



San Francisco Fire Department

**Deputy Chief of Administration
Sayumi Brannan**

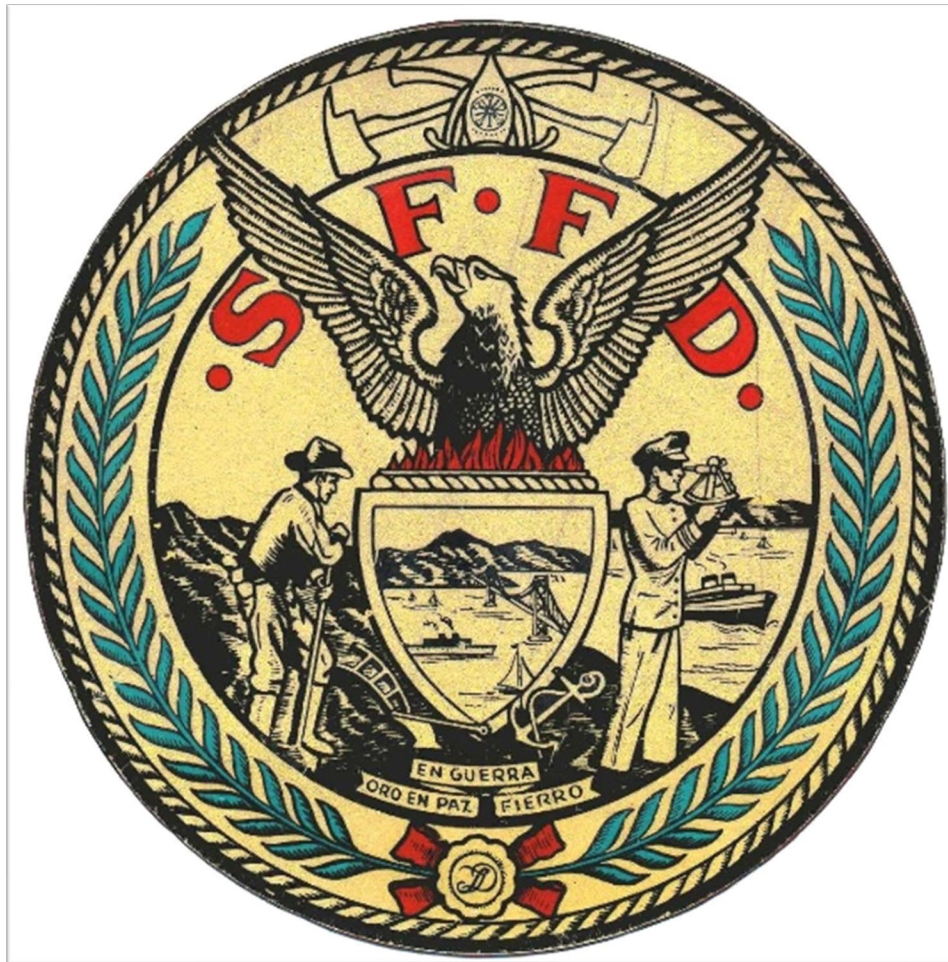
**Fire Commission Report
January/February 2026**

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
AHIMT	All Hazards Incident Management Team
AOA	Airfield Operating Area (secured airfield area)
APOT	Ambulance Patient Offload Time
APEC	Asia-Pacific Economic Cooperation
ARFF	Aircraft Rescue Firefighting (airport apparatus used on the airfield for fighting aircraft incidents)
AWSS	Auxiliary Water Supply System
BAAQMD	Bay Area Air Quality Management District
BATEP	Bay Area Training & Exercise Program
BAUASI	Bay Area Urban Areas Security Initiative
BBR	Bureau of Building Repair (Department of Public Works)
BHU	Behavioral Health Unit (formerly known as the Stress Unit)
BLS	Basic Life Support
BOE	Bureau of Equipment
BUF	Bureau of Urban Forestry
CA TF3	California Task Force 3 - Urban Search and Rescue
CERS	California Environmental Reporting System
CIRT	Critical Incident Response Team
CJAC	California Fire Fighter Joint Apprenticeship Committee
COES	California Office of Emergency Services
DBE	Design-Build Entity
DBI	Department of Building Inspection
D & D	Doffing and Donning
DEM	Department of Emergency Management
DOC	Department Operations Center
DOC	Daily Operational Check
DOT	Department of Training
DSCA	Defense Security Cooperation Agency
DWC	Division of Workers Compensation
EAP	Event Action Plan for Planned Events
EAP	Employee Assistance Program
EFWS	Emergency Firefighting Water System
HER	Electronic Health Records
EHMR	Elastomeric Half-Mask Respirator
EMS PIP	EMS Performance Improvement Plan
EOC	Emergency Operations Center
EtOH	Ethyl Alcohol

