



San Francisco Fire Department

**Deputy Chief of Administration
Sayumi Brannan**

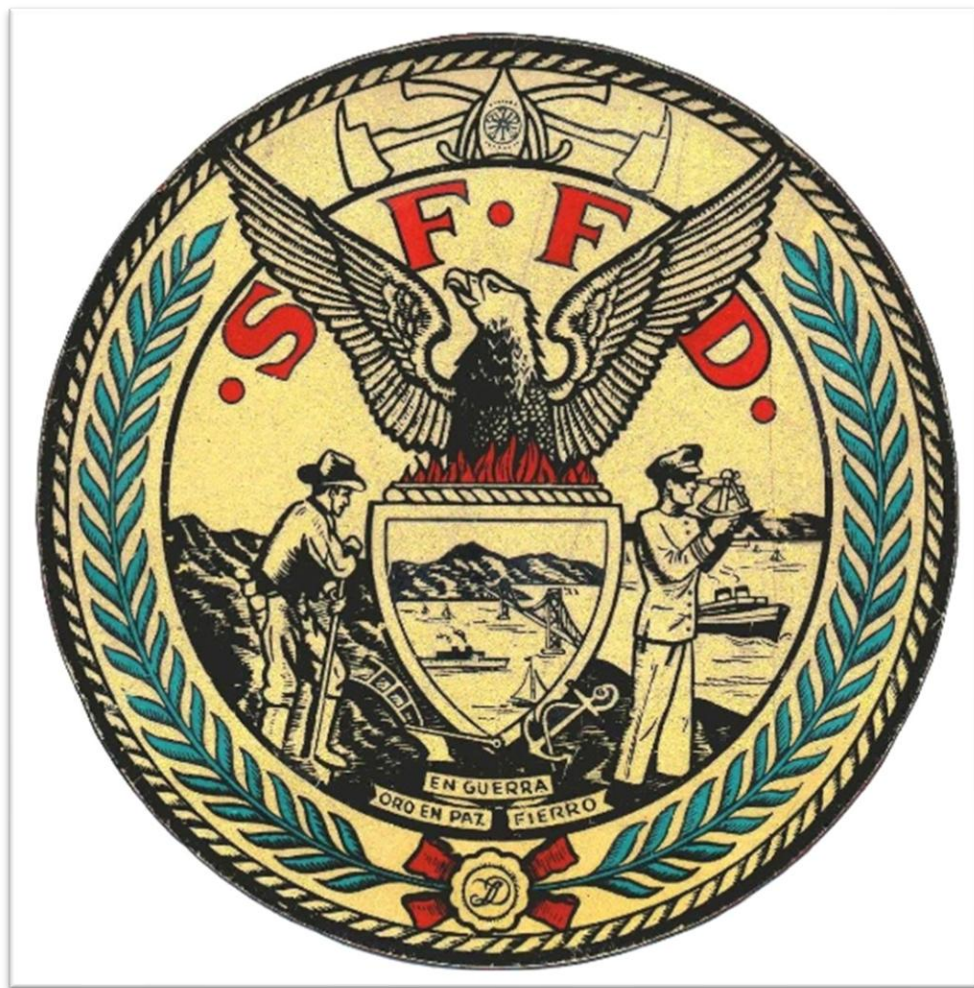
**Fire Commission Report
July / August 2026**

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
July / August 2026***

Meetings/ Events/ Training & Exercises Attended

- Fire Commission Meeting
- Department of Emergency Management (DEM)
 - Department Disaster Preparedness Coordinators' Meeting
 - Training, Exercise Credentialing and Planning (TEC-P) committee meeting
 - YBI truck accident closure coordination meeting
- Presidio Trust weekly Public Safety meetings
- San Francisco Day of Service Planning Meetings continued weekly. SFFD participated in the “One City Day” activation on July 11th leading 2 NERT preparedness workshops for volunteers to attend, and Hands Only CPR in English, Spanish and Cantonese.
- Transbay Joint Power Authority Full Scale Exercise
- SFFD Full Scale Earthquake Exercise HS1/DOT coordination Planning Meeting
- Disaster Committee/Homeland Security Battalion Control 100 sessions delivered in all 10 Battalions
- Lifelines Council Meeting, Office of Capital Planning and Resilience
- Pokémon Planning meetings and event deployment.
- CD1 Quarterly one on one meeting
- Transbay Joint Power Authority Full Scale terrorism exercise

FEMA CA-TF3

- Point of Contact and Agency head meeting
- 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
- Captain of the Port Change of Command

Fleet Week

- Monthly Planning Meetings with Fleet week Assoc. and military partners.

- Fleet Week Disaster Exercise planning ongoing
- DSCA (Defense Support of Civil Authorities) drill ongoing planning meetings

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
- SFFD Coordinator provided 4 regional training sessions

Major Incident Planning

- FIFA World Cup Soccer 2026
 - Federal Coordination Team updates
 - FIFA Grant Proposal submission of invoices for reimbursement
 - TRX intelligence sharing platform ongoing meetings for FIFA
 - Regional Operations Centers coordination Call
 - Daily deployment in support of FIFA through July 19
- Weekly SF Departments Event Planning Leads planning meetings
- 4th of July
 - 4th of July deployment to unified command and EMS deployment to North waterfront sites.

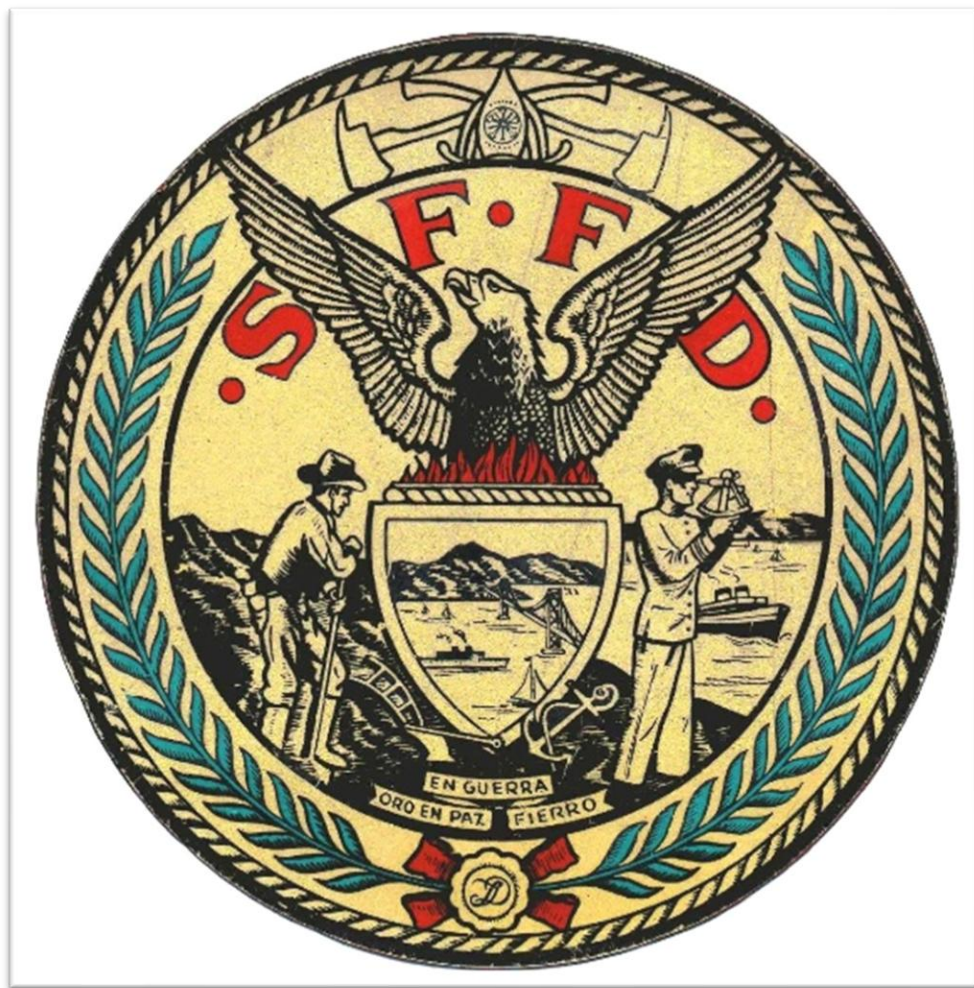
On-going Coordination/Projects:

- UASI/Port Security grants management
- FDOC
 - Maintain situational awareness
- SFPD Operational Orders distribution
- Mobile Command Vehicle

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

- 4th of July
- San Francisco Marathon
- Pokémon Conference
- Outside Lands

Workforce Development



Workforce Development
July / August 2026
Assistant Deputy Chief Dustin Winn

Overview

Workforce Development has five projects in progress this reporting period:

#	Project	Summary
1	Women's Agenda Department Action Plan	Three-year plan for women and gender-diverse employees
2	Lactation Policy	Revised draft built around 24-hour shifts
3	Management Training with DHR and the Division of Training	Four-Day Supervisor Development Program
4	Career Track	Mapping every path from each civil service position
5	Racial Equity Action Plan	New REAP on the Office of Racial Equity's updated template

PROJECT 1 · FY 2026–27 TO FY 2028–29

Women's Agenda Department Action Plan

The Women's Agenda Action Plan sets out a three-year approach to improving opportunities and workplace conditions for women and gender-diverse employees. It was developed with the Department on the Status of Women and focuses on four priorities: health, safety, economic mobility, and civic leadership.

