

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 26 A-041
May 11, 2026

From: Chief of Department
To: Distribution List "A"
Subject: Grass and Vegetation Responses
Reference: Rules & Regulations, Section 403
Enclosure: None

Officer Endorsement:

Sec. 1022 – R. & R. _____

1. The Department is updating our responses to grass and vegetation fires. The Department will also increase our responses to grass and vegetation fires based on any National Weather Service declaration of a Red Flag Event or any time the Department deems necessary due to high wind events, heat events, and low relative humidity.
2. Currently a small grass fire has a single Engine response, and a large grass fire has a Battalion Chief, Engine, and Truck (BET) response. The Department has determined that these responses are no longer the desired responses for grass fires.
3. The updated responses for grass and vegetation fires are listed below.

SMALL GRASS / VEGETATION FIRE

1 Engine

At any time, the National Weather Service declares a red flag warning or wind event, the following additions (Mini-Pumper and Engine, Tactical Channel) will be made by the Department of Emergency Communications (DEC) for a Small Grass / Vegetation Fire.

SMALL GRASS / VEGETATION FIRE – RED FLAG WARNING / WIND EVENT

2 Engines and Mini-Pumper + Engine, Battalion Chief, Tactical Channel

(2-E, MP+E, BC, TAC)

LARGE GRASS / VEGETATION FIRE

2 Engines and Mini-Pumper + Engine, Battalion Chief, Tactical Channel

(2-E, MP+E, BC, TAC)

At any time, the National Weather Service declares a red flag warning or wind event, the following additions (Engine, Engine, Mini-Pumper and Engine, Battalion Chief) will be made by the DEC for a Large Grass / Vegetation Fire.

LARGE GRASS / VEGETATION FIRE – RED FLAG WARNING / WIND EVENT

4 Engines, 2 Mini-Pumpers with 2 additional Engines, 2 Battalion Chiefs, Tactical Channel

(4-E, MP+E, MP+E, 2 BC, TAC)

GRASS FIRE FULL/ VEGETATION RESPONSE

4 Engines, 2 Mini-Pumpers with 2 additional Engines, 2 Battalion Chiefs, Tactical Channel
(4-E, MP+E, MP+E, 2 BC, TAC)

The new GRASS FIRE FULL response is the appropriate response for very large grass fires or during high wind, heat events, low relative humidity weather events. Units on scene of a grass fire can upgrade to a GRASS FIRE FULL response over the Control Channel. Any additional resources beyond the GRASS FIRE FULL response shall be special called by the IC.

Grass Fire / Vegetation Fire Dispatching

Radio (DEM) will make every effort to assign the appropriate number of Engines and Mini-Pumpers staffed by Engines to grass and vegetation fires. Due to the limitations of the current CAD, the staffing of Mini-Pumpers is a manual process. To not delay the initial dispatch of units, DEM may dispatch the incident without Mini-Pumpers being staffed by Engines. The Control Channel will then determine each Mini-Pumper's staffing.

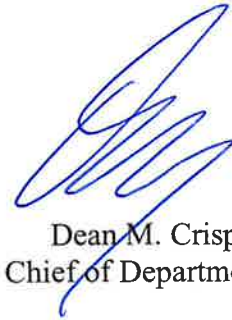
Mini-Pumpers shall be staffed with the associated Engine company. Exp: MP17 – E17, MP2604 – E44.

MINI PUMPER	ENGINE	STATION
MP17	17	FS17
MP25	25	FS25
MP31	31	FS31
MP43	43	FS43
MP51	51	FS51
MP2601	21	FS21
MP2602	32	FS32
MP2603	43	FS43
MP2604	44	FS44
MP2605	25	FS25

Call type	Call Type Description	Response
GF	Grass Fire	E
GFL (Large)	Large Grass	E, E, MP-E, BC, TAC
GFFULL	Grass Fire Full Response	E, E, E, E, MP-E, MP-E, BC, BC, TAC

GRASS / VEGETATION FIRE WITH STRUCTURES INVOLVED

At any time during a grass/vegetation fire when structures are threatened or become involved, a full box shall be struck. The Incident Commander must request this full box for the affected address or street. This response will be a separate incident in addition to the grass/vegetation response and shall be responsible for fire suppression in the structures. DEC shall assign a separate TAC channel to the structure incident and open a Command Channel. A Division Chief shall respond on the full box and be responsible for coordinating the structural response with the grass/vegetation fire response.



Dean M. Crispen
Chief of Department

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER
REVISED

File Code 26 A-042
May 27, 2026

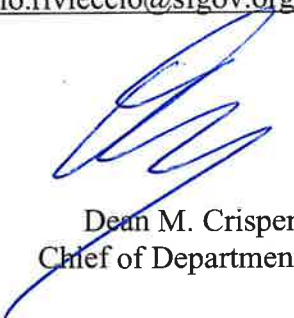
From: Chief of Department
To: Distribution List "A"
Subject: Battalion Control-100
Reference: Rules & Regulations, Section 403
Enclosure: Attachment A – Master Training Schedule – June & July 2026 - Revised
Attachment B – Battalion Control 100 Plan of Instruction
Attachment C – Battalion Control and Modified Response Plans
Attachment D – Company Officer Job Aid

Officer Endorsement:

Section 1022 – R. & R. _____

1. This General Order has been revised as the Master Training Schedule has been updated and to inform you this schedule will be added to the Fire Calendar.
2. **PURPOSE:** During June and July 2026, the Department will conduct a basic training program on SFFD Disaster Response entitled "Battalion Control-100."
3. **OBJECTIVE:** Members will be supported with proctors from the Disaster Committee. Battalion Chiefs will be tasked to lead all companies under their supervision in a tabletop discussion covering Battalion Control, with an emphasis on SFFD Disaster Response at the Company level including initial actions and windshield survey.
4. **COVERAGE:** Division Chiefs shall ensure appropriate district coverage by coordinating cover-in assignments from alternate Battalions during scheduled training sessions.
5. **REQUIRED EQUIPMENT:** The Disaster Operations folders and Battalion Control Boxes previously issued to each Company shall be brought to the training sessions for review.
6. **TRAINING SCHEDULE:** Attachment "A" outlines the training schedule. On each Battalion's scheduled date and time, the on-duty Battalion Chief shall assemble ALL companies within their Battalion at the designated Battalion Station. Units shall take themselves "out of service" for the duration of the training.
7. **PLAN OF INSTRUCTION:** Attachment "B" (Battalion Control-100 Plan of Instruction) outlines the reference materials and specific steps required for Battalion Chiefs to conduct the training session.
8. **PRESENTATION MATERIAL:** Attachment "C" (Battalion Control-100 PowerPoint Presentation) is attached for reference. Battalion Chiefs shall utilize this presentation on their assigned training day as the primary instructional tool to ensure standardized information is delivered to all members.

9. **JOB AIDS:** Attachment "D" (Company Officer's Job Aid – Battalion Control) is designed to assist company officers in the proper execution of initial actions following a major disaster.
10. **INQUIRIES:** Any questions regarding Battalion Control-100 shall be directed to the Disaster Committee Chair, Battalion Chief Claudio Riveccio, claudio.riveccio@sfgov.org.



Dean M. Crisp
Chief of Department

MASTER TRAINING SCHEDULE — JUNE & JULY 2025

Attachment A
Revised

WEEK	DATES	DIV 2 Location	DIV 3 Location	RC	DAYS	NOTES
Week 1	Jun 2, 3 & 4 0900	At Batt 1	At Batt 10	RC 1	3 days	Kickoff
Week 2	Jun 9, 10 & 11 0900	At Batt 4	At Batt 9	RC 4	3 days	
Week 3	Jun 16, 17 & 18 0900	At Batt 5	At Batt 3		3 days	
Float A	Jun 23, 24 & 25 0900	Flex / Makeup At D2 and D3		—		Makeup / Buffer
Week 4	Jun 30, July 1 & 2 0900	At Batt 7	At Batt 6	RC 2 & RC 3	3 days	
Week 5	Jul 7, 8 & 9 0900	At Batt 8	At Batt 2		3 days	
Float B	Jul 14, 15 & 16 0900	Flex / Makeup At D2 and D3		—		Makeup / Buffer
Float C	Jul 21, 22 & 23 as needed	Flex / Makeup At D2 and D3		—		Makeup / Buffer

 Division 2  Division 3  RC  Float Week

Battalion Control 100 Plan of Instruction

As leaders, your preparation and execution of this drill are vital to aligning our companies for disaster response.

This drill will last approximately **1 to 1.5 hours**, and all participating companies **shall be placed out of service** for the duration of the training.

To ensure we begin promptly at **0900**, please review the guidelines and complete the pre-instruction checklist below.

Key Execution Details:

- **Company Arrival:** Direct all companies to arrive at the Battalion House at approximately **0845**.
- **Equipment Requirement:** Ensure all companies arrive with whatever disaster response material they currently have on hand. *Note: material is scheduled to be updated/replaced in the coming months.*
- **Logistics & Resupply:** If your companies are missing vital immediate-use items (such as ICS forms or Emergency Water Supply Binders), please restock them from your station supplies or submit an immediate request through Division.

Please utilize the checklist below to ensure all logistics, media, and resources are locked in **No Later Than (NLT) 0830** on the day of instruction.

Battalion Chief Pre-Instruction Checklist

All items must be completed NLT 0830 on the day of instruction. Class begins promptly at 0900.

1. Presentation & Venue Setup

- **Location:** Confirm the drill location can adequately accommodate multiple companies.
- **Visuals:** Ensure the *Battalion Control 100* presentation is projected and clearly visible to all seating areas.
- **A/V Check:** Test all projection equipment and audio feeds to ensure proper functionality.
- **Classroom Environment:** Arrange seating and optimize sightlines to support an active learning environment.

2. Resource Staging (For Group Discussion)

- Ensure the **Battalion Control Box** is present at the front of the room, with the following resources staged and accessible:
 - District / Sector Maps

- Critical Infrastructure Lists
- Emergency Water Supply Binder
- Job Aids
- ICS Forms

3. Accountability & Printed Materials

- **Handouts:** Have ready the provided **20 copies** of the *Battalion Control 100* PowerPoint handout ready for distribution.
- **Security/Collection Plan:** Establish a strict collection plan. **All 20 copies must be retrieved** from the crews at the end of the period of instruction.

4. Final Review (NLT 0830)

- Review instructor notes and the lesson plan outline.
- Verify all physical resources are organized at the instructor's table.

SAN FRANCISCO FIRE DEPT

Battalion Control *& Modified Response Plans*

Disaster Manual





What We'll Cover

01

Battalion Control Defined

Purpose and authority of Battalion Control during disasters

02

Activation Triggers

When and how Battalion Control is established

03

Roles & Responsibilities

Battalion Chief duties and span of control

04

Modified Response Plans

Overview of resource deployment under modified conditions

05

Response Level Tiers

Types of modifications and escalation protocols

06

Communications & Coordination

Radio, dispatch, and inter-agency coordination



What Is Battalion Control?

Definition

Battalion Control is a disaster operations protocol in which a Battalion Chief assumes geographic command of all fire, EMS, and rescue operations within their assigned district during a declared disaster or major emergency.

Purpose

Battalion Control provides a structure for operational decision making during large-scale events that overtaxes available response and communication capabilities. Disciplined adherence to established roles and responsibilities will be necessary to develop the accurate situational awareness needed to accomplish safe, effective operations.

Do the most good for the most people with limited resources and/or communications.

