



LOS BOMBEROS

DE SAN FRANCISCO

An affinity group of the San Francisco Fire Department

WHO WE ARE

Leading by positive example

We are an affinity group of firefighters and officers committed to leadership, excellence, and service. We lead by positive example through active engagement with our peers, mentorship with young firefighters and community service within the Latino community. We strive to strengthen our department, empower our members, and build lasting connections with the community we serve.

Engagement

Present and active in the department and the community

Mentorship

Guiding members at every stage of their career

Service

Showing up for the neighborhoods we protect

OUR OBJECTIVES

Three guiding principles that shape our leadership

01

Recruitment

Bring aspiring candidates from underrepresented communities into the SFFD

02

Retention

Keep members connected through community engagement and outreach

03

Promotion

Advance members through education, training, and professional excellence

OBJECTIVE 01

Recruitment

Recruit aspiring young individuals — particularly those from communities traditionally underrepresented in the fire service — and encourage qualified candidates to pursue careers in the San Francisco Fire Department.

- Outreach to high schools, colleges, and youth programs
- Mentoring candidates through the application and testing process
- Representation that shows the department reflects our city



ENGAGEMENT • MENTORSHIP • SERVICE

Community in action

Learning, outreach, and service across San Francisco.



OBJECTIVE 02

Retention

Keep members engaged and supported by building strong, positive relationships with the local Latino community through outreach, education, fire prevention, and community events.

- Outreach and education in the local Latino community
- Fire prevention programs for families and neighborhoods
- Participation in community events across the city



YOUTH EDUCATION • OUTREACH • FIRE PREVENTION

Inspiring the next generation

Building trust through learning, demonstration, and hands-on engagement.



OBJECTIVE 03

Promotion

Advance members through education, training, certifications, and professional excellence — building career readiness and strengthening leadership across the department.

- **Education, training, and certifications for members**
- **Professional development that strengthens careers**
- **Preparing members for leadership within the department**



INTERNATIONAL SOLIDARITY

Support beyond borders

Standing with firefighters and communities across El Salvador, Mexico, and Nicaragua.



CULTURE • FELLOWSHIP • CITY PRIDE

Celebrating with the city







LOS BOMBEROS

— DE SAN FRANCISCO —

★ *Invites You to Celebrate* ★

LATINO HERITAGE MONTH

· CULTURE ★ TRADITION ★ COMMUNITY ★ SERVICE



NACATAMALES

— MAKING WORKSHOP —

JOIN CHIEF OF DEPARTMENT

DEAN CRISPEN

AND LOS BOMBEROS

for a hands-on celebration of
Latino culture, our heritage,
and service to the community.



TOGETHER, WE HONOR
OUR HERITAGE BY
SERVING OUR COMMUNITY.

NACATAMALES WILL BE
DONATED TO A MISSION
DISTRICT ORGANIZATION
TO SUPPORT FAMILIES
IN NEED.

CELEBRATING INDEPENDENCE



NICARAGUA
SEPTEMBER 15



COSTA RICA
SEPTEMBER 15



EL SALVADOR
SEPTEMBER 15



GUATEMALA
SEPTEMBER 15



HONDURAS
SEPTEMBER 15



MEXICO
SEPTEMBER 16



CHILE
SEPTEMBER 18



BELIZE
SEPTEMBER 21



TUESDAY
SEPTEMBER 15, 2026
1:00 PM – 3:00 PM



LOCAL 798
UNION HALL
325 NEWHALL ST.
SAN FRANCISCO, CA 94124

★★★ HONORING OUR ROOTS. BUILDING OUR COMMUNITY. SERVING SAN FRANCISCO. ★★★
NACATAMALES WORKSHOP BY LUCY BERMUDEZ