Year	Focus	Key actions
FY 2026–27	Establish the baseline	Baseline data on gender representation; review pregnancy and return-to-work policies; expand lactation accommodations; assess workplace safety and equipment fit; strengthen recruitment and leadership partnerships
FY 2027–28	Put findings into practice	Wellness and behavioral health support; mentorship and career pathways; community outreach; workplace safety improvements
FY 2028–29	Evaluate and sustain	Evaluate results; build effective practices into ongoing department operations

Measures tracked: applicants and hires, promotions, leadership representation, retention, participation in development and wellness programs, and access to lactation accommodations. Annual reporting will show progress, identify remaining barriers, and guide future action.

PROJECT 2 · REVISED DRAFT

Lactation Policy

The revised draft policy describes how the Department will support employees who express breast milk at work while maintaining emergency response readiness.

What the policy provides

- Reasonable lactation breaks
- Access to a private space
- A formal accommodation process through the City: a predetermined pumping schedule, modified assignment, or other adjustment for 24-hour shifts and emergency assignments
- Protection from discrimination or retaliation

Shared responsibility

- **Employees:** coordinate room use and secure their supplies.
- **Officers:** maintain access to lactation spaces and arrange breaks around operational needs.
- **Human Resources:** review accommodation requests and oversee compliance.

PROJECT 3 · WITH DHR AND THE DIVISION OF TRAINING

Four-Day Supervisor Development Program

The program equips civilian and sworn supervisors, company officers (Lieutenants, Captains and Rescue Captains), acting supervisors and emerging leaders with practical tools for managing employees and building an accountable firehouse culture.

Days	Led by	Content
Days 1–2	DHR Workforce Development	Leadership, goal setting, employee development and conflict resolution; employment law and supervisor responsibilities for workplace conduct, accommodations, leave and privacy
Days 3–4	SFFD	Coaching, documentation, performance management and Firefighter Bill of Rights protections using firehouse scenarios; final workshop on motivation, member care, communication, chain of command and command presence

Proposed schedule: one training day per week over four weeks, with up to six cohorts.

PROJECT 4 · IN DEVELOPMENT

Career Track

Members can build careers across many tracks, including Suppression, Prevention, Investigations, EMS, Training and Administration. The Career Track helps members plan their future path across a full fire department career. Two documents are being developed:

- **Visual career map:** every position a member can move into from each civil service position held.
- **Step-by-step guide:** what it takes to reach the next position, including time in rank, required classes, prerequisite civil service ranks, and civil service tests.

PROJECT 5 · CITY MANDATE WITH THE OFFICE OF RACIAL EQUITY

Racial Equity Action Plan

The Racial Equity Action Plan (REAP) was first developed in 2020 and presented in its current form for 2021–2023. A City mandate requires every department to work with the Office of Racial Equity (ORE), which has released an updated template. The template works as a menu of actions: departments choose priorities based on workforce data, staff feedback, size and resources.

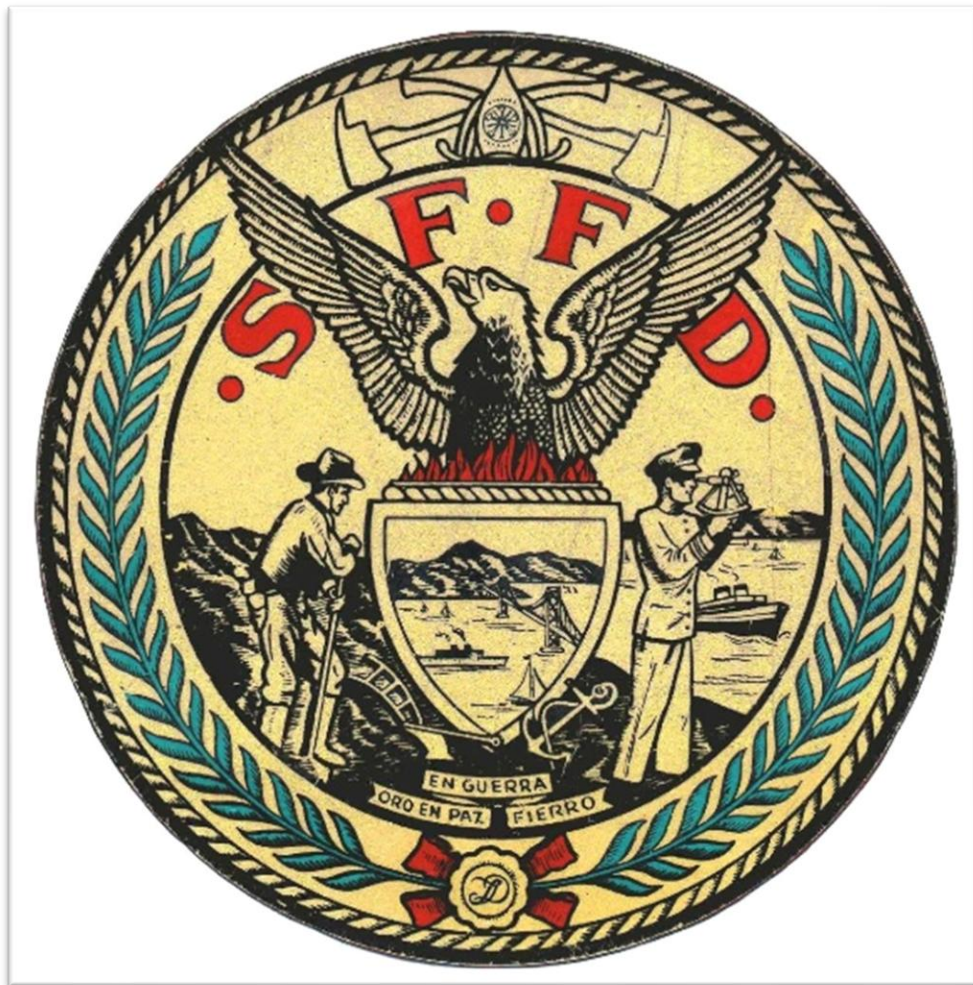
Five action areas

- Recruitment and hiring
- Retention, professional development and promotion
- Corrective actions
- Workplace inclusion and belonging
- Boards and commissions

Key points

- **New emphasis:** inclusion of gender-diverse employees.
- **SFFD commitments:** designate racial equity leaders, develop and share the plan, and report progress annually.
- **Evidence-based:** actions chosen and evaluated using hiring, promotion, pay, separation, injury and employee-experience data, aggregated and anonymized to protect privacy.
- **Continuous improvement:** review outcomes and adjust priorities each year.

Outreach, Recruitment and Development



Outreach, Recruitment and Development
July / August 2026
Captain Hashim Anderson

Recruitment

- Bay Area Training Academy Career Expo
- DHR Career Center Career Information Sessions
- City College Fire Science and EMT Student Panel



Stonewall Sports Medical Training

- Stonewall Sports is a community-based, nonprofit sports organization for LGBTQIA+ people and their allies.
- Commissioner Fraser, ADC Anderson, and Deputy Chief Brannan welcomed our guests.
- SFFD provided training in Hands-Only CPR, Stop the Bleed, and treatment of sports injuries



Eastern Park Apartments Life Line Distribution Event

- Partnered with SFFD Reserves, AMR, ProTransport, UCSF ED, and UCSF Pharmacy for a Life Line distribution at Eastern Park Apartments
- Eastern Park is a 200+ unit senior community with many Spanish, Cantonese, Mandarin, and Russian-speaking residents
- Went door-to-door and helped 150+ seniors complete Life Lines in their homes
- Provided education on 911 activation and emergency response
- Chief Crispin joined the outreach and assisted a Cantonese-speaking senior with completing a Life Line



Tunnels to Towers – Steel Across America

- 25th Anniversary of 9/11
- Nationwide tour of steel from the World Trade Center
- Chief Crispen honored for his response to New York following the 9/11 attacks



SFUSD CPR / Stop the Bleed / Opioid Awareness Training

- In collaboration with the American Heart Association and SF Unified School District
- Conducted over two days
- Trained teachers and paraprofessionals in CPR, choking response, Stop the Bleed, opioid awareness, and naloxone administration
- More than 120 participants trained
- Well received by participants and SFUSD leadership
- Already invited back to provide additional training at the start of the next school year

