



San Francisco Fire Department

**Deputy Chief of Administration
Sayumi Brannan**

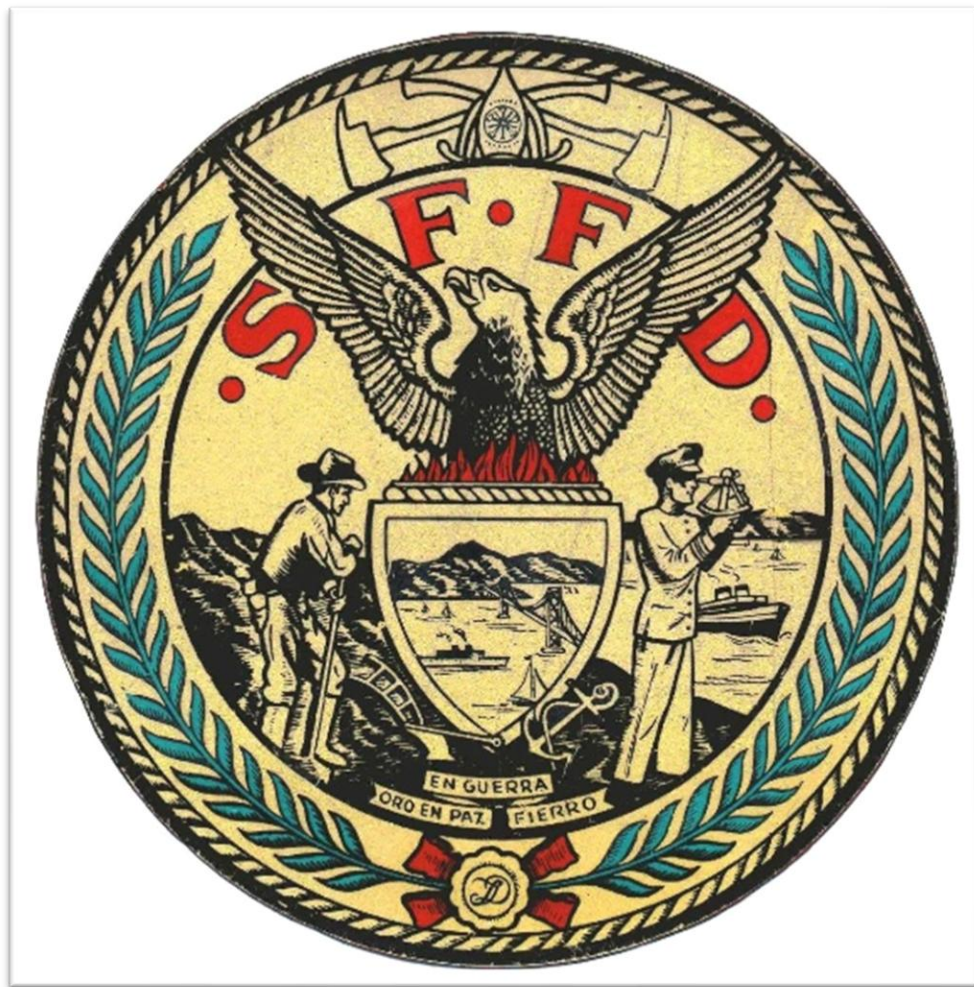
**Fire Commission Report
May / June 2026**

Glossary of Terms

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

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

Homeland Security



Homeland Security
ADC Erica Arteseros Brown
May / June 2026

Meetings/ Events/ Training & Exercises Attended

- Fire Commission Meeting
- Department of Emergency Management (DEM)
 - Department Disaster Preparedness Coordinators' Meeting
 - B2B overall coordination meeting
 - Training, Exercise Credentialing and Planning (TEC-P) committee meeting
 - 2nd Alarm Fire Coordination Meeting
 - Earthquake Plan Annex meeting
- Presidio Trust weekly Public Safety meetings
- Bay to Breakers SFPD briefing
- Carnaval Parade
- San Francisco Day of Service Planning Meetings continued weekly. SFFD will be a participant in the "One City Day" activation on July 11th. There will be 2 NERT preparedness workshops for volunteers to attend, and Hands Only CPR in English, Spanish and Cantonese on July 11.
- Juneteenth Parade
- Transbay Joint Power Authority Full Scale Exercise Continued Planning Meetings
- Golden Eagle Family Reception Center Exercise by Human Services Agency (HSA)
- SFFD Full Scale Earthquake Exercise Initial Planning Meeting
- SFFD In-house Disaster tabletop: Chemical Attack
- Disaster Committee/Homeland Security Battalion Control 100 planning meeting
- BC100 Classes delivered to the field every T, W, TH in June.
- Pride Weekend Festival SFPD briefing
- Lifelines Council Meeting, Office of Capital Planning and Resilience
- Pokémon Planning meeting
- Escape from Alcatraz Planning meeting
- Special Event Planning Coordination meeting by SFPD will all City Departments to improve planning processes
- PRND Committee Radiation screening drill with Department of Environment and BART at SFO
- CD1 Quarterly Staff Meeting
- Treasure Island jack-knife truck incident coordination meetings
- HS2 Lt. Mauberret Military Leave June 1-12
- Pride Parade
- Disaster Committee Disaster Manual Review

FEMA CA-TF3

- Press Conference with Congressman Mullin announcing increased funding for FEMA TFs
- Search Canine Unit
 - Monthly Drills
- Rescue/Hazmat/Logistics/Comms specialists
 - Monthly drills

Incident Management Team (IMT)/Mutual Aid/Disaster

- Disaster Manual review

- EAP Development
- SFFD Disaster Committee Disaster drill subcommittee meeting and Battalion Control windshield survey meeting
- SFFD Preventive Radiological, Nuclear Detection (PRND) planning workgroup

US Coast Guard

- 4th of July Planning

Fleet Week

- Monthly Planning Meetings resumed
- Fleet Week Disaster Exercise planning initiated

Urban Area Security Initiative (UASI)

- Approval Authority meeting

NCRIC (Northern California Regional Intelligence Center):

- SAR (suspicious activity report) reporting and review of alerts
- Situational Awareness Distribution to EAP Group
- FIFA Security Review weekly calls

Major Incident Planning

- FIFA World Cup Soccer 2026
 - Regional bi-weekly Operational Area Coordination meeting
 - Federal Coordination Team updates
 - FBI Regional Coordination monthly planning meetings
 - FIFA Grant Proposal awarded
 - Homeland Security Grants SF Executive Committee Meeting
 - TRX intelligence sharing platform ongoing meetings for FIFA
 - World Cup Kick-off Press Conference
 - Regional Operations Centers coordination Call
 - Daily deployment in support of FIFA started June 11
- Weekly SF Departments Event Planning Leads planning meetings
- Bay Area Host Committee (BAHC)/CCSF coordination meetings
- iVisit Boxing update for major boxing event in Civic Center July 11
 - Event cancelled
- 4th of July
 - Federal Coordination Team Meeting #2
 - USCG coordination Meeting
 - Regional Coordination meeting
 - Meeting to discuss EMS Assets for 4th of July
 - GG Bridge Fireworks coordination meeting #2
 - SFPD 4th of July briefing

On-going Coordination/Projects:

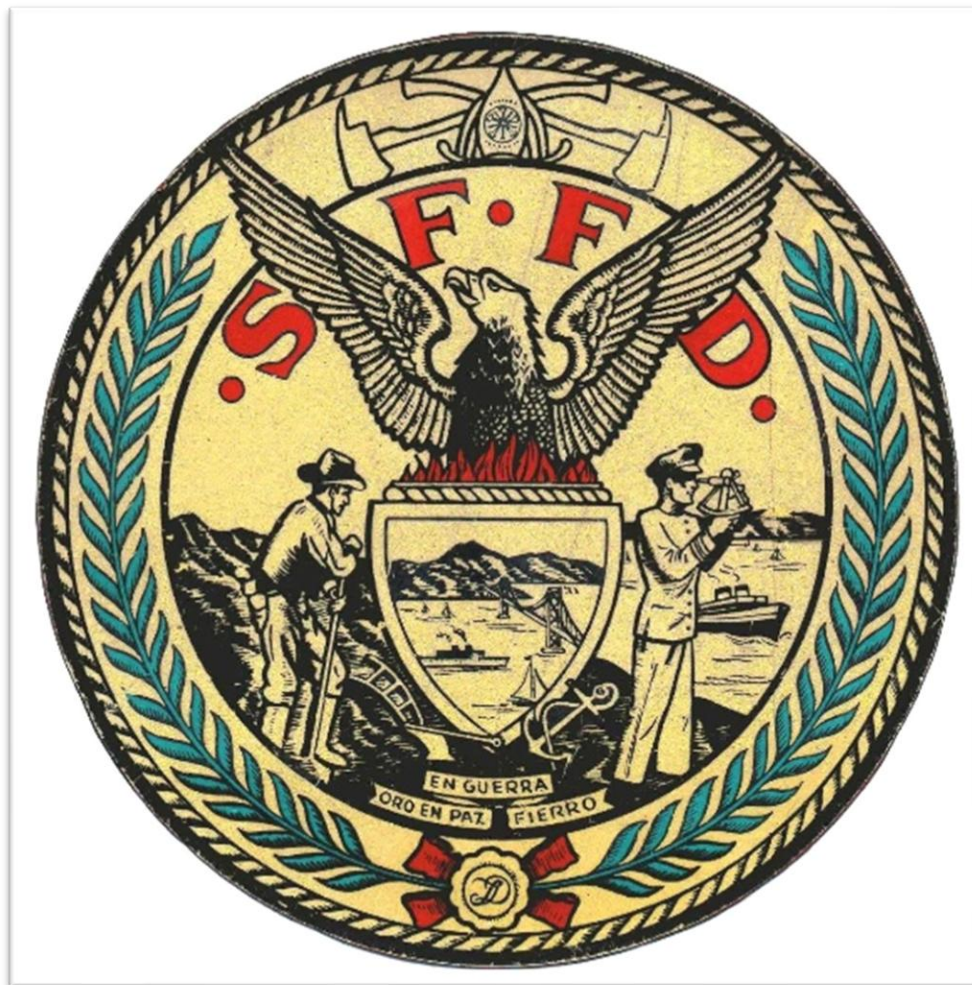
- UASI/Port Security grants management

- FDOC
 - Maintain situational awareness
 - FDOC Update planning meeting with SFFD IT Director
- SFPD Operational Orders distribution
- Mobile Command Vehicle

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

- Juneteenth Parade
- Pride Parade/Weekend
- FIFA

Outreach, Recruitment and Development



Outreach, Recruitment and Development
May / June 2026
Lt. Hashim Anderson

CORE Recruitment and Outreach

- SF Public Library Stop the Bleed & Hands-only CPR
- American Health Education Career Fair
- Santa Rosa JR College Fire/EMS Career Fair
- SF Giants and AHA Hands-only CPR training
- SF Pride
- SF Bike Rodeo
- Youth Career Academy



SF Public Library Main Library Stop the Bleed and Hands-only CPR classes facilitated by EMT Alia Dong-Stewart and Lt. Ariana Wilson



SF Giants. American Heart Association and SFFD taught hands-only CPR to the public. EMT Anna Eaton teaches Giants staff. Deputy Chief Miller was on the field pregame to address the crowd



Pride Outreach, recruitment and hands-only CPR. SF Fire Reserves and volunteers.



