuries  
 111. 2119 FIB 2038 Divisadero  
 112. 2259 FIB 79 Scotia  
 113. 0333 SIB 555 Buena Vista  
 114. 1106 657 47th Ave  
 115. 1416 FIB 1978 Lombard Street  
 116. 1509 MCI IFO 1351 California Street - 15 Patient 12 Transports  
 117. 1633 16th Street/ Guerrero WF Construction Site Tank Fire  
 118. 1651 FIB 1458 Haight Street  
 119. 1010 BET 444 Washington Street (protestors chained to building)  
 120. 1340 SIB 2361 California Street  
 121. 1956 FIB 999 Green Street

### December 2025 Top Instagram content



Cable Car MCI - 288K

136 Run to HQ - 95K



2ND ALARM WF - 31K

**Media Snapshots - Popular Stories PIO was interviewed for:**

"Meet Your PIO" special event

hosted at local cafe called Bean Bag Cafe. This event allowed multiple agencies and news outlets to be interviewed for safety tips and a deeper knowledge of media affairs. It was a great turnout, with multiple on-camera interviews.



Critical Mention numbers:

Total National TV Audience:	7.47 Million
Total Local TV Audience:	5.95 Million
Total Radio Audience:	35.3 Million
Total Online News Audience:	3.55 Billion