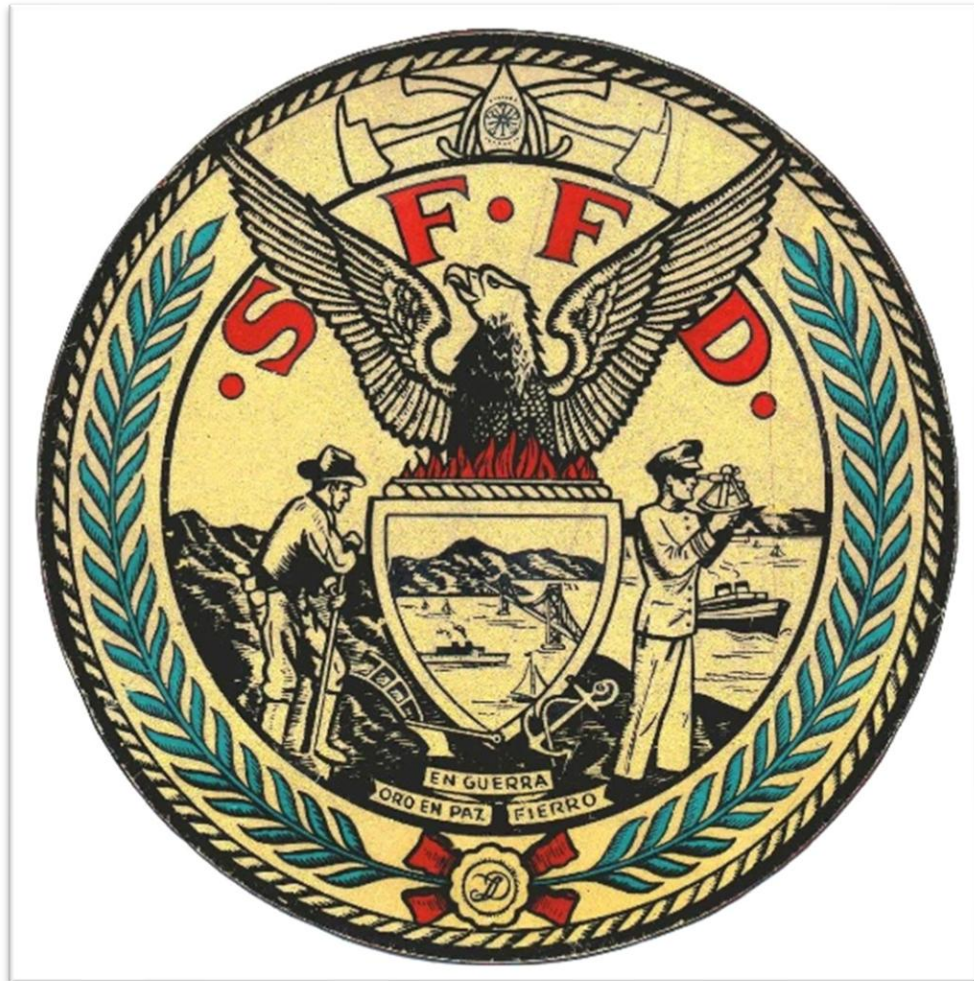


Life Line Bridge Outreach Unit

- A partnership between Department of Public Health and the San Francisco Fire Department
- DPH conducts fall assessments and provides fall-risk prevention
- SFFD focuses on fire prevention, premise hazard mitigation, medical outreach, and Life Line completion
- One of the first programs in the country to combine medical outreach with in-home fire prevention and premise hazard mitigation
- Operates once weekly; during the first 5 shifts, more than 40 residents were reached in their homes
- During one visit, FF/PM Cheung and PM Koo located a fire extinguisher buried under boxes and assisted a senior to relocate it to a more accessible area in the kitchen improving access in the event of a fire.



Health, Safety and Wellness



***Health, Safety and Wellness
Battalion Chief Matthew Alba
July / August 2026***

Every Monday:	Meet with BHU
Every 2 nd Tuesday	Meet with DC Brannan
Every 2 Weeks:	IAFF NFPA Standards Representatives Meeting
Every 2 Months:	Represent CD1 in Family Violence Council Meeting
3 rd 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.

- **Update on City Funded Cancer Screening**
 - o \$525,000 City-funded Firefighter Cancer Screening Initiative targeted for **2027**.
- **Update on Overhaul Policy**
 - o Final review in progress.
- **Update Current & New Studies**
 - o All studies are on hold for now. Currently reviewing previous studies.

***Behavioral Health Unit
Peer Navigator / FF Chelsea Nelson
July / August 2026***

Measure	Reported activity
BHU calls for support services	601
New workplace violence cases	13 (5 injuries; 8 without injury)
Critical Incident Stress Debriefings	3
Drop-In and Decompress events	4 (2 at Community Paramedicine; 2 at Station 49)
Suppression station visits	Stations 12, 13 and 14

The most frequently reported stress factors were addiction and recovery, mental health and stress symptoms, work-related critical incidents, and career concerns involving discipline. The sections below describe activities during the reporting period.

Peer Support and Outreach

Office Hours at Station 49 (ST49) and Community Paramedicine (CP)

BHU initiative with CP and ST49 to provide on-site peer support to members.

- BHU Navigators rotate on-site weekly office hours to connect with members before, during, and after scheduled shifts.

Drop-In & Decompress (4)

BHU initiative to offer Employee Assistance Program therapist-facilitated support for CP and ST49 members on-shift.

- Facilitated by EAP therapist and BHU team.
- On-duty opportunity for EMS members to learn and share adaptive coping and psychosocial support.
- July and August: Two D&D events held at CP; Two D&D events held at ST49.

Critical Incident Stress Debriefings (3)

- Motor vehicle accident involving a traumatic fatality: debrief facilitated by an EAP clinician at Station 49.
- Pediatric traumatic fatality: debrief facilitated by BHU and an EAP clinician at DOT Folsom.
- Pediatric traumatic fatality: debrief facilitated by BHU and an EAP clinician at Station 49.

Station visits (3)

BHU educational and informational visits to suppression stations.

- BHU team introduction and presentation of available mental health resources and how to access support.
- Answer questions from crews and distribute BHU materials.

- July and August: Stations 12, 13, 14.

Coordination and Program Development

SFFD Lighthouse Wellness App Meeting (Quarterly)

- Review of Department Lighthouse app 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 Unit updates: current issues affecting operations.

3807/5020 Workflow Meeting

Meeting with Office of Employee Health and Fire IT to review HRMS workflow for 3807/5020.

- Reviewed workflow with the Fire IT team from 3807/5020 initiation.
- Troubleshoot and identified opportunities to streamline the process.

BHU Meeting with Workforce Development

Meeting with ADC Dustin Winn to review BHU operations.

- Reviewed history of BHU operations and roles.
- Discussed current BHU operations, onboarding, data trends, and resources.
- Provided existing position descriptions, hiring/onboarding documents, and training framework.

Education and Training Delivered

Presentation and Audience	Primary Topics
138th H2 Families and Significant Others	First responder careers, family realities, BHU services, mental health & wellbeing practices
DHR Workers' Compensation	First responder suicide risk, prevalence, assessment and intervention
9910 Program	First responder careers, BHU services, mental health & wellbeing practices
138th H2 Academy, Part 1	Fire academy navigation and stress resilience; first responder careers, BHU services, mental health & wellbeing practices
Fire Reserves	Fire service careers, mental health, sleep, addiction, PTSD, protective practices and BHU services
H3 Families and Significant Others	EMS careers, family realities, BHU services, mental health & wellbeing practices

All presentations were facilitated by BHU Peer Navigators. Educational materials on local and national crisis response organizations were offered. The H2 family orientation, H2 academy, Fire Reserves, and H3 family presentations also included the Lighthouse wellness app; the DHR presentation included validated suicide risk screening tools.

Chaplaincy and Workplace Violence

Chaplain Program Expansion

- Peer Navigator Brian Jesson is partnering with the SFFD funeral committee members to expand and diversify the SFFD Chaplaincy Program.
- July-August station visits with Father Armando Gutierrez: 12, 15, 19, 21.

Workplace Violence Activity

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

Measure	July–August 2026
New cases	13: 5 injuries and 8 without injury
Member follow-up contacts	19
Court cases attended	2
3807 injury documentation forms filed	3
5020 treatment initiation forms filed	2

BHU Calls for Service

BHU received 601 calls for support services in July-August 2026. The chart below summarizes the reported stress factors.

Reported stress factor	Share
Addiction and recovery	23%
Mental health and stress symptoms	16%
Critical incident at work	12%
Career concerns involving discipline	12%
Coworker or supervisor referral	5%
Education and outreach	5%
Chaplaincy	4%
Work conflict mediation	4%
Family and relationships	4%
Violence in the workplace	3%
Physical health symptoms	3%
Family bereavement	3%
HR and FMLA processing	2%
Workers' compensation	2%
Financial	1%
Family or marital relationships	1%

Percentages reproduce the source chart; its categories sum to 100%.