Santa Rosa Junior College Fire/EMS career fair EMT Alia Dong-Stewart

Oakland Unified Highway to EMT

- OUSD Two-week career readiness bootcamp
- Airway Management
- Hands-Only CPR
- Trauma packaging
- Stop the Bleed

Exploratorium After Dark

- Theme – Staying Alive
- Hands-only CPR
- Stop the Bleed
- Airway Arena
- IO Access
- EKG



Airway management using an OPA and BVM



Hands-only CPR Reserve Firefighter
Marquette Harris

Health, Safety and Wellness



Health, Safety and Wellness
Battalion Chief Matthew Alba
May / June 2026

Every Monday:	Meet with BHU
Every 2 nd Tuesday	Meet with CD3 DC Brannan
Every 2 Weeks:	IAFF NFPA Standards Representatives Meeting
Every 2 Months:	Represent CD1 in Family Violence Council Meeting
3rd Tuesday of the month:	Health & Safety Committee Meeting
Every 3 Months:	CD1 Check In
3 rd Thursday of the month:	SF Firefighters Cancer Prevention Monthly Meeting
4x/year:	Fire Fighter Cohort Cancer Study: Women Firefighters Meeting
Every Friday:	Follow up with members on DP, retired members, people I know who have cancer.

- **City Funded Cancer Screening**

- o \$525,000 City-funded Firefighter Cancer Screening Initiative targeted for July 2026 rollout. (+\$25,000 Waymo)
- o Completed membership demographic analysis with the Assignments Office to determine eligible screening populations pulled from **February 2026**.
- o Developed a tiered screening strategy prioritizing members based on years of service and cumulative occupational exposure.
 - ♣ 25+ yrs service & age 55 (UDS MRI scan — \$1,000/person \$134,000) **≈134 Members**
 - ♣ 15+ years of service (UDS Ultrasound \$360/person — \$252,000) **≈ 700 Members**
 - ♣ 5 yrs service, no age limit (UDS Blood Bio Markers \$131/person — \$162,702 **≈ 1,242 Members**
#’s was pulled before June 30th retirement - #’s expected to change
- o Proposed screening modalities include:
 - ♣ Blood biomarker screening
 - ♣ Ultrasound imaging
 - ♣ MRI imaging for highest-risk cohorts
- o Conducted extensive vendor outreach and evaluation with:
 - ♣ United Diagnostic Services
 - ♣ Function Health
 - ♣ Prenuvo
 - ♣ Marek Diagnostics
- o SFFD is guided by the San Francisco Firefighter's Cancer Prevention Cancer Foundation Strategy

April 13, 2026 – Overhaul Safety Policy

- o 8th Version of the Draft submitted to the Administration
- o Working on the FINAL draft.

April 2, 2026 – Department-Wide Fitness Program / CJAC Revenue Integration

- Working with ADC Kasper on this. When finished will send out with General Order and send visuals diagrams to assist Officers with inputting the drills in the computer.

August 26, 2025 – Proposal for SFFD MOU with Siento

- **Mental Fitness and Resilience Training Pilot, Siento is offering 6 months free**
- Per Director Corso, it's with the City Attorney.

***Behavioral Health Unit
Peer Navigator / FF Chelsea Nelson
May / June 2026***

MEETINGS

SFFD Lighthouse Wellness App Meeting (Quarterly)

- Review of Department usage data and trends.
- Discussion of new app functions and promotions.

SF First Responder Peer Support Advisory Committee (Monthly)

Monthly First Responder Peer Support meeting.

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

SFHSS Employee Assistance Program ComPsych Check-In (Monthly)

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

- SFHSS EAP review of ComPsych services with DEM, SFFD, SFPD, SF Sheriff.
- Discussed mental health therapist recruitment and interviews.
- Addressed any issues with members accessing EAP therapy via ComPsych.

ComPsych EAP Specialty Provider Meeting (Bi-Monthly)

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

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

SFFD Health and Safety Committee Meeting (Quarterly)

- Subcommittee reports on progress with respective initiatives.
- Behavioral Health: BHU journal revisions, chaplain onboarding and recruitment, and SFFD peer support class.

Critical Incident Stress Management Procedure Meeting

Meeting with SFHSS EAP and SF First Responder Peer Support Teams.

- Departments in Attendance: DEM, FIR/SFFD, POL/SFPD, SHF/SF Sheriff.
- Establish pre- and post-CISM debriefing procedure

UCSF Doctoral Nursing Program Meeting with OEH & BHU

- UCSF Occupational and Environmental Nursing Program studying behavioral health issues among first responders Q&A with Behavioral Health Unit.
- Review of brief history of BHU/stress unit, current staffing, how many BHU calls per month, types of calls received, and resources BHU provides members.

Nightware Meeting with SFHSS & SF First Responder Peer Support Agencies

- Meeting to discuss potential partnership between Nightware and SFHSS.
- Nightware is developing a watch-based intervention to reduce PTSD nightmares.

EVENTS

BHU Office Hours: Station 49 & Community Paramedicine
Initiative between CP, EMS, and the BHU to provide on-site peer support to members.

- BHU Navigators rotate on-site office hours to connect with members at both Station 49 and Community Paramedicine.

Critical Incident Debrief – Pediatric Fatality

- Auto vs Ped involving pediatric fatality.
- Facilitated by EAP Clinician in office.

Critical Incident Debrief – MVA with Fatality (SB280)

- Rollover motor vehicle accident; driver fatality.
- Facilitated by BHU & EAP Clinician at Station 49.

Critical Incident Debrief – BHU Multi-Incident Clinical Debrief

- BHU meeting with First Responder Support Network.
- Clinical oversight for ongoing critical incident response.

Station Visits – E28, Station 7

Ongoing BHU visits to suppression stations during the captain's watch.

- Role of BHU: team introduction to members.
- Core Four: Peer Support, Training/Education, Facility K9s, Chaplaincy.
- 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.
- Facilitated by EAP Clinician and BHU team.
- Refreshments sponsored by Local798.

TRAININGS

SFFD H3 L1 & L2 Recruit Academy Presentation

- Facilitators: BHU Peer Navigators Chelsea Nelson and Matt Fluke.
- Topics: First Responder Career, Realities of First Responder Family, BHU Services, Mental Health & Wellbeing Practices.
- Offerings: Educational materials on local and national crisis response organizations, SFFD Wellness App (Lighthouse).

SFFD Community Paramedicine Presentation

- Facilitators: BHU Peer Navigators Chelsea Nelson and Matt Fluke.



- Topics: Unique aspects of the Community Paramedicine role and responsibilities, First Responder Career, Mental Health, Sleep Habits, Addiction, PTSD, Protective Practices, and BHU Services.
- Offerings: Educational materials on local and national crisis response organizations, SFFD Wellness App (Lighthouse).

CHAPLAINCY

Chaplain Program Orientation

- Peer Navigator Jesson onboarding with chaplaincy program.
- Meeting with Father Armando Gutierrez to establish station visit schedule.

Meetings / Events / Trainings / Chaplaincy / VIW / Analytics / Misc.

Violence in the Workplace – May-June 2026 Data

PN Mathew Fluke continues to follow up on documented violent incidents with members and in court.

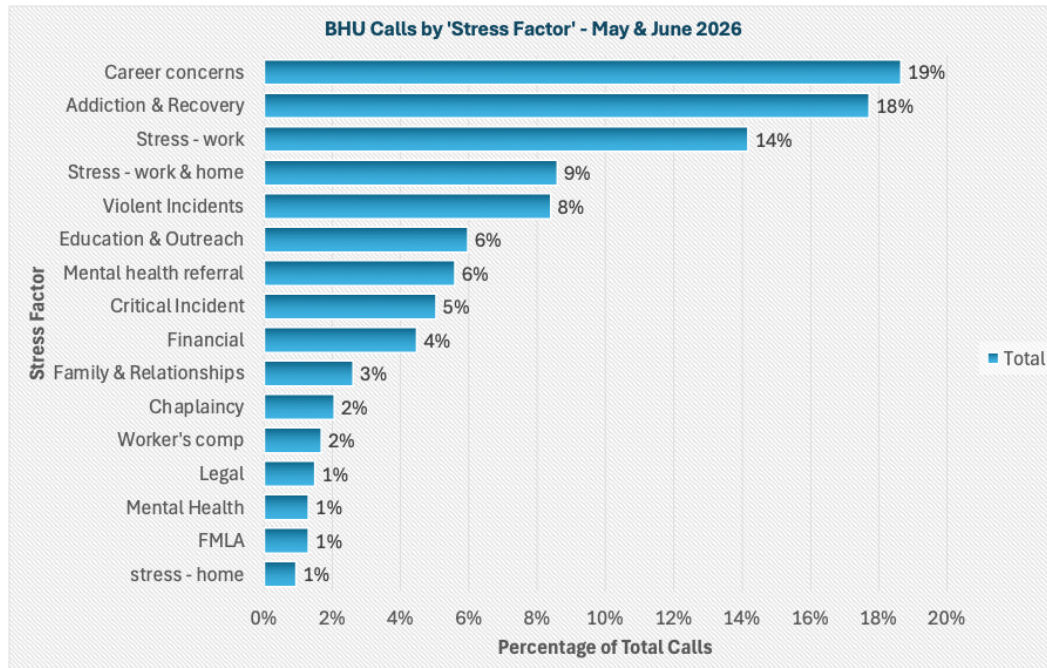
- 13 new cases: 9 injury; 4 non-injury
- 19 follow-up contacts with members: BHU and EAP resources offered.
- One court cases attended on behalf of members.
- Two 3807's filed to document injuries related to incidents.
- One 5020 filed to document and initiate treatment related to incident.