Geographic Command

Each battalion controls a defined district boundary

Bottom-Up vs Top-Down Structure

Prioritization of response comes from the field

ICS Integration

Operates within NIMS/ICS framework for accountability

Disaster Manual Authority

Activated per the SFFD Disaster Manual procedures



Activation Triggers

Likely Triggers

- Major earthquake and or tsunami
- Multiple large-scale events
- Any event that overtasks SFFD resources
- Loss or degraded communications
- Act of terrorism

Command-Ordered

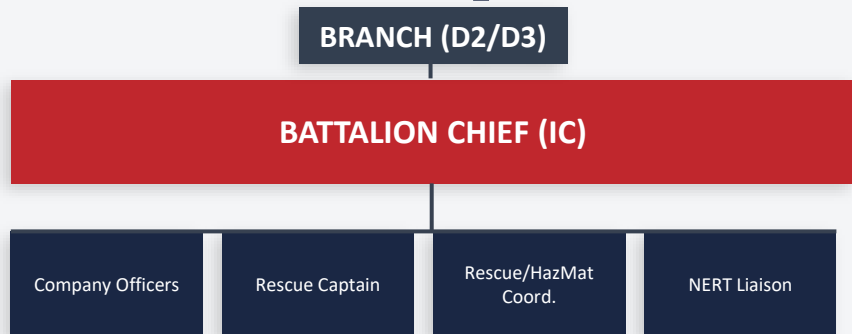
- Chief of Department declaration
- Deputy Chief authorization
- OES/Mayor emergency proclamation
- Fire Dept Operations Center (FDOC) activation
- Request from Unified Command

Communications Failure

- Primary dispatch system degraded
- Loss of CAD system
- Radio system failure or overload
- Cell/landline infrastructure loss
- Backup systems cannot support volume



Roles & Responsibilities



Battalion Chief Core Duties

- Supervise their entire Battalion, responsibility for overall command, control and communications in their Battalion.
- Establish response priorities and direct all of resources, personnel, and equipment through use of information from windshield surveys, CAD and NERT Teams.
- Assign and track all companies within district
- Maintain accountability log for all units
- Coordinate with Branch (Div AC) and potentially adjacent Battalions and FDOC

Span of Control

Disaster may dictate companies reassigned to other battalions and/or combining battalions. Recommended 3–7 units per supervisor. During BC Control, a Battalion may manage 10–20+ companies; Division/Group Supervisors must be assigned.

Unity of Command

Each unit reports to only one supervisor. Companies check in with BC immediately upon entering district.

Resource Tracking

Use status board or T-Card system. Companies in-service, staged, committed, or rehab must be tracked at all times.

Accountability

Personnel accountability reports (PARs) at every 30-minute interval or upon incident benchmark.



Assumptions

1. Conditions in San Francisco after a catastrophic disaster that cause widespread damage and serious, secondary life-threatening risks will require a common-sense approach to firefighting, technical rescue, and emergency medical situations, because standard methods of operation are not practical or possible.
2. Life-safety systems will be disrupted or overloaded. Key SFFD members may be injured, and fire stations may have severe structural damage or be severely compromised and require immediate evacuation.
3. Normal SFFD personnel and equipment may be insufficient to contain or suppress fires and cope with potentially large numbers of casualties. Recall Levels and Procedures – DON'T JUST SHOW UP
4. The City is vulnerable to conflagrations which may be the result of any of the following:
 - Closely built frame construction and density of population
 - High winds
 - Loss of water pressure due to water main breaks resulting from a major earthquake
5. The City is vulnerable to an act of terrorism, which may strike with little or no prior warning. The terrorist attack may involve Weapons of Mass Destruction ("WMD") such as chemical, biological, radiological, nuclear, or explosive devices which will generate mass casualties in one or more locations throughout the City.



Assumptions

6. On-duty staffing levels may be seriously compromised during a pandemic or other serious epidemic illness.
7. Roads may be impassable and ground travel will be severely hampered.
8. Equipment losses and large number of casualties will limit the effectiveness of firefighting, search and rescue, and emergency medical services (EMS).
9. Facilities, apparatus and equipment will be damaged and/or disabled, and the death and injury of Department members may cause disorganization within the SFFD.
10. The activation of the Emergency Services Act to render Mutual Aid to other cities or communities may deplete available personnel, apparatus and equipment necessary to maintain adequate coverage and protection for the City and County of San Francisco.
11. The SFFD will have to contend with potential disorganization of the general public, or potential civil unrest due to scarce resources.



Assumptions

12. The storage, use, and transportation of natural gas, liquefied petroleum products, flammable gases, chemicals, radioactive materials and hazardous materials compounds may, through accident or improper handling and storage, create an extensive and serious emergency.
13. The need for radiation monitoring in the event of a nuclear attack will delay or hamper SFFD response to firefighting, rescue or EMS operations.
14. SFFD EMS operations would be subject to the same personnel and equipment challenges as the suppression operations.
15. Coordination by SFFD EMS with the San Francisco Department of Public Health ("DPH"), hospitals, and private ambulances will be critical in the event of a surge of casualties expected in an extraordinary emergency.

Nothing contained in these assumptions shall be interpreted as an obstacle to an Officer in using his/her experience, initiative and ingenuity to overcome the complexities that exist under actual disaster response conditions.

SECTION 2

Modified Response Plans

Adapting deployment and dispatch when standard protocols cannot be sustained





Purpose & Core Concept

Modified Response Plans allow the SFFD to prioritize, reduce, or reallocate emergency responses when resources are overwhelmed — ensuring available units are deployed where they can have the greatest life-safety impact.