SFFD Lighthouse Wellness App Analytics

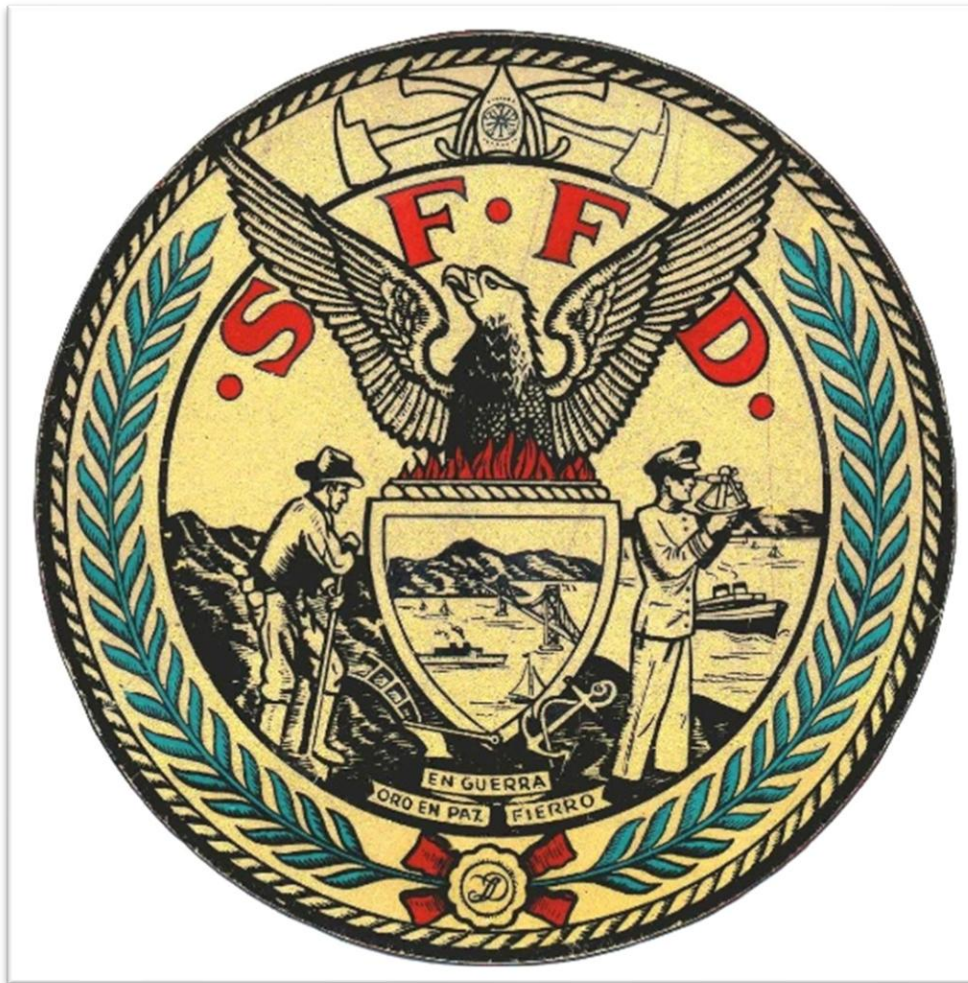
Measure	July–August 2026
App installs	14
App opens	217
Active apps	82

Most visited app areas: therapist finder, station finder, and BHU contact page. Most accessed resource library topics: BHU members, employee benefits, and peer support.

Other Activities and Continuing Education

- Made six visits to Mountain Vista Farm to support members in addiction recovery treatment.
- Representation on Review Committee: RFP – Substance Use Treatment Facility Questions for Vendors
- Attended Local798 Probie Pancake Breakfast
- BHU Team Continuing Education & Training:
 - Yoga for First Responders - First Responder Support Network (PN/FF-EMT Chelsea Nelson).
 - Significant Others & Spouses – Intensive Retreat for Trauma Recovery (PN/FF-EMT Chelsea Nelson).
 - West Coast Post-Trauma Retreat – Intensive Retreat for Trauma Recovery for First Responders (PN/FF-EMT Chelsea Nelson).

Office of Employee Health



***Office of Employee Health
Steven Chang, DO, DABFM, Supervising Physician
July / August 2026***

July Operational Highlights

22 Return-to-Work Clearances	0 Promotional Exams Conducted
17 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 underway for the EMS Academy, scheduled to begin September 2026.

Work-Related Injuries and Illnesses

5020 Injury/Illness Summary

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

- Stress injuries: 5 cases
- Back and foot injuries: 4 cases each
- Knee injuries: 3 cases

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 to improve data accuracy and process efficiency.
- Strengthened TB screening compliance workflows and reporting tools to improve 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.
- Completed a shadowing preceptorship with the NCCC to learn about their consultation services — including the HIV/AIDS warmline, PEPline, Hepatitis C warmline, and substance use warmline — to better understand the care members receive through the Bloodborne Pathogen Hotline for occupational exposures.

Workers' Compensation and Legal Affairs

- Continued engagement with Workers' Compensation representatives to improve care coordination and member support.
- Held additional discussions focused on improving care coordination and referral pathways for mental health claims.
- 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.
- Data is under review to inform future program enhancements and planning.

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.
- Through the Physical Health and Injury Prevention (PHIP) Subcommittee, continuing to pilot 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.
- The current issue examines the six pillars of lifestyle medicine and their application to first responder health, with a focus on reducing morbidity and mortality.

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.
- Draft policy is currently under departmental review.

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.
- Draft in development to 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.

August Operational Highlights

33 Return-to-Work Clearances	36 Promotional Exams Conducted
2 End-of-Probation Exams	64 3807 Incident Reports (No Eval Required)
54 5020 Forms (Medical Evals Completed)	30 5020 Cases Resulting in Time Off Work

Work-Related Injuries and Illnesses

5020 Injury/Illness Summary

A total of 54 cases required formal medical evaluation. The leading injury categories were:

- Back injuries: 6 cases
- Shoulder and knee injuries: 5 cases each
- Arm injuries: 4 cases

30 of the 54 evaluated cases resulted in time away from work, underscoring the continued importance of targeted prevention and early intervention efforts.

Meetings and Collaborations

Committee Participation

Recruitment, Benefits, and Research

- Collaborated with recruitment teams to streamline and enhance hiring processes.
- UCSF Firefighter Health Research: Moving forward with collaboration with the UCSF Schools of Nursing and Medicine on a research study examining sauna use and its potential role in promoting health and preventing illness among firefighters.
 - Supporting recruitment efforts to identify active firefighter volunteers interested in participating in the study.

Health and Wellness Initiatives

Flu Vaccine Clinic Planning

- Coordinating and planning the 2026 seasonal flu vaccination program to provide convenient vaccine access for department members.
- Scheduling mobile vaccination clinics at department locations to improve accessibility and participation.
- Developing outreach and communications to promote vaccination and inform members of available clinic dates and locations.

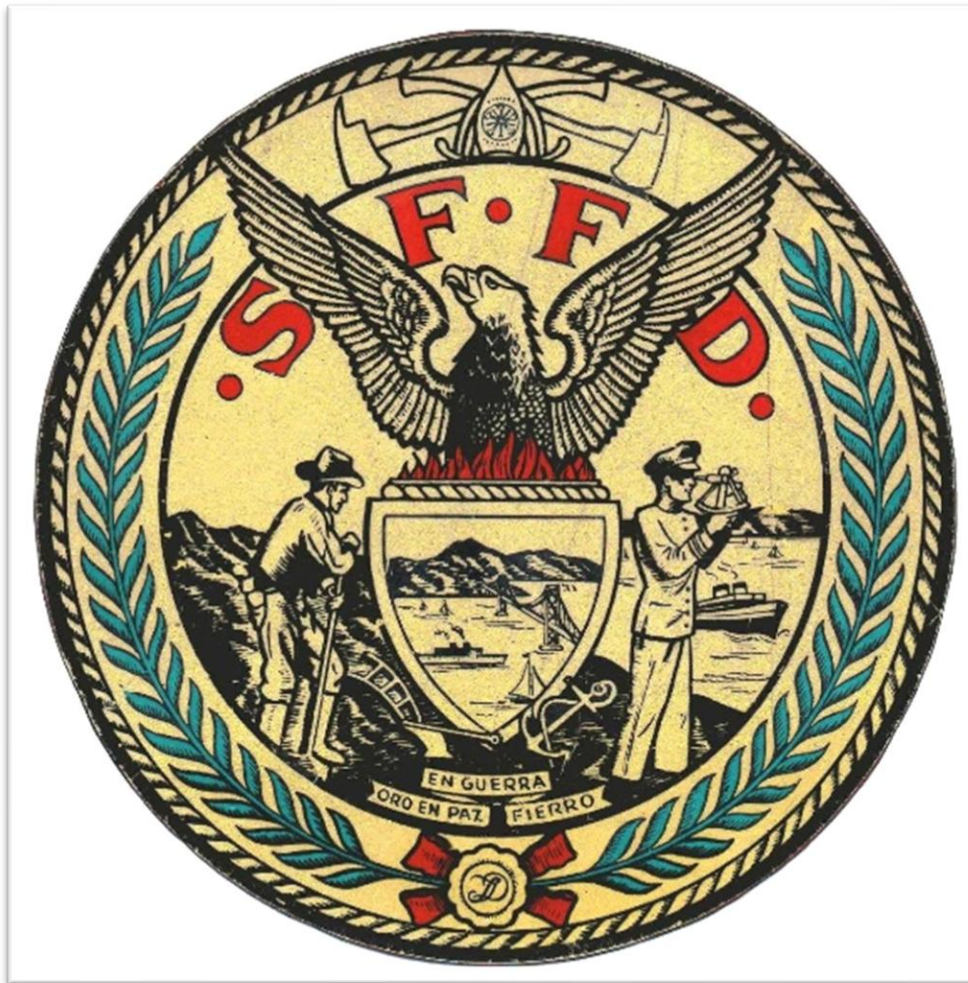
Educational Materials and Clinical Guidance

- Developing a Lifestyle Medicine handout and practical “How-To” guide based on the research and evidence reviewed for the July newsletter article.