ANALYTICS

May & June 2026 BHU Calls for Service Highlights:

- Total calls for support services May-June 2026: 536.
- May & June 2026 Top Reported Stressors:
 - Career Concerns: members requesting peer support due to promotional exams, station dynamics, concerns about coworkers, return to duty, and division changes.
 - Addiction & Rehab: members (active and retired) and family members seeking treatment/recovery support.
 - Stress – Work: members requesting support for work-related stress symptoms.
 - Violent Incidents: members experiencing assault by patients while on-duty.

BHU Peer Support Calls for Service – May & June 2026



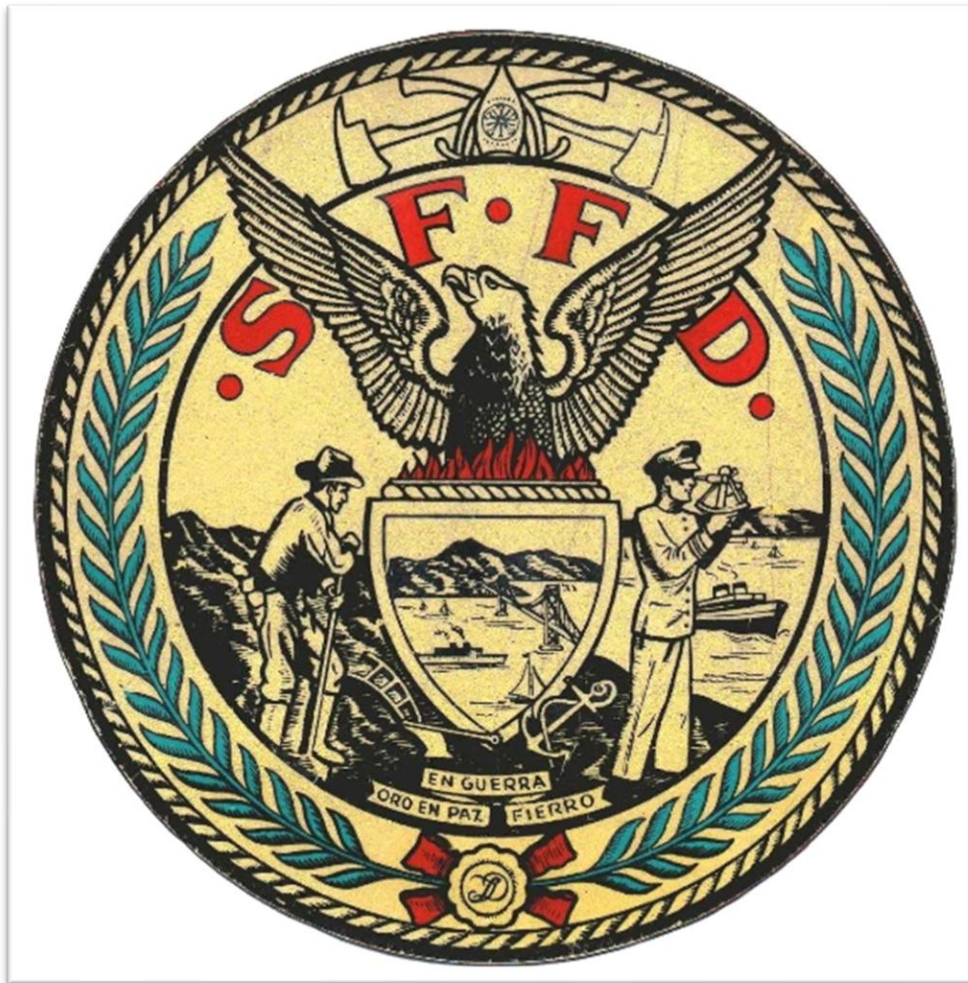
SFFD Wellness App (Lighthouse) Analytics – May/June 2026

- Top areas of use: Therapist finder, peer support team list, station finder, and BHU contact page.
- Top recipes: Box chicken and BBQ beef sandwich and slaw.
- Top resource library hits: BHU members, therapy benefits, physical activity resources, chaplains.

MISC.

- Tour of San Bruno Jail with SF Sheriff's Office
- Suicide Awareness Photo Project (by Jill Peeler, LMFT): "I Only Show You What I Want You to See"
 - First Responder perspectives of:
 - What first responders show the world (uniform, turnouts, public perspective)
 - What first responders don't show the public/family (stress, intrusive thoughts, struggles)
 - Resilience (personal motivations, recovery, what keeps you going)
- BHU Team Continuing Education & Training:
 - Suicide & Trauma Awareness for First Responders (BHU Team).
 - Burnout & Compassion Fatigue for First Responders (PN/FF-EMT Nelson).
 - Significant Others & Spouses – Intensive Retreat for Trauma Recovery (PN/FF-EMT Nelson).
 - West Coast Post-Trauma Retreat – Intensive Retreat for Trauma Recovery for First Responders (PN/FF-EMT Nelson).

Office of Employee Health



***Office of Employee Health
Steven Chang, DO, DABFM, Supervising Physician
May / June 2026***

May Operational Highlights

38 Return-to-Work Clearances	2 Promotional Exams Conducted
20 End-of-Probation Exams	59 3807 Incident Reports (No Eval Required)
36 5020 Forms (Medical Evals Completed)	21 5020 Cases Resulting in Time Off Work

New Hire Activities

Candidate health screenings are underway for the H2 Academy, scheduled to begin August 2026.

Work-Related Injuries and Illnesses

5020 Injury/Illness Summary

A total of 36 cases required formal medical evaluation. The leading injury categories were:

- Knee injuries: 5 cases
- Internal organ injuries: 4 cases
- Finger and eye injuries: 3 cases each

21 of the 36 evaluated cases resulted in time away from work, underscoring the continued importance of targeted prevention and early intervention efforts.

Meetings and Collaborations

Technology and Data Management

- Enhanced incident reporting workflows for 3807, 5020, and Violence in the Workplace forms to improve data accuracy and process efficiency.
- Developed TB screening compliance workflows and reporting tools to strengthen program oversight and ensure timely follow-up.

ZSFG Occupational Health Partnership

- Maintained an active collaboration with ZSFG Occupational Health to ensure continuity of comprehensive member services.
- Participated in strategic planning discussions to expand and enhance service offerings.

Workers' Compensation and Legal Affairs

- Continued engagement with Workers' Compensation representatives to improve care coordination and member support.
- Maintained ongoing collaboration with Human Resources and City Attorneys on legal and procedural affecting member health and safety.

Committee Participation

The Office of Employee Health holds active membership on the following citywide and departmental committees:

- CCSF Joint Labor Management Committee
- Behavioral Health Unit (BHU) Subcommittee
- Health, Safety, and Wellness Committee
- Physical Health and Injury Prevention Subcommittee
- Violence in the Workplace Committee
- Research Committee

Recruitment, Benefits, and Research

- Collaborated with recruitment teams to streamline and enhance hiring processes.
- Met with SF Health Service System (SFHSS) leadership to advance member health and wellness benefit initiatives.
- Engaged with UCSF occupational health colleagues to explore research initiatives focused on improving first responder health outcomes.

Health and Wellness Initiatives

Annual TB and Hearing Screenings

- Annual TB and audiometric (hearing) screenings are underway, originally planned for April–May 2026 and extended into June 2026 to maximize member participation.
- An updated clinician workflow for TB result interpretation has been developed, aligned with current evidence-based guidelines to ensure consistency and quality of care.

Charity Run Participation

- Represented the Office of Employee Health at the 46th Annual Jim Gallagher Interstation Run, May 2026.
- Provided healthy refreshments and snacks while cheering on participating members.



The Office of Employee Health (OEH) engaging with members at the 46th Annual Jim Gallagher Interstation Run – providing healthy refreshments and cheering on participants.

Annual Wellness Exam Program

- Ongoing efforts to increase participation and improve member health outcomes.
- Incentive program in place: station-level fruit and snack baskets awarded for full cohort participation.
- Coordinating with SFHSS to strengthen linkage to primary care and optimize member benefits.

Recruit Nutrition Program

Developed in collaboration with SFHSS and Kaiser Permanente:

- Pre-Physical Training Nutrition Talk
 - Piloted January 22, 2025
 - Now delivered to each H2 Academy cohort.
- Post-Physical Training Nutrition Talk
 - Piloted via webinar in July 2025
 - Continued for each subsequent cohort

Educational Materials and Clinical Guidance

- Collaborated with specialist colleagues to review current evidence-based clinical practices on key occupational health topics.
- Engaged with Kaiser Permanente to explore development of tailored educational materials for members.

Physical Fitness and Training Support

- The initial SFHSS fitness class pilot at fire stations has concluded. Efforts are being refocused on an interdepartmental program to improve long-term sustainability and member engagement.
- Partnering with the Division of Training to develop a structured fitness program encouraging regular on-duty exercise.
- Supporting memo provided to leadership presenting medical evidence on the occupational health benefits of regular on-duty exercise, with evidence-based recommendations to reduce injuries and cardiovascular risk.

Electronic Health Records (EHR) System

- Progress continues toward acquisition and implementation of a new EHR system to enhance documentation, care coordination, and data accessibility.

Employee Health Newsletter

- Publication continues on a regular cadence, featuring timely health updates, wellness resources, and evidence-based guidance for members.
- The current issue examines peptides, a supplement gaining popularity in fitness communities, reviewing the available medical evidence and associated health risks.

Dive Medical Evaluation Program

- Proposed Dive Medical Evaluation Program presented to establish baseline health and readiness standards for members engaged in underwater operations.
- Draft policy completed and currently under departmental review.

Medical Evaluation Policy Development

- Drafting a comprehensive policy governing medical evaluations conducted by the Office of Employee Health, establishing standardized procedures, roles, and documentation requirements to promote consistency, transparency, and equitable application of occupational health practices.

Substance Use Disorder (SUD) Return-to-Duty Policy Development

- Conducting a structured review of evidence-based return-to-duty programs for employees in safety-sensitive positions who have experienced substance use disorders.
- Research focuses on identifying best practices that balance long-term recovery support, workplace safety, and successful duty reintegration, while reducing stigma and encouraging proactive treatment engagement.
- Findings will inform a proposed departmental policy establishing a clear, consistent, and evidence-based framework for members returning to work following treatment and recovery.

Continuous Quality Improvement (CQI)

Data and Reporting

- Ongoing collaboration with IT to develop key performance metrics supporting strategic decision-making, operational planning, and trend identification.

PDSA (Plan-Do-Study-Act) Cycle Development

- Testing and refining small-scale operational improvements prior to broader implementation.
- Promoting a culture of continuous learning and responsive problem-solving across the Office of Employee Health.