Why Modified Response Is Needed

- Demand far exceeds available resources during disasters
- Multiple simultaneous working incidents strain normal response
- Personnel injuries or fatigue reduce effective staffing
- Apparatus damage or fuel shortages limit deployment
- Mutual aid has not yet arrived or is delayed

Guiding Principles

- Life safety is the overriding priority in all decisions
- Closest available resource is dispatched first
- Response assignments are based on verified need and impact
- All deviations from standard response are documented
- Plans are rescinded as soon as resources allow



Response Levels

Normal	Day to day operations
10-1 Response	Trigger: Resources are limited. At the discretion of CD1, CD2, CD3, CD4 or Senior Division Chief. Actions: ✓ All alarms are reduced. Full box would only get two Engines, one Truck and one Battalion Chief. ✓ Each additional alarm will get three Engines, one Truck and one Battalion Chief.
Division Control (10-2)	Trigger: Catastrophic event; resources severely depleted. At the discretion of CD1, CD2, CD3, CD4 or Division Chief after conferring with DEC Supervisor. Actions: ✓ Single engines will be dispatched to any reported fires ✓ After approval from LEMSA, if possible, Ambulance only will be dispatched to any medical calls or consider other responders.
Battalion Control (10-3)	Trigger: Extreme mass casualty / multi-district disaster. At the discretion of CD1, CD2, CD3, CD4 or Division Chief after conferring with DEC Supervisor. Actions: ✓ Battalion Chief assumes geographic command of all fire, EMS, and rescue operations within their assigned district to triage calls for service against available resources.

Company Officer – Job Aids



IMMEDIATE ACTIONS — FIRST 0 TO 5 MINUTES		
Done	Action	Notes / Details
☐	Open apparatus doors. Move apparatus to safe ground if station integrity is questionable.	
☐	Check station generator. Start generator if necessary.	Generator Status: OK. Not OK. (circle one) Fuel Status: Reserve Fuel Amount:
☐	Complete PAR of all assigned members.	☐ Green – All present and uninjured ☐ Yellow - Injured ☐ Red – Ineffective, members missing, deceased
☐	Complete Fire Station Status Assessment.	☐ Green – Intact, normal power/utilities, generator running but normal operations ☐ Yellow – Damaged but functional, generator running with reduced operations ☐ Red – Damaged and uninhabitable, destroyed, no power
☐	Complete Apparatus Status Assessment.	☐ Green – Fully functional ☐ Yellow – Damaged but operational ☐ Red - Inoperable
☐	Complete Apparatus Status Assessment of Specialized/Reserve Apparatus quartered in firehouse (RP, RA, LR, Type 6, etc).	☐ Green – Fully functional ☐ Yellow – Damaged but operational ☐ Red – Inoperable Specialized/Reserve Apparatus:
☐	Assess Communications	Record results on Checklist on Page 2
☐	Establish communication with the Battalion Chief using any available method: radio (relay if necessary), phone, cellular, satellite, direct travel, or runner.	Report status: ☐ PAR ☐ Station ☐ Apparatus ☐ Comms
☐	Begin ICS 214 Unit Log immediately.	
☐	Document incoming personnel using ICS 211P form.	Form should be placed on watch desk for members to sign in.

Company Officer – Job Aids



2. COMMUNICATIONS EVALUATION

Evaluate each available communications method. Final communications order/plan to be inserted after Department review.

Communications Method	Working	Not Working	Notes
Station Radio (on Battalion Tac Channel)	☐	☐	
CAD Computer	☐	☐	
Mainline	☐	☐	
METS	☐	☐	
Private Line	☐	☐	
Rig Radio	☐	☐	
Portable Radios	☐	☐	
MDT	☐	☐	
Cellular voice	☐	☐	
Cellular text/data	☐	☐	
Kenwood Radio	☐	☐	
ACS / amateur radio	☐	☐	
Runner / messenger capability	☐	☐	
Direct travel to Battalion	☐	☐	

Communications Plan (assigned by BC)

Primary:		Alternate:	
Contingency:		Emergency:	
Runner/Messenger Plan:		Notes:	

Company Officer – Job Aids



WINDSHIELD SURVEY

Done	Action	Notes / Details
☐	Conduct a survey of the station area and report findings to Battalion Chief as you go. (Double companies will share responsibility for the initial station area assessment.)	Document using ICS Form 214 and Damage Assessment Worksheet.
☐	Survey for collapsed structures, working fires/smoke columns, trapped victims, gas leaks, hazmat releases, downed power lines, water main breaks, blocked roads, bridge/transportation issues, MCI sites, critical infrastructure damage, and school/hospital/care facility problems.	Prioritize life safety threats.
☐	Conduct a survey of the station area using the map and critical infrastructure list provided.	See critical infrastructure list.
☐	Check water supply conditions: hydrants usable, low pressure, no water, broken mains, cisterns, and alternate sources.	See water supply list.
☐	If NERT members are encountered, gather major hazard/life-safety information.	
☐	Ongoing: Provide initial assessments to the Battalion Chief.	
☐	Ongoing: Receive assignments from Battalion Chief.	

Company Officer – Job Aids



4. COMPANY OPERATIONAL PRIORITIES UNDER BATTALION CONTROL

Priority	Examples	Notes
1 – Response as directed by BC	BC makes incident assignments	
2 – If unable to make contact with BC:		
A — Life Safety	Confirmed trapped victims; working fire with life hazard; collapse with survivable voids; major rescue; MCI with salvageable patients.	Incidents requiring the immediate application of resources to save the greatest number of lives have the highest priority.
B — Fire suppression/Preventing conflagration	Fire spread/conflagration threat; major gas leak; hazmat release; critical infrastructure threat; access/route obstruction affecting emergency operations.	Protection of the greatest amount of public or private property.
C — Property/environment conservation	Non-life-hazard fire; infrastructure protection; isolated property conservation where resources permit.	
D — Deferred	No immediate life hazard; service-type incidents that can be delayed; lower-value property calls when higher priorities exist.	

[illegible][illegible]

[illegible][illegible]



Company Officer – Operational Priorities

1. Life Safety- Incidents requiring the immediate application of resources to save the greatest number of lives have the highest priority.
2. Saving/Protecting Property- Protection of the greatest amount of public or private property.