Physical Fitness and Training Support

- Partnering with the Division of Training to develop a structured fitness program encouraging regular on-duty exercise.
- Through the Physical Health and Injury Prevention (PHIP) Subcommittee, continuing to pilot a program allowing members to submit fitness and training questions to qualified department personnel with expertise in strength and conditioning.
- Reviewing evidence on common injuries occurring during recruit training and associated risk factors, with plans to develop an evidence-based Pre-Academy Physical Conditioning Guide to help candidates prepare for the physical demands of the academy and reduce preventable training injuries.

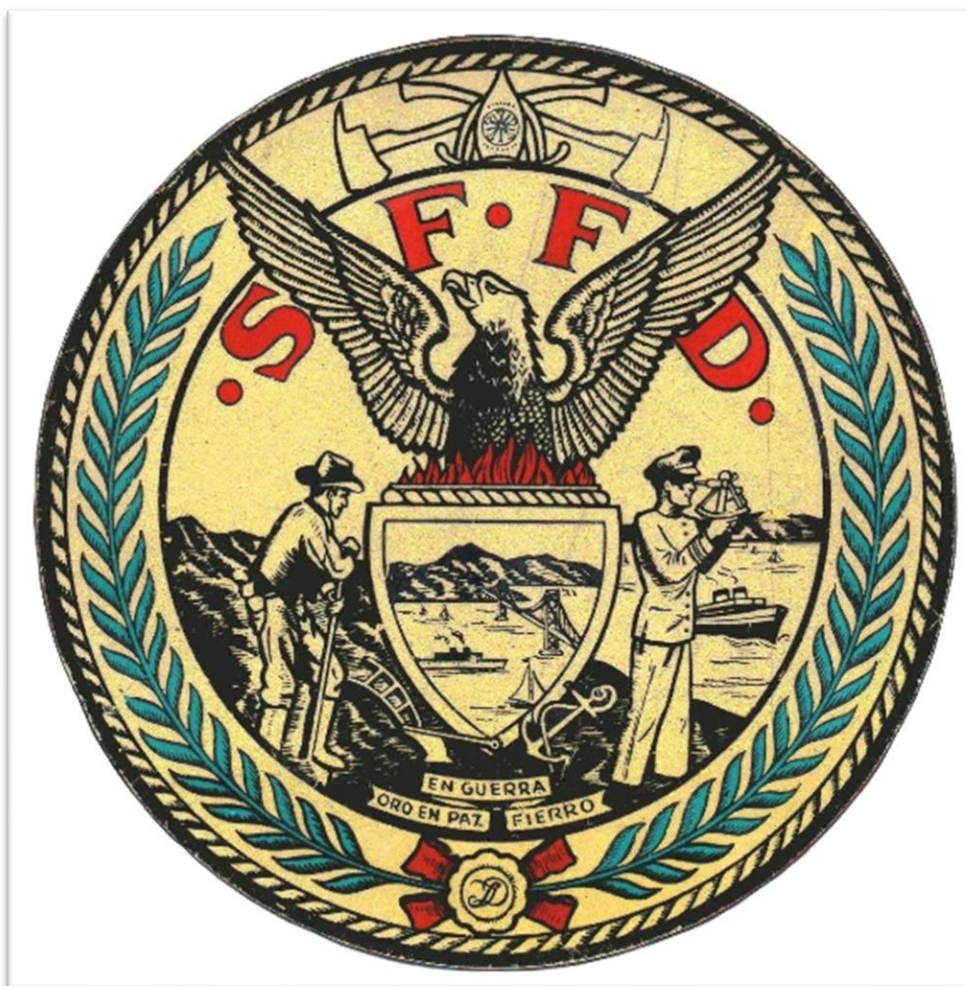
Research and Planning



Research and Planning (Assignment Office)
Captain Matthew Balzarini
July / August 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.
- Facilitated several OES mutual aid deployments.
- Weekly meetings with Information Technology to enhance the Fire Portal System.
- IT, AO and Payroll meetings to address system errors while processing payroll.
- Provided data from the fire portal for the monthly labor management meetings.
- Lt. Kim and I provided AO information for the newly promoted Rescue Captains
- Annual Vacancy Bid for Suppression and Field EMS Captains
- Prepare for the Annual Vacation Bid

Support Services



Support Services
ADC James O'Connell
July / August 2026

FACILITY MAINTENANCE & PLANNING

- A total of 196 requests for service were initiated, and 127 service orders were completed and closed out in July and August 2026.

PLUMBING

- 43 service calls were placed to resolve minor plumbing issues (faucet, toilet, urinal repairs; clogged sinks, shower drains) in the months of July and August. Eleven sewage backups were reported and resolved during this month (FS 10, 12, 20, 24, 35, 41, 42, 48, and TITF). Eight of those eleven sewage backups were handled in-house by our Department plumber Vic Dollosso.

HVAC/HEATING/BOILER

FS1: Replacing Make-up Air Unit on roof. **In progress**

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

ROOFING

FS 19: ROOF REPLACEMENT: Roofers have removed old roof and are currently installing new insulated roof. **In progress.**

CEMENT/ASPHALT

No major cement/asphalt issues were reported

EXHAUST EXTRACTORS

- For July/Aug 2026, there were eight stations that reported issues with their equipment. (FS 1 Truck bay, FS2 Truck bay, FS10 Truck bay, FS11 Engine bay, FS15 Truck bay, FS20, FS21, FS33 Truck). Six out of eight have been repaired.

GLASS/WINDOWS/SCREENS

Two replacement windows for Station 11 are on order.

DOT Folsom training tower had a second-floor window repaired

CARPENTRY

No major carpentry issues were reported.

ELECTRICAL

No major electrical issues were reported.

LANDSCAPING

Evans warehouse/CP: major landscaping cleanup on exterior of property. **Completed.**

FS 1: Stormwater retention landscaped area repair. **In progress.**

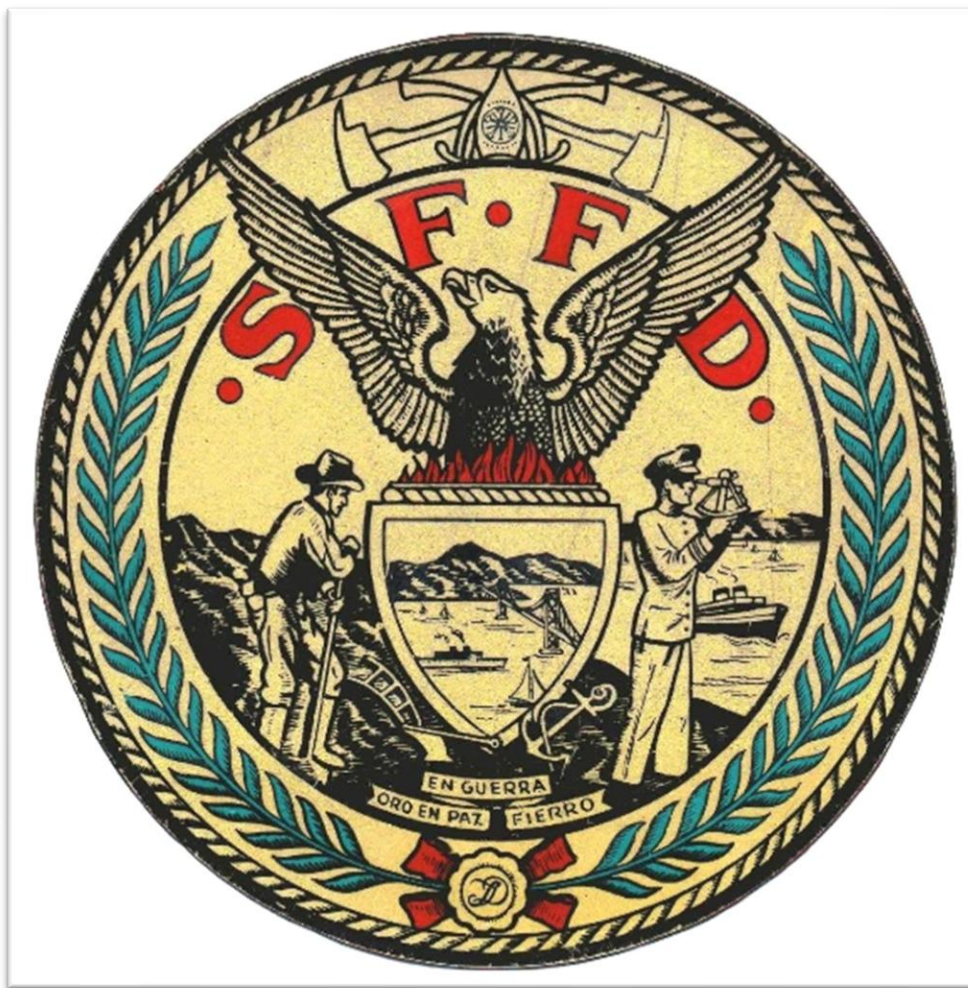
BOE/FLEET MANAGEMENT (Capt. Watrous/Lt. James Leonard, SFFD)

- Ten new Explorers delivered
- Multiple OES deployments: three (3) out of state
- Final inspection (1) TDA Minnesota Rosenbauer
- New CD1 buggy in service
- 2 new Side by side vehicles for EMS
- Multiple flag displays
- Continuation of annual Aerial inspections (multiple deficiencies found)
- Multiple meetings with Spartan reps. regarding future new apparatus procurement

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

- Conducted interviews and hire recommendations for Biomed and GREAT Team restructuring
- Began fitting ambulances with charging cradles for assigned cell phones
- Submitted ambulance replacement plan and data
- Pharmaceutical term contract review and submission to execute new term contract.
- Submitted items for review and sole source letters for Zoll term contract.