June Operational Highlights

17 Return-to-Work Clearances	0 Promotional Exams Conducted
25 End-of-Probation Exams	58 3807 Incident Reports (No Eval Required)
41 5020 Forms (Medical Evals Completed)	23 5020 Cases Resulting in Time Off Work

New Hire Activities

Completed candidate health screenings for the H2 Academy, scheduled to begin August 2026.

Work-Related Injuries and Illnesses

5020 Injury/Illness Summary

A total of 41 cases required formal medical evaluation. The leading injury categories were:

- Back injuries: 7 cases
- Arm and stress injuries: 5 cases each
- Head injuries: 3 cases

23 of the 41 evaluated cases resulted in time away from work, underscoring the continued importance of targeted prevention and early intervention efforts.

Meetings and Collaborations

Technology and Data Management

- Enhanced incident reporting workflows for 3807, 5020 to improve data accuracy and process efficiency.
- Revised Supervisor Accident Investigation Report (SAIR) documentation guidelines to improve completion accuracy and developed a new reference guide for supervisors.

ZSFG Occupational Health Partnership

- Maintained an active collaboration with ZSFG Occupational Health to ensure continuity of comprehensive member services.
- Participated in strategic planning discussions to expand and enhance service offerings.

Workers' Compensation and Legal Affairs

- Continued engagement with Workers' Compensation representatives to improve care coordination and member support.
- Maintained ongoing collaboration with Human Resources and City Attorneys on legal and procedural affecting member health and safety.

Committee Participation

The Office of Employee Health holds active membership on the following citywide and departmental committees:

- CCSF Joint Labor Management Committee
- Behavioral Health Unit (BHU) Subcommittee
- Health, Safety, and Wellness Committee
- Physical Health and Injury Prevention Subcommittee

Recruitment, Benefits, and Research

- Collaborated with recruitment teams to streamline and enhance hiring processes.
- Engaged with UCSF occupational health colleagues to explore research initiatives focused on improving first responder health outcomes.

Health and Wellness Initiatives

Annual TB and Hearing Screenings

- Successfully completed annual TB and audiometric (hearing) screenings between April and June 2026.

Annual Wellness Exam Program

- Ongoing efforts to increase participation and improve member health outcomes.
- Incentive program in place: station-level fruit and snack baskets awarded for full cohort participation.
- Coordinating with SFHSS to strengthen linkage to primary care and optimize member benefits.

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Physical Fitness and Training Support

- The initial SFHSS fitness class pilot at fire stations has concluded. Efforts are being refocused on an interdepartmental program to improve long-term sustainability and member engagement.
- Partnering with the Division of Training to develop a structured fitness program encouraging regular on-duty exercise.
- Supporting memo provided to leadership presenting medical evidence on the occupational health benefits of regular on-duty exercise, with evidence-based recommendations to reduce injuries and cardiovascular risk.
- Through the Physical Health and Injury Prevention (PHIP) Subcommittee, piloting a program allowing members to submit fitness and training questions to qualified department personnel with expertise in strength and conditioning.

Electronic Health Records (EHR) System

- Progress continues toward acquisition and implementation of a new EHR system to enhance documentation, care coordination, and data accessibility.

Employee Health Newsletter

- Publication continues on a regular cadence, featuring timely health updates, wellness resources, and evidence-based guidance for members.

Dive Medical Evaluation Program

- Proposed Dive Medical Evaluation Program presented to establish baseline health and readiness standards for members engaged in underwater operations.
- Draft policy completed and currently under departmental review.

Medical Evaluation Policy Development

- Completed a draft policy establishing standardized procedures for medical evaluations conducted by the Office of Employee Health.

- The policy defines clinical processes, roles, documentation standards, and communication pathways to promote consistent, transparent, evidence-based, and equitable occupational health practices across the department.

Substance Use Disorder (SUD) Return-to-Duty Policy Development

- Conducting a structured review of evidence-based return-to-duty programs for employees in safety-sensitive positions who have experienced substance use disorders.
- Research focuses on identifying best practices that balance long-term recovery support, workplace safety, and successful duty reintegration, while reducing stigma and encouraging proactive treatment engagement.
- Findings will inform a proposed departmental policy establishing a clear, consistent, and evidence-based framework for members returning to work following treatment and recovery.

Continuous Quality Improvement (CQI)

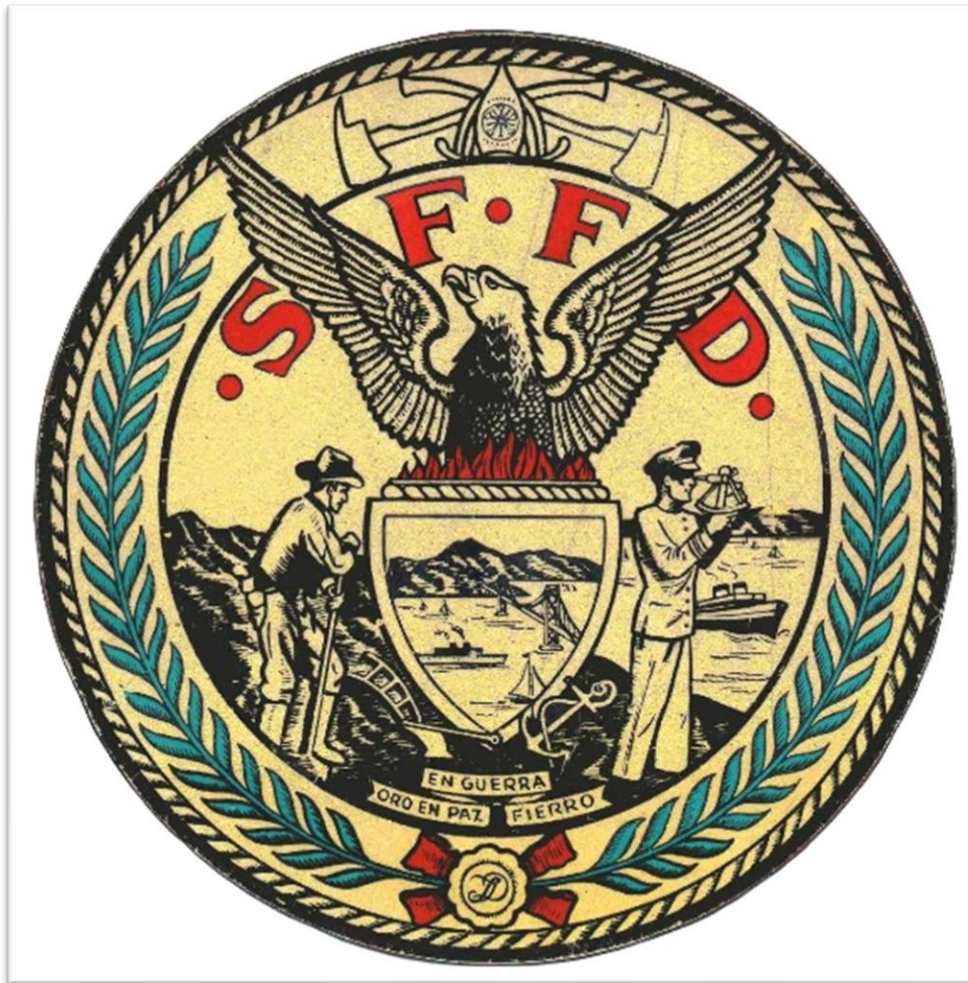
Data and Reporting

- Ongoing collaboration with IT to develop key performance metrics supporting strategic decision-making, operational planning, and trend identification.

PDSA (Plan-Do-Study-Act) Cycle Development

- Testing and refining small-scale operational improvements prior to broader implementation.
- Promoting a culture of continuous learning and responsive problem-solving across the Office of Employee Health.