EMS Officer (Field RCs) - Initial Actions

- Field RCs
 - ☐ RC1 respond to DEC to assist with triage of calls or act as interim EMS rep. at EOC
 - ☐ RC2 respond to Station 5 and assume the role of Medical Branch II Director under D02 Branch II Director
 - ☐ RC3 respond to Station 7 and assume the role of Medical Branch III Director under D03 Branch III Director
 - ☐ RC4 respond to Station 49 to Assist RC49 as the Medical Logistics Base

SFFD

San Francisco
Fire Department



COMMS

Battalion Control Radio Communications Plan

2026 Training Module

PACE:

Primary · Alternate · Contingency · Emergency



PACE: Disaster Communications

Methods of Communication available for SFFD

Overview:

When possible, use the *Primary* system during Battalion Control operations. Use alternatives when radio communications are unavailable or degraded. Escalate to the next appropriate option as needed.

PACE:

Primary

Use the primary SFFD Radio System during Battalion Control Operations whenever possible. Before choosing alternate comms, use *PRIMARY, B/U 1 & B/U 2*.

Alternate

Use SFFD Direct channels, *DISASTER ZONES*, when the Primary Radio system is in failure.

Contingency

Use any of the following options available to you:

- Landlines (mainline & METS)
- Cell Phones (calls & text)
- Starlink (cell phone Wi-Fi calling)
- Microsoft Teams (Wi-Fi or Starlink connection)
- HAM (Amateur) Radio Operators – Auxiliary Communications Service (ACS)

Emergency

In an emergency state when unable to use alternatives, SFFD can assign ***Runners*** to get information from point to point using any physical measures including vehicle, bicycle or on foot.

Battalion Control Comms: Quick Reference

	Primary			Alternate	Contingency
Purpose	800MHz	B/U 1: 700 MHz	B/U 2: MTA B/U 2	Radio Emergency Options (Disaster Zone)	Additional Comms
Dispatch	FD OPS CTRL 1 (A1) – CTRL 3 (A3)	FD B/U 1 BU1 DISP	FD B/U 2 BU2 DISP	DISASTER 8TAC91 or TAC 7D – 16D	• Landlines (mainline & METS) • Cell Phones (calls & text) • Starlink (cell phone Wi-Fi calling) • Microsoft Teams (Wi-Fi or Starlink connection) • HAM (Amateur) Radio Operators – Auxiliary Communications Service (ACS)
Response	FD OPS CTRL 1 (A1) – CTRL 3 (A3)	FD B/U 1 BU1 CTRL	FD B/U 2 BU2 CTRL	DISASTER 8TAC92 or TAC 7D – 16D	
Major Incidents	FD OPS CMD 5 (A5) – CMD 6 (A6)	FD B/U 1 BU1 CMD	FD B/U 2 BU2 CMD	DISASTER CMD 5/6	
Tactical (On-Scene)	FD OPS & FD OPS 2 TAC A7 – A16 TAC 7D – 16D	FD B/U 1 TAC 7D – 16D	FD B/U 2 TAC 7D – 16D	DISASTER TAC 7D – 16D	
Medics	BART/MED CMED DISP (B16)	FD B/U 1 BU1 MED	FD B/U 2 BU2 MED	DISASTER 8TAC91/92 or TAC 7D – 16D	Emergency Runner



PRIMARY — Main Radio System

800 MHz Trunked Network · Use this every day under normal conditions

Dispatch & Response

Zone FD OPS

Channel **A1 – A3**

Everyday calls

Major Incidents

Zone FD OPS

Channel **COMMAND A5 - A6**

Command Channels

Tactical (On-Scene)

Zone FD OPS & FD OPS 2

Trunked Tactical **TAC 7 – 16**

Direct Tactical **TAC 7D – 16D**

Tactical Channels

EMS

Zone BART/MED

Channel **CMED DISP**

EMS coordination

When the primary system is working:

Use the Primary system for all normal operations. **Use the Primary system during Battalion Control operations.** Each Battalion communicates with their companies via their assigned Tactical Channel.

- On scene tactical communications shall use the same tactical channel.
- The IC can switch to direct tactical channels to avoid cross communications.
- Keep a rig radio on the trunked tactical (A7-A16) channel and monitor it, to maintain communications with Battalion
- Divisions (Branch) shall use Command A5-A6 to communicate with FDOC

Should the primary system be out of service when in Battalion Control, revert to the EMERGENCY DISASTER ZONE:

DEC will provide instructions on which radio system to use.



ALTERNATE — Disaster Zone

Last resort — use only when ALL other systems are down

Channels

Dispatch	DISASTER	8TAC91
Response	DISASTER	8TAC92
Available	DISASTER	CA FIRE1
FDOC	DISASTER	FDOC D
Division 2	DISASTER	CMD 5D
Division 3	DISASTER	CMD 6D

See next slide for Direct Tactical battalion channel assignments (TAC 7D–TAC 16D)

How it works

- ✓ Works on electrical power alone — no repeater network needed.
- ✓ Station and rig radios transmit at high power from rooftop antennas — often city-wide.
- ✗ Not repeated city-wide. Coverage varies by location.
- ✗ Station/rig transmissions may override incident tactical traffic.
- ! Portable radios receive only. Transmit from station or rig radios when possible.

⚠ CRITICAL: Only station-based and rig radios can transmit at full power in the Disaster Zone. Portable radios receive only. Make all transmissions from your station radio or rig.



Direct Tactical Channel Assignments — Disaster Zone

Disaster Zone · Each battalion assigned a dedicated direct tactical channel

Battalions 7–10 & 1

Unit	Zone	Channel
Battalion 7	DISASTER	TAC 7D
Battalion 8	DISASTER	TAC 8D
Battalion 9	DISASTER	TAC 9D
Battalion 10	DISASTER	TAC 10D
Battalion 1	DISASTER	TAC 11D

Battalions 2–6

Unit	Zone	Channel
Battalion 2	DISASTER	TAC 12D
Battalion 3	DISASTER	TAC 13D
Battalion 4	DISASTER	TAC 14D
Battalion 5	DISASTER	TAC 15D
Battalion 6	DISASTER	TAC 16D

These channels transmit at high power from station and rig radios only. Portable radios receive only. Use these only when all other systems are down.