Earthquake Safety and Emergency Response (ESER) Bond



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

General

- Attended Capital Planning Committee and Board of Supervisors meetings on fourth issuance bond sale for PUC and DOT projects
- Met with City Administrators office regarding project delivery and partnering.
- Met with Deputy Director DPW regarding project delivery and how to improve delivery
- Developed ESER Strategic Plan for CD1
- Attended Citywide Asset Management Drill
- Station visits with CD3
- Attended meetings regarding REC East harbor project and its impact to FD operations

Division of Training

- Demolition, site grading, test piles complete
- DSM work completed N slope
- Bedrock shallower than thought on S side of site. Foundation redesign completed. Redesign of site and piles permitted and in production. Schedule impacts are not entirely clear and being evaluated. All site permits approved
- Attend weekly design coordination and Owner Architect Contractor meetings (OAC).
- Public art narrowed to 3 finalists
- Attended partnering session
- Coordinated between GC and PG&E to obtain temp power
- DOT Actuals \$27,055,718 - \$38,492,392

Neighborhood Focused Scope

- Fire station 19 awaiting PG&E service agreement. PG&E requested soils investigations for underground infrastructure late in process. UCD location identified by PUC. New Generator, service, windows, and paint. Roof being replaced by Support Services
- Commenced planning for Station 14 Generator replacement
- Water intrusion projects put on hold
- VoIP migration started following completion of ESER funded fiber project
- Assist DT in preparation to bolster microwave communications at station 51

Fire Station 7

- Scope of project site determined. Contained to old 7 location and current DOT building
- Design and conceptual drawings developed. Working with architects to narrow down details.

Emergency Firefighting Water System

- Biweekly EFWS coordination meeting
- Weekly PEWFS communications meeting
- Monthly CDD Meeting
- Quarterly Technical Advisory Committee meeting with CD2
- EFWS Management meeting with head of SFPUC management and CD1
- Mission Bay Ferry Landing manifold bid awarded
- Continue production of Conceptual Engineering Report for Fort Mason manifold
- Assisted PUC and German film crew on documentary regarding cisterns
- Evaluate Lincoln Park Tank and its feasibility as a static source
- Pier 80 Manifold drill, fireboat pumped into manifold
- Pump Station 1 drill, pumps activated and water pulled from Bay
- Gleason repairs by PUC and testing completed by water supply officer and BOE

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 September 2026.
 - Fort Mason: Progressing 35% design.
 - Pier 33.5: Continued evaluations to address stakeholders review comments on the preliminary Alternative Analysis Report (AAR).
- 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 design progressing to 99%
 - 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 August 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.
 - The generator is being held at the manufacturer's facility due to construction mobilization delay because of PG&E requiring transformer updates under the new service agreement. The previous PG&E service agreement expired in September 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.
 - August 2026, PG&E required a soils report be provided due to the below grade electrical vaults that they are now requiring under the service agreement. SF has contracted an as-needed consultant.
- **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.

- September 2026, SFFD requests project continuation due to Cost of Issuance savings in ESER 2020 will require less funds from ESER 2014. The project has been at DBI for permit review.

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. September 2026, SFFD requests project continuation due to Cost of Issuance savings in ESER 2020 will require less funds from ESER 2014.

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 transferring funds back to the ESER 2014 maser for use on other projects.

E.S.E.R. BOND 2020 NFS – Updates through August 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 – March 2029

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) – **APPROVED**
 - Addendum 2 (architectural, structural, MEP, landscape) – *IN REVIEW*
 - Volume 2: Bldg. A - Admin/Classroom
 - Site Permit – **APPROVED**
 - Addendum 1 (piles) – **APPROVED**
 - Addendum 2 (architectural, structural, MEP) – *IN REVIEW*
 - Volume 3: Bldgs. B1 & 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 November 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 continues, with facility programming and project scope currently being finalized.

P.H.S. BOND 2016 NFS – Updates through August 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.

○ **Hose Tower Removal & Replacement (FS 15) - Sean Irwin – PM**

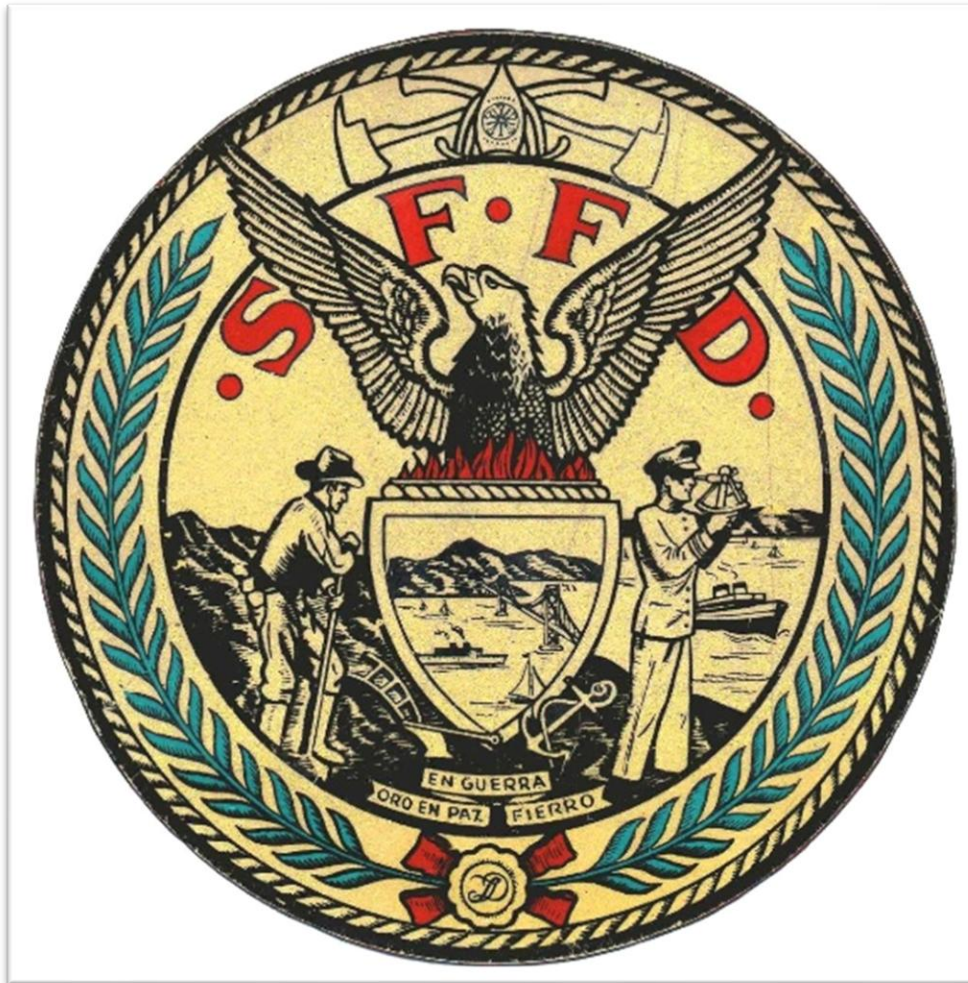
1. 9/25/26 Updates:
 - a. No updates this month. Per RCR, SF Planning is still finalizing City-Wide MND with no updated estimate on revised issuance date. Refer to Item 6.C below.
2. 7/27/26 Updates:
 - a. No updates this month. Per RCR, SF Planning is still finalizing City-Wide MND with no updated estimate on revised issuance date. Refer to Item 6.C below.
3. 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.
4. 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.
5. 2/11/26 Updates:
 - a. No updates this month. Pending review and direction from RCR/SF Planning Department. Refer to Item 6.C below.
6. 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
July / August 2026

Reporting the following PERMANENT EXEMPT appointment effective July 27, 2026:

9910 EMT Trainee

Artola, Anthony N (vice: Carlos Alfonso Zermeno)
Johnson, Deandrea K (vice: Jordan C Wong)
Lam, Witney S. (vice: Alina S Redd)
Long, Jasmine L. (vice: Anessa C Santos)
Mahe, Sione F. (vice: Abdulraheem A Abozaid)
Nunez, Diego M. (vice: Aminah R Muhammad)
Shannon, Jahsai (vice: Brandon J Lopez)
Washington, Dwayne (vice: Amiyah R Harris)

Reporting the following PERMANENT PROBATIONARY appointment effective August 3, 2026:

H-2 Firefighter

Amato-Salvatierra, Stephen S (vice: Weston D Hoye)
Arnold, Shawn M (vice: Jennifer A Mendoza)
Bahaduri, Mustafa (vice: Roger O Fong)
Bravo, Yadira G (vice: William J Wong)
Byrne, Robert J (vice: Andrew J Clark Jr)
Caulder, Michael J (vice: Victor C Gonzales)
Clark, Nathan J (vice: Lamalcolm A Dillahunty)
Curry, Khai J (vice: Colin P Garavaglia)
Dominguez Farias, Bulmaro (vice: Timothy I Martin)
Dorgan, Emmet C (vice: Johnson F You)
Durkan, Daniel C (vice: Shane M Murphy)
Engler, Zachary D (vice: Jon Low)
Espinal, Gabriel A (vice: Yoon Lee)
Estrella, Daniel (vice: Bernard R Lantin)
Ferrier, Drew G (vice: Terrance L May Jr)
Ford, Kent W (vice: Paul E Lee)
Franklin, Akilah V (vice: Craig D Porter)
Gee, Matthew R (vice: Timothy J Neff)
Gilchrist, Callum F (vice: Dale C Winniford)
Greene Jr., Derrick L (vice: David J Whaley)
Greenwood, Dayvonne J (vice: Peter D Johnson)
Heuerman, Taylor K (vice: Jamie N McGoldrick)
Hickey, Joseph P (vice: David H Jebe)
Hintz, Kenneth C (vice: Christy A Cabezut)
Jackson, Nihjer L (vice: Ariana R Wilson)

Kious, Bryan K (vice: Humphrey K Loh)
Ly, Clayton Y (vice: Gavin T Thompson)
Mainini, Miles A (vice: Adam J Soong)
McFadden, Kathleen R (vice: Christopher H Yamamura)
Mertz, Breanna Allyssa N (vice: Neal Jaymes)
Miller, Chad N (vice: Conor A Coyne)
Miramontes, Christian M (vice: ASO Authorized)
Molloy, Antenor T (vice: ASO Authorized)
Murphy, Nicholas J (vice: ASO Authorized)
Navarro, Sergio J (vice: ASO Authorized)
Nazzal, Joseph C (vice: ASO Authorized)
Nogueiro, Jakob F (vice: ASO Authorized)
Pana-Hong, Harrison S (vice: ASO Authorized)
Ramirez, Gabriel (vice: ASO Authorized)
Rodriguez, Kelsey R (vice: ASO Authorized)
Rodriguez, Magali E (vice: ASO Authorized)
Rose, Arturo M (vice: ASO Authorized)
Tam, Vincent K (vice: ASO Authorized)
Taylor, Cash K (vice: ASO Authorized)
Tyra-West, Brittany D (vice: ASO Authorized)
Vo, Lawrence V (vice: ASO Authorized)
Wong, Miles S (vice: ASO Authorized)
Yescas, Santiago R (vice: ASO Authorized)

Reporting the following PERMANENT EXEMPT appointment effective August 3, 2026:

1042 Technology Engineer

O'Dowd, Dennis M (vice: Taras Veratsennik)

Reporting the following PERMANENT PROBATIONARY appointment effective August 18, 2026:

H-40 Battalion Chief

Eckerdt, Dewayne W (vice: Michael Mullin)
Benz, Christopher M (vice: Joel Sato)
Apostoli, Justin (vice: Stephen Cassidy)

Reporting the following PERMANENT PROBATIONARY appointment effective August 25, 2026:

H-22 Lieutenant, FP

Ziegler, Erik M (vice: Robert La Eace)
Callahan, Mary (vice: Warren Der)
Minogue, Mary (vice: Patricia S Flood)

Marsullo Jr., Edwin (vice: Theodora S Reilly)
Hom, Clarence (vice: Gerald C Gauer)

Reporting the following PERMANENT PROBATIONARY appointment effective August 27, 2026:

H-20 Lieutenant

Hiliard, Bryan (vice: Vincent A Pampanin)
Groshong, John (vice: David R Filkins)
Kelly, Timothy (vice: Julie C DeJarlais)
Konefal, Kristen (vice: Mark A Hardeman)
Marshall, Kyle (vice: Cynthia M Lucero)
Crespin, David (vice: Jonathan A Truppa)
Miller, Daniel (vice: Joshua J Wilson)
Lamond, Alexander (vice: Cecilia L Jiang)
Christiansen, Linnea (vice: John R Stanfield)
Palu, James (vice: Thomas J Murphy)
Fujimoto, Steven (vice: Bridget H Cullinane)
Forbes IV, John (vice: Matthew J Scola)
Egan, Joseph (vice: Ramon Simon)
Nielsen, Kevin (vice: Brent Marks)
Halpin, David (vice: Anthony J Voight)

Reporting the following PERMANENT PROBATIONARY appointment effective August 28, 2026:

H-30 Captain

Oxford, Nick (vice: Shane G Francisco)
Bautista, Jesse (vice: Michael S Castain)
Lysenko, George (vice: Jose A Zalba)
Leonardo, Octavio (vice: Michael Barry)
Elias, Mariano (vice: Heather A Piper)
Johnston, Sean (vice: Sherman Tillman)

Reporting the following PERMANENT PROBATIONARY appointment effective August 29, 2026:

H-4 Inspector, FP

Untalan, James D (vice: Harry Yee)
Palm-Song, Nicholas (vice: Theodora Reilly)
Ortega, Yvette E (vice: Pedro A Martinez)
Chew, Wayne G (vice: Patrick Connolly)
Sandoval, Raul (vice: Erin K Murphy)

Reporting the following PERMANENT EXEMPT appointment effective August 29, 2026:

H-10 Incident Support Specialist

Parra, Nicholas (vice: Thomas J O'Brien)

Reporting the following TEMPORARY EXEMPT (Prop F) appointment effective September 14, 2026:

H-4 Inspector, FP

Samson, Bruce (vice: Temp Fund)

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

H-30 Captain

Derammelaere, Ian (vice: Janeen M Pirosko)

Reporting the following PERMANENT PROBATIONARY appointment effective September 14, 2026:

H-3 Level 2 Paramedic

Camona Pena, Tomas R (vice: Kimberly K Hiroshima)

Jacoby, Peter O. (vice: George A Cerna)

Martin, Jason C (vice: Richard M Nolan)

Mullen, Maya (vice: Ashley S Jardine)

Romero Castro, Kevin G (vice: Nelson E Avelar)

Reporting the following PERMANENT PROBATIONARY appointment effective September 20, 2026:

H-4 Inspector, FP

Tom, Kevin (vice: Sean Visser)

O'Neil, Andre R (vice: Jason Woo)

Reporting the following PERMANENT PROBATIONARY appointment effective September 28, 2026:

H-110 Marine Engineer of Fire Boats

Mulholand, Bryce W (vice: Michael Shaw)

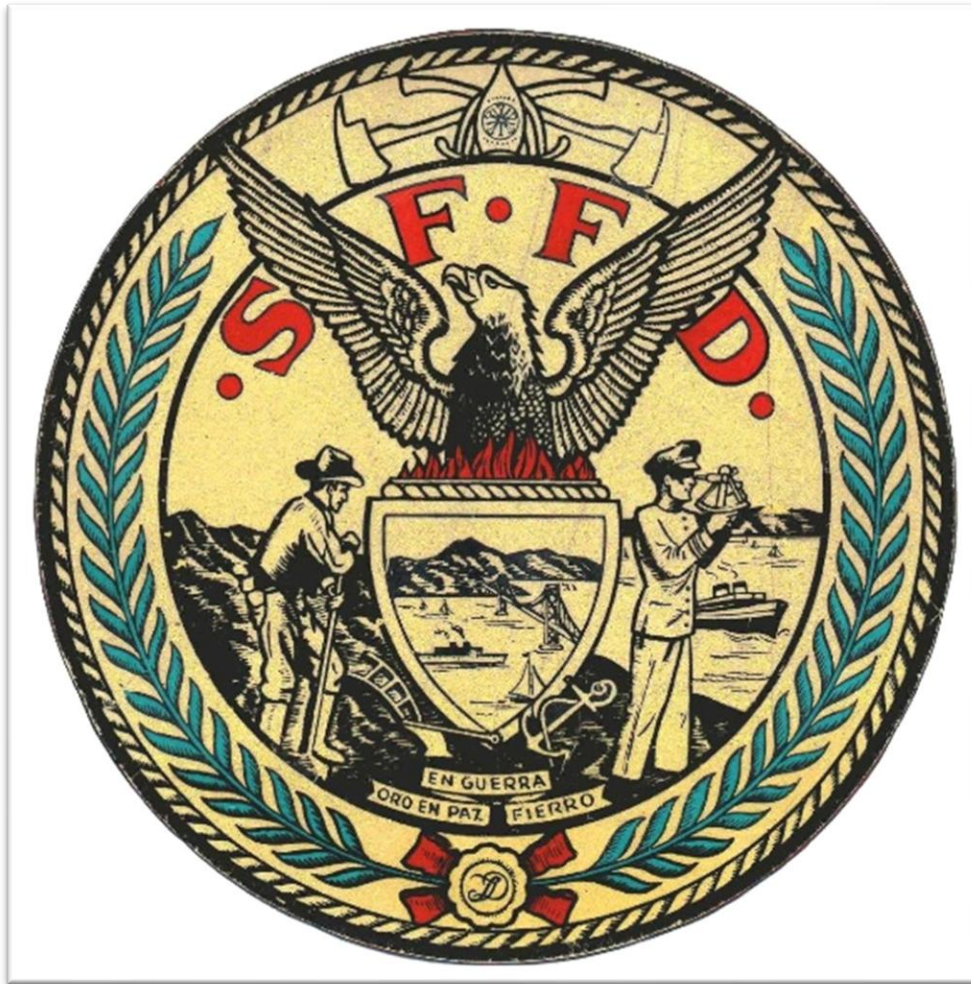
Retirements

Name	Rank	Retirement Date
Alba, Katherine L	H20	August 16, 2026

Separations

No. of Members	Rank
5	H2 Firefighter
1	H33 EMS Captain
1	H110 Marine Engineer of Fire Boats

Public Information Office



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

INCIDENTS	INTERVIEWS	EVENTS	OUTREACH
July – 121 August - 144	July – 550 August - 75	July – 111 August - 155	July – 174 August - 52



SFFD command staff at the new SFO history display

July Community Engagement & Public Events

July opened with the Department's continued support of FIFA World Cup 26 activities in the Bay Area. San Francisco Bay Area Stadium hosted six matches during the tournament, including a Round of 32 knockout matches played on July 1. The PIO Unit coordinated public safety messaging around citywide fan zones and watch parties, including large gatherings at Thrive City, China Basin Park, Pier 39, Yerba Buena, and neighborhood block parties, through the close of Bay Area matches.