Research and Planning

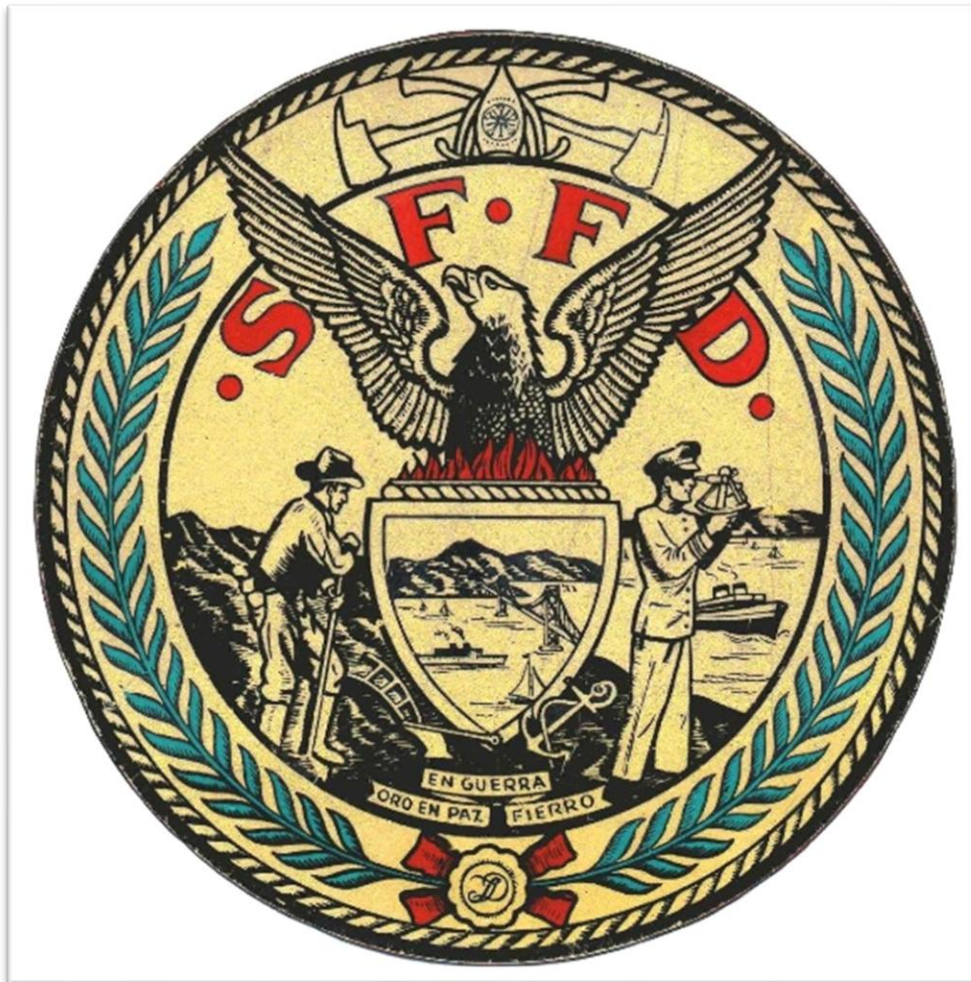


Research and Planning (Assignment Office)
Captain Matthew Balzarini

List of recent activities in the Assignment office for **May / June 2026**

- Ongoing work with Suppression, the EMS Division and Community Paramedicine for daily and long-term scheduling.
- Assignment changes for Fire Suppression, all ranks, for staffing and promotions.
- Promotional and separation entries in the fire portal
- Ongoing work with Fire Prevention and Fire Investigations for staffing, scheduling and promotions.
- Working with the Airport Division for staffing and scheduling.
- Ongoing work with Fire Payroll for resolution of payroll discrepancies.
- Ongoing Support of Human Resources and Investigative Services Bureau for personnel matters and associated movement/assignment changes.
- Coordination with Homeland Security for Special Events
- Ongoing work with the Office of Employee Health for placement and management of members on Temporary Modified Duty.
- OES / Mutual Aid preparation of daily staffing report for possible deployments.
- Ongoing coordination with the Mutual Aid Deployment Officer and Chair of the Mutual Aid Committee in preparation for the Wildland Season.
- Working with CD2, CD3 and the Mutual Aid Duty Officer to enhance existing policies related to staffing and Mutual Aid deployment.
- Spent a significant amount of time working with Information Technology enhancing the Fire Portal to reduce the manual processes for the Assignment Office Staff.
- Coordinated with EMS and CP to schedule personnel and backfill to take the H33 RC Exam.
- IT, AO and CD4 completed collaboration on the new bid app and conducted the EMS vacancy bid.
- Provided data from the fire portal for the monthly labor management meetings.
- Vacation Relief personnel moved in May 2026.
- Lt. Kim and I provided AO information to the new suppression and EMS classes prior to their graduations.

Investigative Services Bureau



***Investigative Services Bureau
Captain Colin Carter
May / June 2026***

Alcohol and Drug Testing Program

- The Random Alcohol and Drug Testing Program was compliant for the months of May / June. Monthly checks of testing equipment & inventory completed for ISB 1&2, AP, D2, D3, and MD office.
- ISB equipment & supplies at sufficient levels. Received 4 breathalyzers back that were sent in for recertification & inspection. Sent three more breathalyzers to Intoximeter for required 2-year inspection and recertification. This brings all ISB breathalyzers up to date for certification. Next due dates are February 2027.
- 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-two (92) members participated in pre-employment, promotional, and end of probation alcohol and drug testing with the M.D. office. Fifteen (15) DOJ LiveScan were also completed (for the EMS recertification division).

California Driver Licenses (CDL)

- Cpt Carter continued to monitor all dept. members' driver's licenses via CA DMV Pull Notifications.
- ISB continued driver license audits. Added new employees into DMV system and removed employees no longer employed by SFFD.
- ISB office continued to update all members' licenses and DMV DL546 health questionnaire forms in HRMS. Fifty-nine (59) CDLs updated/renewed in May & June. 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. Thirty-three (33) DL546 forms completed and verified with the DMV between 05/01/26 and 06/30/26.

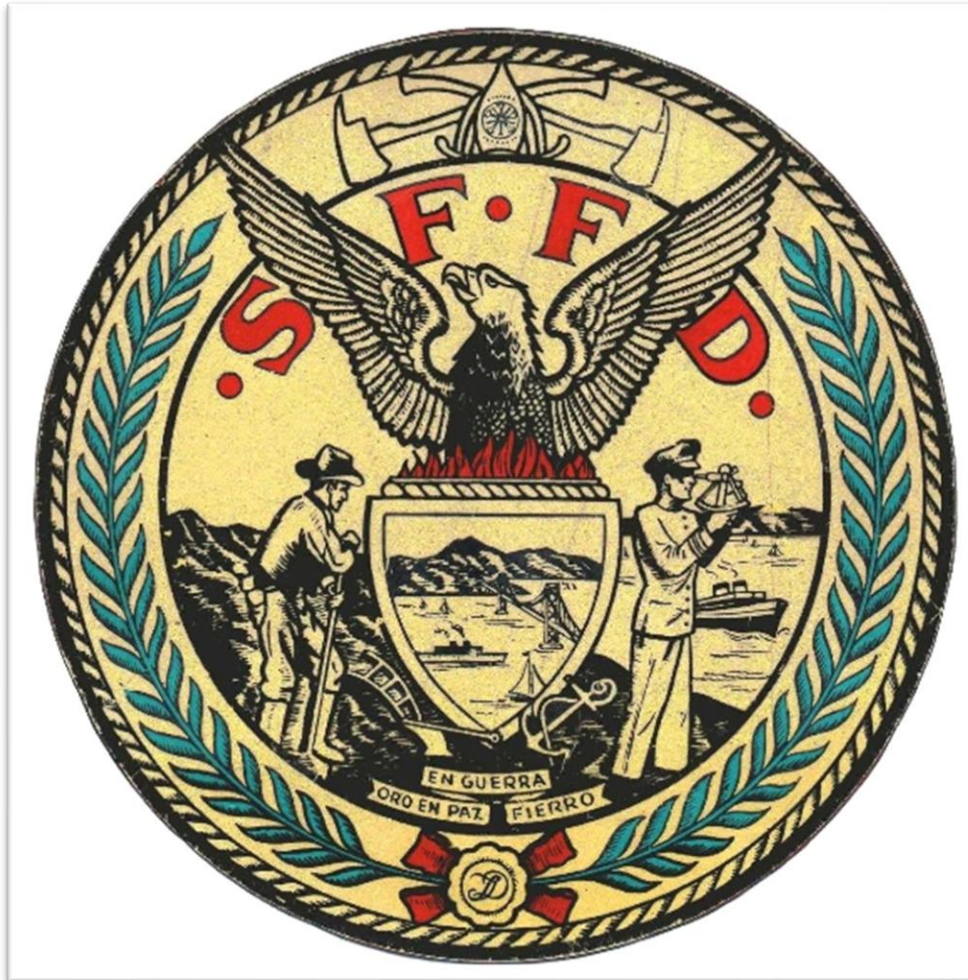
Background Investigations

- ISB began and completed the next H3L2 paramedic (16th) and 9910 (cohort 10) background processes during May and June. DMV records and Investigative reports were acquired and reviewed by ISB on these candidates, as well as interviews and in-depth investigations and background packet review. Nine (9) H3 candidates (for September academy) and ten (10) 9910 candidates (for July start) went to ISB for backgrounds. Candidates were presented to Command Staff in late June for selection.
- ISB continued digitizing records of completed background classes to adequately store personnel records in a safe / secure place.

Other Business

- Cpt. Carter began training other department assets to take over ISB duties when he returns to the field in July. Drug testing to Assistant Chiefs, medical supplies and equipment maintenance to the MD office, and all DMV/driver license/health questionnaire issues to DOT EMS (TITF) staff. Much progress was made in this training becoming fully transferred to these assets (full transition in July).
- Cpt. Carter would like to express his gratitude to the Fire Commission and Command Staff for the opportunity to serve as ISB from 12/2024 until 07/2026. This was very valuable career development, and he was honored to serve in this position.
- Cpt Pendergast continued developing the HIPAA policy for the SFFD and was crucial in the background process.
- Cpt. Carter completed Rope Rescue Awareness Ops and Confined Space training

Support Services



Support Services
ADC James O'Connell
May / June 2026

FACILITY MAINTENANCE & PLANNING

- A total of 240 requests for service were initiated, and 203 service orders were completed and closed out in May and June 2026.

PLUMBING

- 56 service calls were placed to resolve minor plumbing issues (faucet, toilet, urinal repairs; clogged sinks, shower drains) in the months of March and April. Twenty-seven sewage backups were reported and resolved during this month (FS2, 8, 9, 11, 14, 16, 17, 18, 20, 21, 23, 22, 26, 28, 34, 36, 40, 42, 43, TITF, and HQ). Twenty-three of those twenty-seven sewage backups were handled in-house by our Department plumber Vic Dollosso.

FS 42: Emergency repair of ground-floor kitchen ceiling and emergency sanitation work due to sewage back-up in second floor bathroom. **Work Completed.**

HVAC/HEATING/BOILER

FS1: Replacing Make-up Air Unit on roof. Waiting on Materials

FS10: Air Handling Units replacement. Estimate received and approved. **Waiting on Materials.**

FS 29: Repair of air handling system flexible duct on roof and new filters installed. **Work Completed**

ROOFING

FS 19: ROOF REPLACEMENT: Job walk has been conducted. Waiting on estimate from DPW. Work should commence late spring/early summer 2026. **Waiting on work order changes to include insulation required by building code.**

CEMENT/ASPHALT

No major cement/asphalt issues were reported

EXHAUST EXTRACTORS

For May/June 2026, there were twelve stations that reported issues with their equipment. (FS 1 Truck/Rescue Squad bays, FS11, FS12, FS13, FS14 Truck, FS15 Truck, FS22 Engine, FS23, FS29 Engine, FS33, FS41 Engine, and FS48 Truck). All twelve have been repaired.

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.