SFFD Direct Emergency Communications Plan

DISASTER ZONE · Fire Station Base Radio Channel Guide

- DISASTER ZONE
- 1

8TAC91
- 2

8TAC92
- 3

CA FIRE1
- 4

FDOC D
- 5

CMD 5D
- 6

CMD 6D
- 7

TAC 7D
- 8

TAC 8D
- 9

TAC 9D
- 10

TAC 10D
- 11

TAC 11D
- 12

TAC 12D
- 13

TAC 13D
- 14

TAC 14D
- 15

TAC 15D
- 16

TAC 16D



FIRE STATIONS: Set Station Base Radio to DISASTER ZONE, then select your Battalion's Direct Tactical Channel. Portable radios will often receive only.

KEY TAKEAWAYS

Remember These Core Principles



BC Control establishes geographic command — Battalion Chiefs are the incident commanders for their district

Modified Response Plans scale the response to available resources — life safety always drives decision-making

Communications discipline is critical — check in with your BC immediately, every time

All deviations from standard response must be documented and reported to the FDOC

Plans are temporary — normal operations resume as soon as resources allow

COMPANY OFFICER JOB AID

Battalion Control

Date:		Time:		Company:		Station:	
Officer:		Battalion:		Branch:		Operational Period:	

1. IMMEDIATE ACTIONS — FIRST 0 TO 5 MINUTES

Done	Action	Notes / Details
☐	Open apparatus doors. Move apparatus to safe ground if station integrity is questionable.	
☐	Check station generator. Start generator if necessary.	Generator Status: OK. Not OK. (circle one) Fuel Status: Reserve Fuel Amount:
☐	Complete PAR of all assigned members.	☐ Green – All present and uninjured ☐ Yellow - Injured ☐ Red – Ineffective, members missing, deceased
☐	Complete Fire Station Status Assessment.	☐ Green – Intact, normal power/utilities, generator running but normal operations ☐ Yellow – Damaged but functional, generator running with reduced operations ☐ Red – Damaged and uninhabitable, destroyed, no power
☐	Complete Apparatus Status Assessment.	☐ Green – Fully functional ☐ Yellow – Damaged but operational ☐ Red - Inoperable
☐	Complete Apparatus Status Assessment of Specialized/Reserve Apparatus quartered in firehouse (RP, RA, LR, Type 6, etc).	☐ Green – Fully functional ☐ Yellow – Damaged but operational ☐ Red - Inoperable
☐	Assess Communications	Record results on Checklist on Page 2
☐	Establish communication with the Battalion Chief using any available method: radio (relay if necessary), phone, cellular, satellite, direct travel, or runner.	Report status: ☐ PAR, ☐ Station ☐ Apparatus ☐ Comms
☐	Begin ICS 214 Unit Log immediately.	
☐	Document incoming personnel using ICS 211P form.	

2. COMMUNICATIONS EVALUATION

Evaluate each available communications method. Final communications order/plan to be inserted after Department review.

Communications Method	Working	Not Working	Notes
Station Radio (on Battalion Tac Channel)	☐	☐	
CAD Computer	☐	☐	
Mainline	☐	☐	
METS	☐	☐	
Private Line	☐	☐	
Rig Radio	☐	☐	
Portable Radios	☐	☐	
MDT	☐	☐	
Cellular voice	☐	☐	
Cellular text/data	☐	☐	
Kenwood Radio	☐	☐	
ACS / amateur radio	☐	☐	
Runner / messenger capability	☐	☐	
Direct travel to Battalion	☐	☐	

Communications Plan (assigned by BC)

Primary:		Alternate:	
Contingency:		Emergency:	
Runner/Messenger Plan:		Notes:	

3. WINDSHIELD SURVEY

Done	Action	Notes / Details
☐	Conduct a survey of the station area and report findings to Battalion Chief as you go. (Double companies will share responsibility for the initial station area assessment.)	Document using ICS Form 214 and Damage Assessment Worksheet.
☐	Survey for collapsed structures, working fires/smoke columns, trapped victims, gas leaks, hazmat releases, downed power lines, water main breaks, blocked roads, bridge/transportation issues, MCI sites, critical infrastructure damage, and school/hospital/care facility problems.	Prioritize life safety threats.
☐	Conduct a survey of the station area using the map and critical infrastructure list provided.	See critical infrastructure list.
☐	Check water supply conditions: hydrants usable, low pressure, no water, broken mains, cisterns, and alternate sources.	See water supply list.
☐	If NERT members are encountered, gather major hazard/life-safety information.	
☐	Ongoing: Provide initial assessments to the Battalion Chief.	
☐	Ongoing: Receive assignments from Battalion Chief.	

4. COMPANY OPERATIONAL PRIORITIES UNDER BATTALION CONTROL

Priority	Examples	Notes
1 – Response as directed by BC	BC makes incident assignments	
2 – If unable to make contact with BC:		
A — Life Safety	Confirmed trapped victims; working fire with life hazard; collapse with survivable voids; major rescue; MCI with salvageable patients.	Incidents requiring the immediate application of resources to save the greatest number of lives have the highest priority.
B — Fire suppression/Preventing conflagration	Fire spread/conflagration threat; major gas leak; hazmat release; critical infrastructure threat; access/route obstruction affecting emergency operations.	Protection of the greatest amount of public or private property.
C — Property/environment conservation	Non-life-hazard fire; infrastructure protection; isolated property conservation where resources permit.	
D — Deferred	No immediate life hazard; service-type incidents that can be delayed; lower-value property calls when higher priorities exist.	