The unit's largest public event of the month was the city's Independence Day celebration on July 4. In honor of America's 250th anniversary, San Francisco expanded its traditional waterfront fireworks show near Fisherman's Wharf and Municipal Pier with a second, first-of-its-kind launch site on the Golden Gate Bridge.

With an estimated 200,000 people expected along the waterfront, the PIO Unit worked alongside SFPD, the Sheriff's Office, and SFMTA to distribute public safety and fireworks-safety messaging, reinforcing that all consumer fireworks, including "Safe and Sane" varieties, remain illegal in San Francisco. The unit also supported the Mayor's Office in promoting One City Day

on July 11, San Francisco's first-ever citywide day of service, spearheaded by Mayor Daniel Lurie and First Lady Becca Prowda. Thousands of residents volunteered at more than 200 project sites across all eleven supervisorial districts, and the department helped amplify participation and coverage of the day alongside partner city agencies.

July Strategic Communications & Media Management

The unit managed an intensive and rapidly evolving media environment this month following a mass-casualty water rescue incident on San Francisco Bay. On the afternoon of July 14, multiple 911 callers reported a vessel in distress between the Golden Gate Bridge and Alcatraz Island; a 49-foot cabin cruiser carrying approximately 20 people was sinking.

The Department, alongside SFPD, the U.S. Coast Guard, and allied regional fire agencies, rescued survivors from the water, and the PIO Unit issued timely press releases and media updates as the response evolved, coordinating messaging on fatalities, missing persons, and ongoing search-and-rescue operations while protecting the integrity of the active investigation.

The unit also managed media coverage of a two-alarm residential fire at a six-story apartment building on the 400 block of Jones Street in the Tenderloin on July 19. The PIO Unit provided on-scene updates confirming evacuations, injuries evaluated for smoke inhalation, and coordination with the Red Cross for displaced residents, ensuring accurate and timely information reached the public throughout the incident.

July Special Initiatives & Heritage Recognition

This month's special initiatives centered on public safety readiness and transparency during high-visibility incidents. In direct response to the July 14 Bay rescue incident, the Department set up a weeklong training rotation for rescue boat operations, reinforcing crew readiness for future cold-water, fast-current emergencies.

July Summary

This month underscored the Public Information Officer Unit's critical role in supporting emergency operations, strengthening community trust, and advancing the San Francisco Fire Department's strategic communications objectives.

July combined high-profile public events, including the conclusion of FIFA World Cup 26™ Bay Area matches, an expanded Independence Day fireworks program marking America's 250th anniversary, and the city's first-ever One City Day of service, with a demanding operational tempo driven by a serious mass-casualty water rescue incident on the Bay and a significant residential structure fire in the Tenderloin.

Members of the PIO team continue to pursue training opportunities to advance our ability to serve our community. The Officer in Charge reviews and learns from real-world examples. This ongoing practice keeps the team sharp, engaged, and prepared to respond effectively to the evolving demands of public information work.

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.

August Community Engagement & Public Events

The PIO unit had a productive month in August. Our activities included issuing multiple beach warnings, supporting filming for Hearts for Heroes at Station 38, providing SPCA pet safety tips, and representing the department at the Fire Commission. The unit also contributed safety messaging for Outside Lands, the Pistahan Parade, the Tony Stefani event at Fire Station 1 for the Cancer Prevention Foundation, and the 9/11 Memorial Bicycle Event.

August Strategic Communications & Media Management

Some of the unit's strategic communications focused on post-Volare incident updates, follow-up messaging, and boat-safety education for media outlets. The unit also supported rescue boat operations and multi-agency coordination for several major city events. Notable collaborations included work with the PUC, DEM, and the Mayor's Office. These strategic communication efforts helped the department work closely with city partners to support public safety and maintain a well-informed community.

August Special Initiatives & Heritage Recognition

Some of the unit's special initiatives included support for the Filipino Pride Parade, which received strong appreciation across Facebook and other Meta platforms. In addition to parade coverage, the SPCA conducted a special pet-safety interview aimed at connecting with San Francisco's many pet owners.

The Cancer Prevention Foundation also made significant progress in renaming the alley next to Fire Station 1 in honor of Tony Stefani, recognizing his dedicated work to keep the community safe. The unit continues collaborating with DEM on a Go-Bag preparedness video as part of our ongoing public-safety communication efforts.

August Forward Planning & Upcoming Events

Some of the upcoming events scheduled for early September include several significant community and departmental gatherings. We will be participating in the 25th anniversary commemoration of 9/11, honoring the lives lost and recognizing the continued commitment of first responders. The unit will also support the CYC Chinatown National Night Out, a key event that strengthens community partnerships and promotes public safety.

Additional engagements include preparations for the Los Bomberos Latino Heritage celebration, the SFFD Meritorious Award Ceremony recognizing outstanding personnel, and the annual

Police-Fire-Sheriff Memorial Mass, which pays tribute to fallen members across public-safety agencies.

August 2026 – Targeted Outreach Summary

Emergency Preparedness & Safety Campaigns

OSL Safety 1
Fire Safety 1
OSL Safety 2
OSL Safety 3
OSL Safety 4
Marine Safety
LIB Safety
LIB Safety 2
Smoke Detector Safety
NFPA LIB Safety
Fire Safety 2
EMS Medical Safety
LIB Safety 3
Outside Fire Safety
Home Fire Safety Tips

Weather & Hazard Alerts

Ocean Safety
Coastal Safety
Beat The heat
Wildfire Evacs
Bay to Brookland
Heath Safety Cooling
Beach Hazards Safety
Air quality advisory
Boater Safety
FAB4 Cal Trans

Training & Community Preparedness

Hands Only CPR
Blood Drive 798
Go Bag safety prepare
How much water? DEM
Wellness food awareness IAFF
MUNI Transit SFFD Safety

Community Engagement & Events

NNO 1

Parade Safety
Street Fair Safety
Game Day Safety
Event Safety
Back to School Safety
School bus safety
School bus safety 2
Pokémon Safety 1
Pokémon Safety 2
Pokémon Safety 3
Pokémon Safety 4

Cultural & Seasonal Messaging

Pistahan Parade

Public Information & Recognition

Recruitment EMS SFFD
Cancer Foundation Soccer
SFFD Award Honorees event
SFFD Award Part 2
NIOSH FF Safety
Transbay Tube Drill

Strategic Communications and Operational Recommendations

The San Francisco Fire Department strengthened its strategic communication efforts throughout August. Key events included a multi-victim rescue during a major fire in the Alamo Square area, coordination with Supervisor Connie Chan regarding department funding, and engagement with Congressman Kevin Mullin on autonomous vehicle (AV) legislation. Each of these moments provided opportunities for the department to connect with the public beyond routine incident response and standard media inquiries, highlighting our continued commitment to transparency, public engagement, and proactive communication.

Summary

The PIO unit had a productive and highly engaged month in August, supporting beach-safety warnings, Hearts for Heroes filming at Station 38, an autonomous-vehicle legislation press conference, SPCA pet-safety outreach, and representation at the Fire Commission, while also assisting with Outside Lands, the Pistahan Parade, the Tony Stefani Cancer Prevention Foundation event, and the 9/11 Memorial Bicycle Event. Strategic communications included post-incident messaging, boat-safety education, and multi-agency coordination with the PUC, DEM, and the Mayor's Office, alongside support for the inaugural Honoree Employee of the Month event.

Chiefs' Employee of the Month – Planning & Execution

This month included extensive planning and execution of the Chiefs' Employee of the Month award ceremony. The PIO office coordinated all logistical elements, including nomination confirmation, biography development, photography sourcing, scripting, visual design, and day-of presentation support.

Bethel AME Church – High-Profile Safety Presentation

PIO staff also led a high-visibility community safety presentation at Bethel AME Church. The presentation highlighted incident preparedness, fire safety, and emergency communication best practices.

Fleet Week Engagement

Fleet Week planning has intensified, with continual communication from military organizers who have again specifically requested the SFFD PIO team's involvement. Their repeated outreach underscores that our PIO unit is considered an instrumental partner in Fleet Week operations. Responsibilities include coordinating media messaging, assisting with public-facing safety content, and supporting joint-agency communications to ensure the event remains safe, well-organized, and positively represented across platforms.