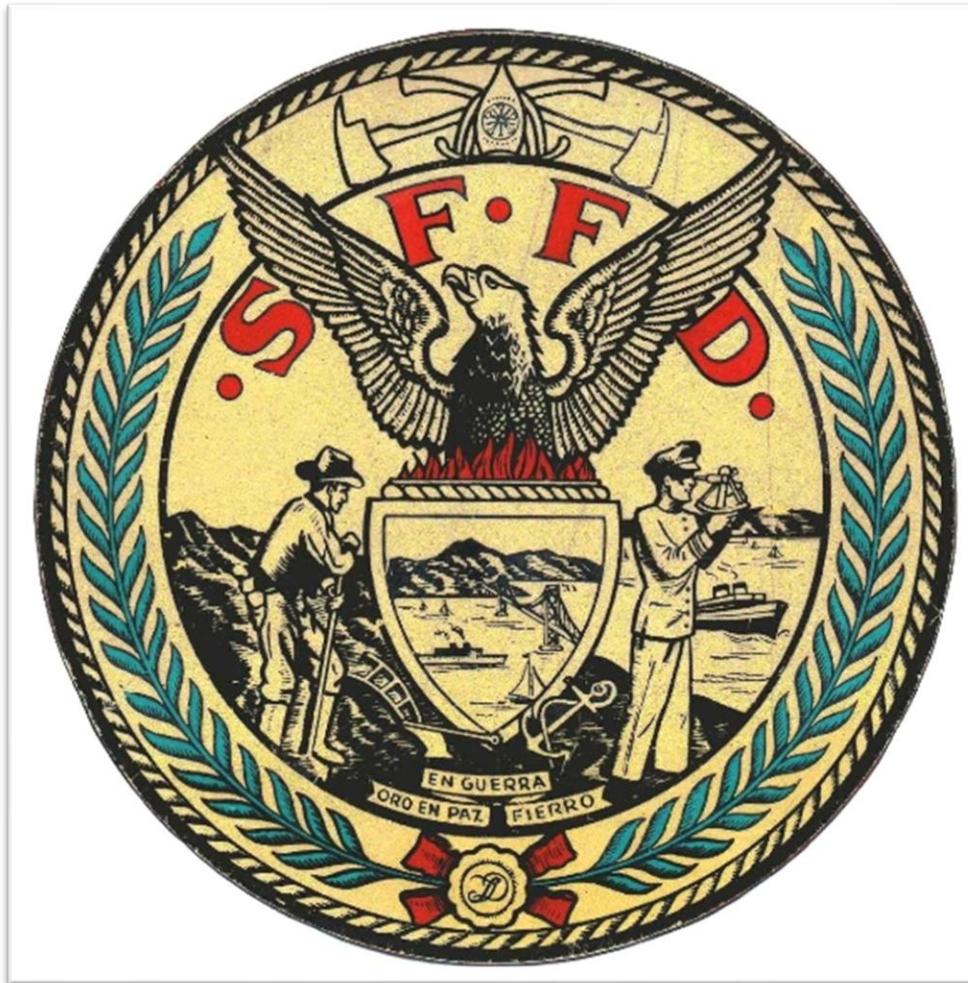
BOE/FLEET MANAGEMENT (Lt. James Leonard, SFFD)

- 2 new cliff rescue trucks almost ready for service (CR14 & CR19)
- Kitchen upgrade @ BOE 25th st (new cabinets, counter tops, and floors)
- Midpoint inspection in Minnesota on the 3 new Rosenbauer aerial trucks (expected delivery in October 2026)
- 5 new Braun Ohio ambulances delivered and will be in service approx. first week of August
- Assisted with the annual Jim Gallagher run
- Assisted with High pressure drill Sunset Wells 5/9/2026
- Relief aerial (RA621) has been permanently placed out of service due to failed annual aerial inspection. It has been relocated to DOT Folsom
- Old CD4 buggy issued to the PIO 2025 Ford Explorer
- Assisted with FIFA world cup details 6/11/26 to 7/19/26
- 2 new EMT Gators delivered and ready for upfitting
- Flag display for recruit academy 137th graduation
- 4 new RC buggies placed into service
- BOE personnel responded to the 3rd alarm church fire 6/29/26. BOE crew assisted with AWSS water supply, Ladder pipe setup, apparatus placement, and master stream appliance setup.
- Flag display for the Tunnels to Towers foundation
- Retired FF Ken Jones funeral service flag display (T10)
- 19 apparatus changeovers in May/June

St.49 and CP report for Support Services (RC Osbaldo, SFFD)

- Received 5 New Braun Ohio ambulances
- Equipped 5 New ambulances with Consumable EMS products per LEMSA policy 4001a assisting with timeline for first week of August for in service
- Installed 5 new Styker gurneys and loaders in new ambulances
- Creation of new Safety buckle cover for EMS
- Assisted with equipment and assigned ambulance to FIFA World cup events
- Assisted with Pride Festival Parade (4 medics/4 EMS Gators/FD gator/MCU1/MP)
- Assisted with ESV event support vehicle for Pride Events

Earthquake Safety and Emergency Response (ESER) Bond



Earthquake Safety and Emergency Response (ESER) Bond
Assistant Deputy Chief Matthew Schwartz
May / June 2026

ESER Bond 2026

ESER 2026 was passed by the voters

- Planned project selections finalized with SFDPW. Fire Stations 2, 8, and 40
- MOU between DPW and SFFD in development for administering 2026 Bond
- Participated in Lifelines Council. Tabletop disaster exercise with city agencies and infrastructure stakeholders
- Met with City administrator and controllers' office to create efficiencies on future project delivery
- Met with Office of Resiliency and Capital Planning
- 5/9 ADC Schwartz took ESER reins

New SFFD Division of Training Development

- Demolition and grading of site completed
- Deep Soil Mixing completed NW part of site
- Test Piles completed
- License agreement with Prologis (neighbor to West) completed to allow work on West slope to proceed
- Partnering sessions began
- Furniture, Fixtures, and Equipment selection/testing began
- Panel one score review for artist selection, 4 in running
- Presented project Civic Design Review Hearing. No objections
- Burn test for shutter and forcible entry doors conducted with SFFD, design, DPW, and contractor
- Weekly OAC meetings commenced
- Public Works reported that actual spending on the project increased from \$25,555,665 to \$27,055,718

Fire Station 7 Replacement

- DPW assigned new Project Manager
- Began preliminary site and structure design work

Water Supply

- SFFD and the SFPUC continued planning for the 2026 exercises:
- August 22, Pump Station 1 Activation – SFFD HQ
- 8/11, Islais Creek manifold drill
- October 13, Fireboat Manifold – Treasure Island
- Sunset Wells drill conducted 5/9/26
- Bay Suction Hydrant maintenance survey. Ran cameras and tested swivels. Co's to test when repairs completed

- Continued Gleeson test and repair program, over 80 to date
- HT38 replaced. 1974 HT swapped out for newer and 4,000 ft of new 5" hose put on
- FHT48 outfitted with 4,000' 5" hose
- Began talks with PUC on additional measures taken to the EFWS to bolster resiliency and preparedness for the Sunset and Richmond
- PEWFS materials testing commenced
- Mission Bay Ferry Landing manifold out for bid
- 3rd Alarm fire on California st. HT 38 was used to lay approx. 850' 5" hose from Divisadero supplying above ground hydrant for defensive operations. In total 6 ladder pipes and 3 multiversals put in service, mostly supplied by the EFWS. Twin Peaks supply was opened to supplement Ashbury tank.

Network Modernization

- VOIP migration began
- DPW began process of closing project out, IT confirms no more phase 1 work needed

Neighborhood Fire Station Projects

- Fire Station 18 Generator Replacement, construction completed
- Fire Station 19 Generator replacement, waiting on PG&E
- Fire Stations 17 & 31 water intrusion projects awaiting on closeout of other projects for funding
- Citizen General Obligation Bond Oversight Committee toured the DOT and completed ESER projects for compliance.

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

- 2000 Marin EFWS Expansion – Progressing construction of the extension of the EFWS along Marin Street from an existing pipe along Evans Avenue.
- Fireboat Manifolds: Continued planning and design for new pipelines and new fireboat manifolds:
 - Mission Bay Ferry Landing (MBFL): Expected construction Notice to Proceed (NTP) in late summer 2026.
 - Fort Mason: Progressing 35% design.
 - Pier 33.5: Continued evaluations to address stakeholders review comments on the preliminary Alternative Analysis Report (AAR). Onboarding tunnel experts for additional evaluation.
- Potable Emergency Firefighting Water System (PEFWS) project
 - Contract A (From Lake Merced Pump Station to Sloat Blvd)
 - Separate improvement inside of Lake Merced Pump Station as a standalone project, expected 99% design in September 2026.
 - Contract A pipeline material is being further reviewed.
 - Contract B (Sloat Blvd to Sunset Blvd vis 37th Ave) – Progressing 35% design.
 - Contract C (Through Golden Gate Park and Richmond District) – Continued progressing the Conceptual Engineering Report (CER).
- Street Valve Motorization at Evans and Napoleon – Construction is underway to replace an existing 12-inch automated valve with a new modernized actuated valve and backup power.

E.S.E.R. BOND 2010 NFS – Closed

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 June 2026

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 Enhancements:
The project is complete and is financially closed.



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. Load bank lead time pushed the anticipated generator ship date to from November 2025 to May 2026. As of February 2026, the contractor indicates that the generator is ready to ship from the manufacturer but is being held due to PG&E requiring additional updates. The

previous PG&E service agreement expired in Sep 2025, and PG&E would not offer more than a six-month extension which did not work with the generator lead time. A new service was required by PG&E who will no longer honor the terms of the previous agreement.

- **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.
 - 2/12/26: Project on hold after obtaining the permit, currently under review with DBI. The funds will be used to support the DOT project.

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) – Final assessment reports on all four stations were completed as of 3/30/2026. After reviewing the final reports, the SFFD decided to proceed with additional work on FS 17 and FS 31 to address the building leak issues. SFPW will provide high level ROM overall project cost for FS 17 and FS 31, the SFFD will identify the funding source for the project.

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. Completed May 2026. The project is in financial close out.
- **FS 29** – Apparatus Bay Door Replacement: completed and is financially closed.
- **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 window 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 for asbestos abatement and lead paint stabilization were received in March 2026. A preliminary budget has been delivered to SFFD, but ESER 2014 funds may not be sufficient to undertake the project given the desired transfer of funds from ESER 2014 for the DOT project. Direction pending funding analysis.

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

As of May 2026, all fire stations have been completed and inspected, excluding station 51 which is under the Jurisdiction of The Presidio Trust. The Department of Technology is to transfer any funds back to the ESER 2014 master for use on other projects.

E.S.E.R. BOND 2020 NFS – Updates through June 2026

Division of Training (Scott Moran, San Francisco Public Works)



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

Budget: \$283.5M

Phase: Construction

Schedule:

- Actual Start of Construction – April 27, 2026
- Estimated Substantial Completion – December 2028

Highlights:

- Demolition, site grading, and test piles have been completed on the site.
- Deep Soil Mixing (DSM) has been completed at the northwest edge of the site to help stabilize the below grade soil during seismic events.
- During the installation of the test piles, it was discovered that the bedrock was at shallower depths than expected along the southern edge of the site. This requires that the foundation for Building A (Admin/Classroom Building) be redesigned from a pile cap and grade beam system to a mat slab system with piles. This will simplify construction of the foundation for this building but there is a schedule impact for the redesign efforts. The impact is being studied, and schedule work arounds are being considered.
- A license agreement has been completed with the neighbor on the west (Prologis) to allow for the temporary construction fencing to extend into their property 10' to 15' while the west slope adjoining their property is reconstructed.