ACTIVITY LOG (ICS 214)

[illegible]

ICS 211 / 211P — PERSONNEL CHECK-IN (FIELD TEMPLATE)

Incident Name:				Check-In Location:			
Date/Time:				Station/Company:			
Name	SFFD ID	DSW Number	Phone Number	Home Company	Time In	Time Out	

SFFD COMPANY STATION AREA / DAMAGE ASSESSMENT WORKSHEET

[illegible]

5. NOTES

Additional Notes

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 26 A-043
May 29, 2026

From: Chief of Department
To: Distribution List "A"
Subject: Airport H-16 Training Specialist
Reference: Rules & Regulations, Section 404
Enclosure: None

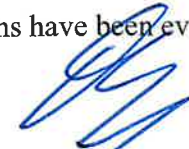
Officer Endorsement:

Section 1022 - R. & R. _____

1. The Department is advertising for the position of H-16 Technical Training Specialist. This position reports directly to the Airport Training Officer.
2. As a member of the Airport Division Training Staff, the H-16 Specialist assists in the development, organization, coordination, and delivery of training, education, and evaluation programs.
3. The H-16 Specialist works a 40-hour per week schedule.
4. Duties and responsibilities include, but are not limited to, the following:
 - Training of Airport Division Firefighters, Firefighter/Paramedics, and Officers
 - Preparation and presentation of classroom lectures
 - Driver training and safety program development and delivery
 - New member training
 - Special operations training
 - Marine operations training
 - Duties as assigned
5. Minimum Qualifications:
 - H-2 Firefighter or H3L3 Firefighter/Paramedic trained in 40 Hour Basic ARFF
 - SFFD Airport Division Qualified ARFF Operator
 - Confined Space Rescue Technician
 - Ability to obtain Airport Rescue Swimmer Certification within 3 months
6. Desired Skills:
 - Comprehensive working knowledge of all aspects of field operations
 - Commitment to and enthusiasm for training
 - Excellent working knowledge of SFFD tools, equipment, and apparatus, including extensive experience
 - Excellent organizational, interpersonal, and written communication skills
 - Ability to share expertise and knowledge with Department members
 - Teaching experience
 - CFSTES Fire and Emergency Instructor 1 and 2
 - Multi-media skills

7. Application Process:

- All interested members meeting the Minimum Qualifications should submit a General Form and updated Personal Qualification Form (PQF) to the Assistant Deputy Chief of the Airport by close of business Friday, June 12, 2026.
- An interview process will occur after all applications have been evaluated.



Dean M. Crispen
Chief of Department

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 26 A-044
May 29, 2026

From: Chief of Department
To: Distribution List "A"
Subject: Time Rolls for Close of Fiscal Year 2026
Reference: Rules & Regulations, Section 403
Enclosures: None

Officers Endorsement

Section 1022 - R. & R. _____

1. The San Francisco City and County's Controller's Office procedures for closing payroll transactions for Fiscal Year 2026 are outlined below:

<u>PAY PERIOD DATES</u>	<u>CALENDAR DAYS</u>	<u>PAY WARRANT ISSUE DATE</u>
June 06 – June 19	14	June 30
June 20 – June 30	11	July 14
July 01 – July 03	3	July 14

2. On Tuesday July 14, 2026, San Francisco Fire Department members will receive two paychecks for the above-listed pay periods. Both paychecks will total one's biweekly salary.

3. The deadline to submit Time Rolls to the Payroll Office for the period of **June 06, 2026 through June 19, 2026** is **Friday, June 19, 2026 by 1000 hours.**

4. The deadline to submit Time Rolls to the Payroll Office for the eleven-day period of **June 20, 2026 through June 30, 2026** is **Tuesday, June 30, 2026 by 1000 hours.**

5. The deadline to submit Time Rolls to the Payroll Office for the three-day period of **July 1, 2026 through July 03, 2026** is **Friday, July 03, 2026 by 1000 hours.**

6. The above-mentioned pay periods are available in HRMS/PeopleSoft. As a reminder, PeopleSoft Time Rolls must be entered and submitted according to standard procedures and authorizations.



Dean M. Crispen
Chief of Department

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 26 A-045
May 29, 2026

From: Chief of Department
To: Distribution List "A"
Subject: Time Coming (TC) for Holiday Benefit
Reference: San Francisco Firefighters Union, Local 798
Unit 1 & II MOU Section 21
Enclosures: None

Officer Endorsement
Section 1022 – R. & R. _____

1. The San Francisco Firefighters Union, Local 798, Units I & II, Memorandum of Understanding (MOU) Section 21: Holidays, Subsection 21.2 Fire Suppression Personnel states:

Twenty-four (24) hour fire suppression personnel and H-3 EMT/Paramedic/Firefighters shall be paid a holiday premium per pay period, excluding overtime compensation and premiums, as holiday compensation for the holidays specified in Section 21.1(b). Upon declaration by the Mayor of any holiday in addition to those specified in Section 21.1(b), twenty-four (24) hour suppression personnel and H-3 EMT/Paramedic/Firefighters shall be paid an additional holiday premium which will be calculated on a proportional basis by the Controller's Office.

Employees who utilize sick pay on a shift commencing either within two calendar days before, on the day of, or within two days after a holiday designated in Section 21.1(b) shall not receive the holiday premium for two pay periods. For the Thanksgiving holidays, a single continuous usage of sick pay by an employee during any or all of the shifts commencing either within two calendar days before Thanksgiving Day, Thanksgiving Day, the Day After Thanksgiving, or the day after the Day After Thanksgiving, will result in that employee not receiving the holiday premium for the two subsequent pay periods. Employees on disability leave and/or employees working forty (40) hour schedules on a temporary modified duty assignment on any holiday designated in Section 21.1(b) shall not receive holiday premium for that one pay period.

Effective July 1, 2024, employees who utilize sick pay on a shift commencing either within two calendar days before, on the day of, or within two days after Halloween (October 31st) or Mother's Day (the second Sunday in May), shall not receive the holiday premium for the two subsequent pay periods. Employees on disability leave and/or employees working forty (40) hour schedules on a temporary modified duty assignment Mother's Day and or Halloween shall not receive holiday premium for that one pay period.

The holiday premium for employees who are members of the Retirement System under Charter section A8.598 ("Tier I"), A8.601 ("Tier II"), or A8.604 ("Tier III") shall be 7.09%.

Effective July 1, 2024, the holiday premium for employees who are members of the Retirement System at Tiers I, II, and III shall be 9.09%.

On and after July 1, 2008, the holiday premium shall be included as compensation for Retirement System purposes for members of the Retirement System under Charter Section A8.598, A8.601, or A8.604. Such premium is not and shall not be "attached to the rank."

2. To receive TC in place of the holiday premium, members must complete the **Request for TC in Lieu of Holiday Pay Premium** form using the **Form Inbox** process in Fire Portal. **ONLY** forms received in the **Form Inbox** process in the Fire Portal between **MAY 30, 2026, and JUNE 30, 2026** will be accepted and processed. **Forms received prior to the issuance of this General Order (i.e., May 29, 2026, or earlier) or after June 30, 2026, will NOT be accepted and processed** and will result in the member receiving holiday premium for the Fiscal Year 2026 - 2027.
3. If a member experiences exigent circumstances during the Fiscal Year 2026 - 2027 that may necessitate the change to/from holiday premium/Time Coming shall submit the request on the Department's General Form to the Deputy Chief of Administration, through the chain of command, for review and disposition. Such requests will be handled on a case-by-case basis.
4. The Suppression accrual rate for TC taken in place of holiday premium is calculated as follows:
 - Tier I, II, and III: multiply the number of hours worked per year, 2,532.40 by 0.0909; then divide the sum by the number of pay periods, 26 to get **8.85** hours per pay period.
 - Hours available for member's TC accounts will be rounded off to two decimal places.
5. The H-3 Level I and II accrual rate for TC taken in place of holiday premium is calculated as follows:
 - Multiply the number of hours worked per year, 2,080 by **0.0909**; then divide the sum by the number of pay periods, 26 to get **7.27** hours per pay period.
 - Hours available for member's TC accounts will be rounded off to two decimal places.
6. The TC hours will be accrued per pay period sequentially, starting with the first eligible pay period in the new fiscal year following receipt of this form by the Payroll Office.
7. Effective July 1, 2020, all uniform personnel TC balances are capped at 200 hours. If, in the course of accrual, the 200-hour threshold is reached, the benefit will automatically switch from TC to pay for the remainder of the fiscal year.



Dean M. Crispen
Chief of Department

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

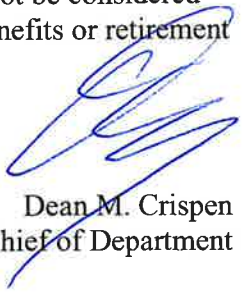
File Code 26 A-046
June 2, 2026

From: Chief of Department
To: Distribution List "A"
Subject: Wellness Program
Reference: Rules & Regulations, Section 403 and MOU between CCSF and L798, Section 35
Enclosure: None

Officer Endorsement:
Section 1022 - R. & R

Effective Fiscal Year 2026-2027, the City shall provide an annual wellness program as follows:

1. Employees must work 90% of their full-time schedule during the specified fiscal year period in order to qualify for the wellness program. That percentage is considered equal to the following number of Regular Hours Worked (WKP): two thousand, two hundred and seventy-nine (2,279) hours for suppression and one thousand, seven hundred and eighty-six hours (1,786) hours for non-suppression.
2. Once an employee has reached the required number of WKP they shall be entitled to an annual conversion of sick leave hours for cash out payment under the following conditions. If an employee works the required number of WKP in the specified fiscal year, they shall be entitled to cash out up to one hundred (100) hours (eighty-three (83) hours for non-suppression) of sick leave hours. If an employee works less than the required hours of WKP in the specified fiscal year, they are not eligible for any sick leave cash out.
3. The specified fiscal year period shall be measured by the 26 full, consecutive pay periods ending with the pay period ending closest to May 1. Payment of the cash out shall take place on an annual basis on the first pay issue date in August after the end of the 26 pay periods. For Fiscal Year 2026-27, the fiscal year period will be for the pay period ending May 22, 2026, through the pay period ending May 7, 2027, with cash out to take place on the pay issued on August 10, 2027.
4. The aforesaid payments shall be paid out at the base rate of pay and shall not be considered as part of an employee's salary for the purpose of computing retirement benefits or retirement contributions.


Dean M. Crispin
Chief of Department

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 26 A-047
June 2, 2026

From: Chief of Department
To: Distribution List "A"
Subject: Employee Handbook CCSF
Reference: Rules & Regulations, Section 403
Enclosure: None

Officer Endorsement:

Section 1022 - R. & R. _____

1. All Members shall be familiar with the City's Employee Handbook.
2. All Department employees, both uniformed and civilian, are required to review the Employee Handbook and record an online acknowledgement on their HRMS Homepage. Go to HRMS, Fire Station, Memos. All Department employees must complete their review and acknowledgement of the Employee Handbook by no later than June 30, 2026.
3. It is important to note that the Employee Handbook contains general Citywide information regarding employee benefits, employee expectations, Civil Service guidelines, workplace policies and other personnel-related matters. The Department's internal Rules and Regulations, General Orders and other directives, as well as Memorandum of Understanding provisions, contain specific terms on these matters and would prevail in cases when the Employee Handbook is silent on or in conflict with a particular subject.
4. The Employee Handbook can be found at all times on Fire Bulletin, Document Library, *Employee Handbook – City and County San Francisco*
5. If you have any questions regarding the Employee Handbook, please send your inquiry via email to either Maryann Poon (maryann.poon@sfgov.org) or Lucy Chu (lucy.chu@sfgov.org).
6. This General Order replaces G.O. File Code 12 A-13.


Dean M. Crispen
Chief of Department