- Key Project Entitlements Timeline:
 - CEQA Addendum – COMPLETED 6/4/25
 - Planning Commission Approval for Planning Code Map Amendments – APPROVED 10/16/25
 - SF Public Utilities Commission MOU – COMPLETED 12/5/25
 - Legislation: Planning Code Map Amendments and Street Vacations – APPROVED, EFFECTIVE 2/23/26
 - State Water Board Letter of Concurrence for Construction – ISSUED 6/30/26
 - Building Permits:
 - Volume 1: Overall Sitework
Site Permit - APPROVED
Addendum 1 (piles, civil, west slope structural) – IN REVIEW
Addendum 2 (architectural, structural, MEP, landscape) – IN REVIEW
 - Volume 2: Bldg. A – Admin/Classroom
Site Permit – APPROVED
Addendum 1 (piles) – IN REVIEW
Addendum 2 (architectural, structural, MEP) – IN REVIEW
 - Volume 3: Bldgs. B1 and B2 – Support
Site Permit – APPROVED
Addendum 1 (piles) – Submittal Pending
Addendum 2 (structural) – Submittal Pending
Addendum 3 (architectural, MEP) – Submittal Tied to SFPUC Stormwater Control Plan Acceptance
 - Volume 4: Bldgs. C1 through C7 – Training Structures
Site Permit – APPROVED
Addendum 1 (piles) – In Review
Addendum 2 (architectural, structural, MEP) – IN REVIEW

Fire Station 7 Replacement (San Francisco Public Works)



Budget: \$43.4m; AWAITING TRANSFER OF Bond funds in September/October 2026

Phase: Planning

Schedule:

- Construction is anticipated to begin in late 2028, with project completion targeted for 2030.

Highlights:

- Work is scoped to the fire station and demolition of the training building.

- Planning is underway, with facility programming and project scope currently being finalized.

P.H.S. BOND 2016 NFS – Updates through June 2026

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.

1. Hose Tower Removal & Replacement (FS 15):
 - a) 7/27/26 Updates:
 - b) No updates this month. Per RCR, SF Planning is still finalizing City-Wide MND with no updated estimate on revised issuance date. Refer to Item 5.C below.
2. 5/15/26 Updates:
 - a) The SCMs (Standard Construction Measures) that goes into the City-Wide MND has been approved by Director of Public Works. Per RCR, SF Planning is finalizing City-Wide MND.
3. 3/11/26 Updates:
 - a) For City-Wide MND to be finalized, the SCMs (Standard Construction Measures) that goes into the City-Wide MND must be approved by Director of Public Works. This approval is currently under review.
4. 2/11/26 Updates:
 - a) No updates this month. Pending review and direction from RCR/SF Planning Department. Refer to Item 5.C below.
5. 1/15/26 Updates:
 - a) SFFD confirmed redesign and proceed with transmittal to RCR/SF Planning. RCR submitted to SF Planning on 12/11/25.
 - b) 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.
 - c) Next steps: Item B is expected to take 3-4 months as part of the City-Wide Maintenance Mitigated Negative Declaration (MND) vs. a project specific (MND) and EIR which would take 12-18 months. We are aiming for the 3-4-month approach as part of the City-Wide Maintenance MND and will know more in the upcoming months.

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

Emergency Generators:

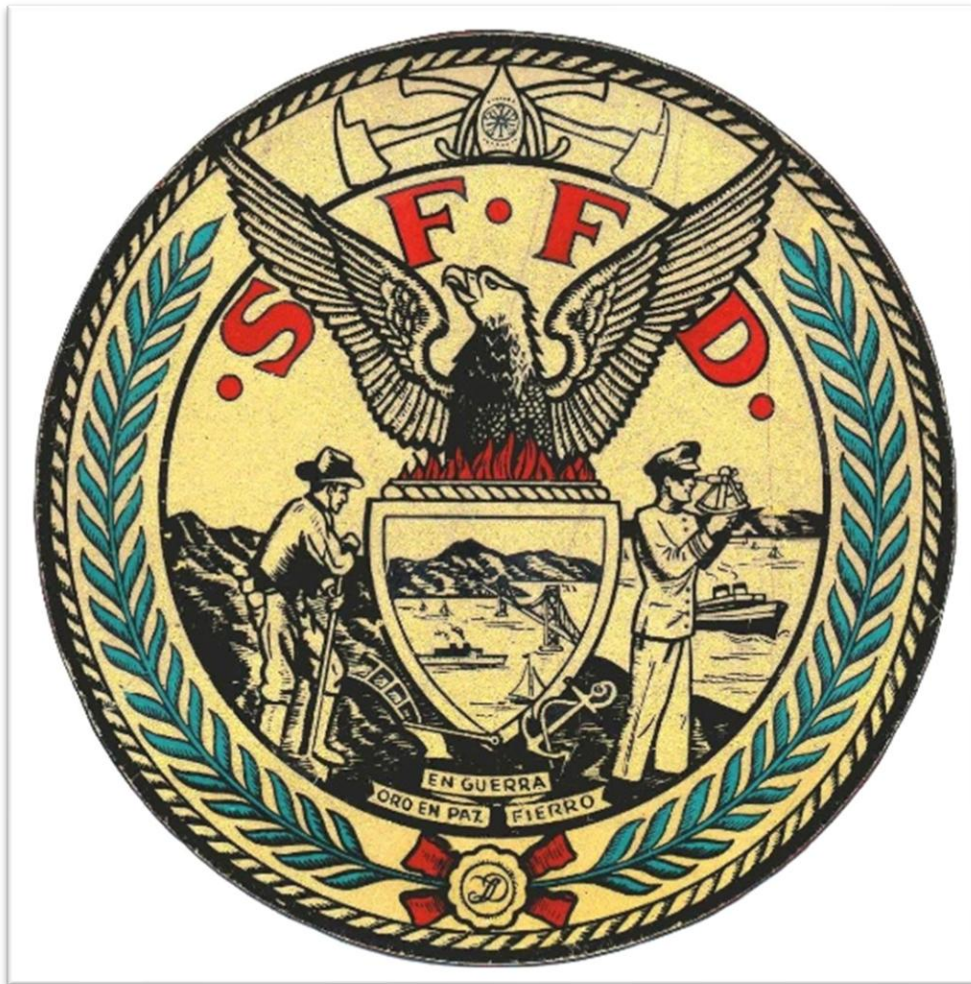
• FS 37 & 44:

- 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
May / June 2026

Reporting the following PERMANENT PROBATIONARY appointment effective May 17, 2026:

H-20 Lieutenant

Johnson, Peter D (vice: Eric Kwan)

Reporting the following PERMANENT EXEMPT appointment effective May 28, 2026:

0150 Deputy Chief of Department

Miller, Garreth (vice: Simon Pang)

Reporting the following PERMANENT PROBATIONARY appointment effective June 13, 2026:

H-3 Firefighter Paramedic

Garavaglia, Colin P (vice: Jamin Perkins)

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

H-40 Battalion Chief

Siguenza, Pablo (vice: Temp Fund)

Reporting the following TEMPORARY EXEMPT appointment effective June 20, 2026:

1054 IS Business Analyst-Principal

Baird, James (vice: ASO Authorized)

Reporting the following TEMPORARY EXEMPT appointment effective June 22, 2026:

1244 Senior Human Resources Analyst

Poon, Maryann (vice: Lucy Chu)

Reporting the following PERMANENT PROBATIONARY appointment effective July 8, 2026:

H-120 Pilot of Fire Boats

Alexander, Matthew A (vice: Jeffrey Amdahl)

Retirements

Name	Rank	Retirement Date
Avelar, Nelson E	H3	June 18, 2026
Beyer, Carla I	H3L2	June 24, 2026
Cerna, George A	H3	July 1, 2026
Chapman, Marcie A	1450	June 27, 2026
Connolly, Patrick	H4	June 26, 2026
Crawford, Ray	H33	July 1, 2026
Cullinane, Bridget H	H20	June 22, 2026
Delizonna, Joel D	H120	June 30, 2026
Der, Warren K	H22	June 29, 2026
Faris, Matthew W	H3	June 30, 2026
Flood, Patricia S	H22	June 26, 2026
Garry, Kevin W	H2	July 1, 2026
Gauer, Gerald C	H22	July 1, 2026
Gonzales, Victor C	H2	June 27, 2026
Gordon, Robert Craig	H33	July 1, 2026
Jaymes, Neal	H2	May 31, 2026
Jiang, Cecilia L	H20	May 16, 2026
La Eace, Robert J	H22	July 1, 0226
Lantin, Bernard R	H2	June 30, 2026
Lee, Yoon	H2	June 27, 2026
Low, Jon	H2	June 29, 2026
Marks, Brent	H20	June 30, 2026
Martinez, Pedro A	H4	July 1, 2026
Molloy, Antenor S	H53	June 27, 2026
Mullin, Michael K	H51	June 27, 2026
Murphy, Shane M	H2	June 30, 2026
Murphy, Thomas J	H20	July 1, 2026
Nacua, Kao K	H30	July 1, 2026
Nolan, Richard M	H3	June 28, 2026
Novo, Dustin	H30	June 20, 2026
Pirosko, Janeen M	H30	June 16, 2026
Ramsay, Huckleberry	H6	July 1, 2026
Reichard, Jason J	H3	July 1, 2026
Reilly, Theodora S	H22	June 26, 2026
Rivera, Sylvia	H3L1	June 14, 2026
Sato, Joel	H40	June 30, 2026
Scola, Matthew J	H20	June 30, 2026
Shaw, Michael C	H110	May 9, 2026
Simon, Ramon	H20	July 1, 2026
Stanfield, John R	H20	April 18, 2026
Voight, Anthony J	H20	June 20, 2026

Whaley, David J	H2	July 1, 2026
Winniford, Dale C	H2	May 16, 2026
Wong, William J	H2	June 30, 2026
Yee, Harry	H4	June 30, 2026
You, Johnson	H2	June 17, 2026

Separations

No. of Members	Rank
1	H2 Firefighter
2	H3 EMT/Paramedic/Firefighter

Human Resources
Lucy Chu, Human Resources Director
May / June 2026

Leave of Absence with Pay: Table shows the number of members submitting paid leave of absence requests from May to July 2026, along with the total leave days taken per group.

Rank and Title	Number of Members	Total Leave Days
Chief Officer	1	5
H33 EMS CT	2	6
H32 BFP CT	1	41
H20 LT	5	25
H16 Tech Training Specialist	1	3
H10 Incident Support Specialist	1	5
H9L2 Community PM	1	4
H3 EMT/PM/FF PM	13	126
H2 FF	22	197
Civilian Staff	2	82
Grand Total	48	494

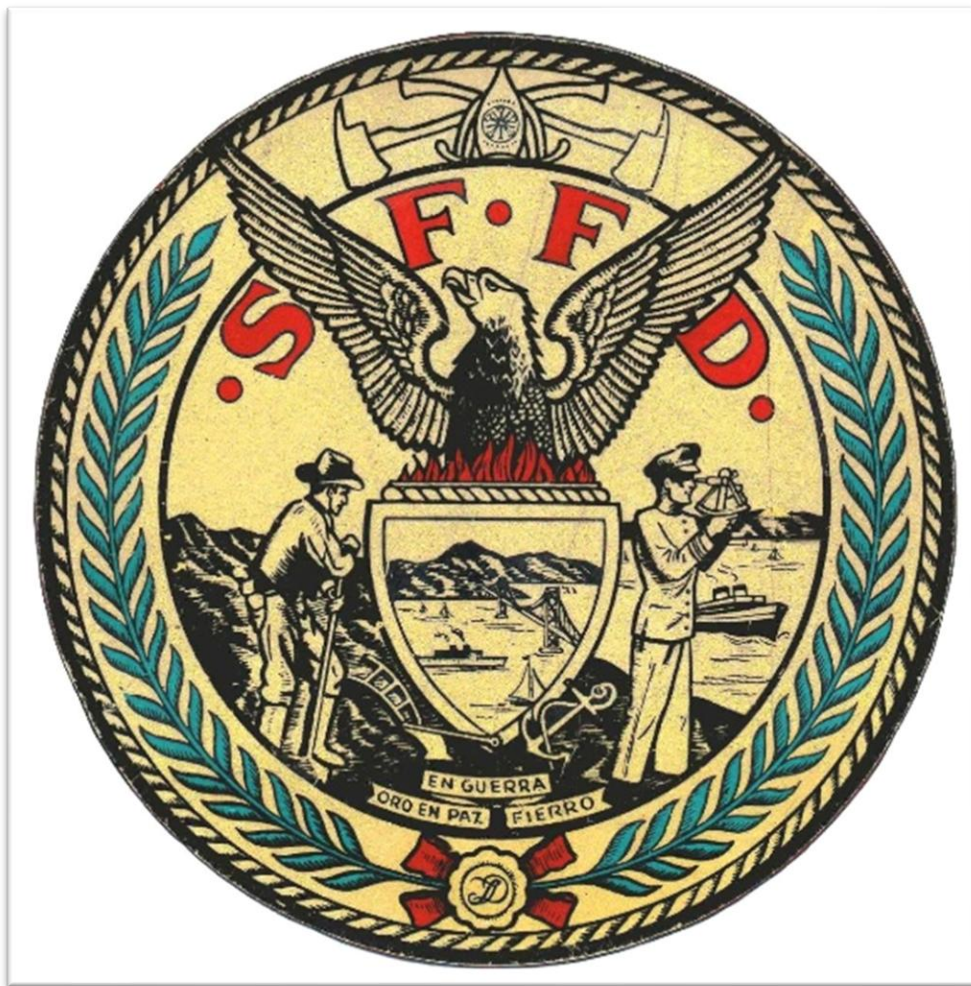
Intermittent Leaves with Pay: Table listing members with intermittent paid leave requests between May and July 2026, including leave periods.

Rank and Title	Start Date	End Date	Number of Members
Battalion Officer	3/31/2026	6/1/2027	2
H33 EMS CT	3/1/2026	4/29/2027	3
H30 CT	11/26/2025	11/26/2026	1
H28 LT	12/9/2025	12/9/2026	2
H22 BFP LT	4/2/2026	5/18/2027	2
H20 LT	2/16/2026	6/22/2027	11
H9L2 Community PM	9/24/2025	4/3/2027	4
H4 Inspector	3/3/2026	3/3/2027	1
H3 EMT/PM/FF PM	1/15/2026	6/20/2027	25
H2 FF	12/13/2025	7/30/2027	31
Civilian Staff	5/27/2026	5/27/2027	1
Grand Total			83

Leaves of Absence without Pay: Table showing the number of members submitting unpaid leave of absence requests from May to July 2026, along with the total leave days taken per group.

Rank and Title	Number of Members	Total Leave Days
H20 LT	1	24
H10 Incident Support Specialist	1	1
H3 EMT/PM/FF PM	3	31
H2 FF	1	1
Grand Total	6	57

Public Information Office



***Public Information Officer
Captain Jonathan Baxter, Lieutenant Mariano Elias,
Rescue Captain Samuel Menchaca
May / June 2026***

INCIDENTS	INTERVIEWS	EVENTS/OUTREACH
May – 127 June - 151	May – 118 June - 324	May – 250 June - 300

May 2026

Strategic Communications & Media Management

In alignment with departmental and city priorities, the PIO Unit collaborated with allied agencies to ensure unified and consistent messaging across jurisdictions. This was particularly evident in preparation for large-scale upcoming events, including FIFA-related activities and other major planned events requiring regional coordination.

Special Initiatives & Heritage Recognition

- Fireworks Legislative Press event
- SF Youth Fire Academy Graduation EMS Week Awards ceremonies and events
- Carnival Event and parade

Forward Planning & Upcoming Events

The unit is actively engaged in planning and coordination for several significant upcoming events, including:

- PGE drill
- One City event in July
- Pride event and parade
- FIFA-related events and regional activations

These efforts involve close coordination with internal stakeholders and external partner agencies to ensure preparedness, consistent messaging, and operational success.

Summary

The month highlighted the Public Information Office Unit's critical role in supporting emergency operations, strengthening community trust, and advancing the strategic communications objectives of the San Francisco Fire Department. Through consistent engagement at major incidents, department initiatives, community events, and regional planning efforts, the unit continued to serve as a force multiplier for incident commanders, department leadership, and field personnel.

The PIO Unit successfully balanced a demanding operational tempo that included incident response, media relations, community outreach, event support, and interagency coordination.

From managing complex and often rapidly evolving media environments to supporting major public events and preparing for upcoming large-scale activations, the unit demonstrated professionalism, adaptability, and a commitment to transparent and accurate public communication.

The continued recognition and support received from incident commanders, Fire Commission leadership, department members, and community stakeholders reinforce the value of the PIO function as an essential component of modern fire service operations. The unit remains committed to innovation, preparedness, and excellence in public service as it supports the Department's mission and prepares for the challenges and opportunities ahead.



New PIO-1 Response Unit

PIO Unit training this month reinforced the core work we do every hour and every day—from sharing timely alerts, events, and safety tips to humanizing our department, supporting recruitment, educating and engaging the public, celebrating our community partnerships, and using the right platforms to reach our audiences.

Baxter: Leadership concepts in 2026, Organizational leadership, Analysis of leadership and management conflicts and resolution tools, Leadership traits-characteristics-skills Effective management of an organization, Transactional transformational strategic and situational leadership, Leadership theory, Collaboration and team building CBRN PIO response, Developing a program with a sponsor's strategy, Target Solutions, Whistleblower protections

Elias: Target solutions, DHR Whistle Blower Protections, Teach Auto X to the field, Teach Forcible Entry at Bay Area Firefighters Conference, Fire Nuggets Podcast, Speak on “Leadership as the senior man and the senior man promoting.”

Menchaca: Civil Service test RC, Target Solutions, Social Media Lecture H3, Active attacker Drill, Large Line Drill Sukai: Target Solutions

Smith: Target solutions

Schorr: Target solutions

Ayers: Target solutions

Kuzma: Training Video: Response to Active Threat at Outdoor Mass Gatherings (Outside Lands, HSBG) Introduction to the Safety Corridor, TEMS coordinated response, use of Vehicles to transfer from Warm to Cold Zones. Filiss: MUNI presentation, target solutions, 5150 training.

Carter: Target solutions - EMS Aquatic Emergencies, Low Angle Rope Rescue Operations, Confined Space Technician, ARFF 2-day training w/ live burn DFW Water Rescue Ops 1-day refresher (skis and Moose Boat)

May 2026 – Targeted Outreach Summary

- Emergency Preparedness & Safety Campaigns
- May is Motorcycle Awareness Month
- Emergency Preparedness Family Plan Bike Rodeo with Boy Scouts
- Clean your chimney/cooking Smoke Detectors
- Active Attacker Awareness
- CALFOUND Fire Safety
- Make an emergency plan
- Ocean Safety
- Cliff Safety
- Carnival Safety Tips
- Memorial Day Safety
- Weather & Hazard Alerts
- Beach Hazards
- Rip Currents
- Sneaker Waves
- Cliff Safety
- Wildfire Safety Month Beach Hazard Safety
- Training & Community Preparedness
- Community Engagement & Events
- Bill Downing Softball Penny Pinch
- 798 MOU Signing
- China Town Lifeline Event FS04 Safety Tour TK students DEM Safety Event
- EMS week outreach

Public Information & Recognition

- International Firefighters Day
- Community Paramedic Chief Michael Mason
- Commissioner Nakajo
- ADC Molloy

June 2026

June tested the Public Information Office's depth and endurance — from a sustained ten-hour, third-alarm fire response to a full calendar of Pride, Juneteenth, and Carnaval engagements, all while laying groundwork for FIFA-related activations this summer.

The unit balanced a demanding operational tempo of incident response, media relations, community outreach, and interagency coordination, reinforcing its role as a force multiplier for incident commanders and department leadership throughout the month.

June Targeted Outreach Summary

Fire Safety

Ocean Safety

Beach Hazards
Tsunami Safety
Firework Safety
FIFA BBQ Safety
Distracted Driving
Impaired Driving
FIFA Rooftop Safety
Sneaker Waves
Rip Currents
Lithium Ion Battery Safe Charging
Hoarding Safety
Hotel Safety
4th of July Safety Tips

Training and Community Preparedness

Go Bag Prepare
National Safety Month
Hands only CPR

Community Engagement and Events

Pride Month Kick off
Pride Safety
FIFA World Cup Welcome

Community and Media Highlights

COMMUNITY EVENTS

Asian Heritage Parade, Carnaval, EMS Week,
Pride Month, Juneteenth Parade with SFBFA.

MEDIA REACH

5.07B online news audience · 46.5M radio ·
20.3M social · 39.2M combined TV.

TOP SOCIAL CONTENT

3rd-alarm drone footage — 220K views, 5.5K
likes, 48K accounts reached.

LEGISLATIVE SUPPORT

Coordinated press event on fireworks safety with
elected officials ahead of summer holidays.

Public Information Office Scene Responses:

Working Fires:	16	Residential
MCI / Technical Rescues:	24	MVC,CLIFF,BAY,SURF
Special Call:	7	Hazmat,H2O,HPMED
Monitored and covered:	151	SIB, FIB, SR CLR/CR, High profile

Looking Ahead

The unit is actively preparing for a dense stretch of upcoming events — the PG&E drill, the One City event, the Pride parade, and FIFA-related regional activations — each requiring close interagency coordination and consistent public messaging. Two new backup PIO members joined this month, strengthening the program's resilience ahead of this activity.