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

Homeland Security



***.Homeland Security
ADC Erica Arteseros Brown
January/February 2026***

Meetings/ Events/ Training & Exercises Attended

- Fire Commission Meetings
- NorCal Incident Management Team Working Group (AHIMT)
- n/a
- Department of Emergency Management (DEM)
- Winter Storm coordination call/National Weather Service (NWS)
- PGE Outage meetings
- CCSF Earthquake Annex meeting
- Presidio Trust weekly Public Safety meetings
- RPD Disaster Planning: NERT staging area meeting
- Walk For Life Annual March planning meeting
- Red Bull Stunt planning meeting
- Bob Weir Memorial Coordination Meeting
- Bay to Breakers Coordination meeting
- SFFD FDOC Superbowl Tabletop Exercise (TTX): Coordinated attack response
- German Delegation visit to discuss public safety
- MAETNA Neighborhood Association meeting Disaster Response briefing
- SFFD Preventive Radiological, Nuclear Detection (PRND) planning workgroup
- Frank Scales Memorial Service

FEMA CA-TF3

- Search Canine Unit
 - Monthly Drills
 - Cristina Padilla and Samantha Mar completed FEMA exams and cleared for Federal Deployment.
- Rescue/Hazmat/Logistics/Comms specialists
 - Monthly drills

Incident Management Team (IMT)/Mutual Aid/Disaster

- Disaster Manual review
- EAP Development

Federal Department of Homeland Security/United States Secret Service (USSS)

- n/a

US Coast Guard

- Neptune Coalition Meeting

Fleet Week

- Blue Angels Winter Meeting: Airshow Planning

Urban Area Security Initiative (UASI)

- FY26 Grants kick-off meeting
- SF Homeland Security Executive Committee (HSEC) FY26 grant meeting
- Training & Exercise Workgroup meeting
- West Hub FY24 allocation meeting with SF and San Mateo Counties
- Securing the Cities Principal Partners meeting

Drone Program

n/a

NCRIC (Northern California Regional Intelligence Center):

- RC Oscar Thadeo named NCRIC Liaison. Start date Oct 11
- SAR (suspicious activity report) reporting and review of alerts
- Situational Awareness Distribution to EAP Group

Major Incident Planning

- Superbowl 2026
 - FBI/Crisis Management Subcommittee Monthly Meeting
 - Federal BioWatch support meeting
 - Regional EMS/Medical Subcommittee meeting
 - San Francisco Planning All-Hands Meeting
 - BART/Caltrain transportation planning meeting
 - Large Scale Event TTX – Boston Bombing case study
 - SF HazMat Planning meeting with Department of Energy (DOE), FBI, 95th CST, B2
 - SFFD host for FBI All-Hazards Center command post ST49
 - FBI Virtual Command Center (VCC) training for the Regional Coordination Center in San Jose (RCC)
 - Superbowl Interoperable Communications subcommittee meeting
 - ChemPack TTX with SFFD/DPH
 - Super Bowl Credentialling meeting
 - Regional bi-weekly Operational Area Coordination meeting
 - NCRIC & FBI Superbowl Threat briefing
 - SF Departments Event Planning Leads weekly planning meeting
 - Site security/traffic planning visits
 - Fire Prevention coordinating with Event planners re permits and interior/exterior space requirements
 - Regional HazMat meeting
 - NFL All-Hazards Committee Meeting
 - Federal Coordination Team meeting

- World Cup Soccer 2026
 - Federal Coordination Team updates
 - FIFA Grant Proposal meeting

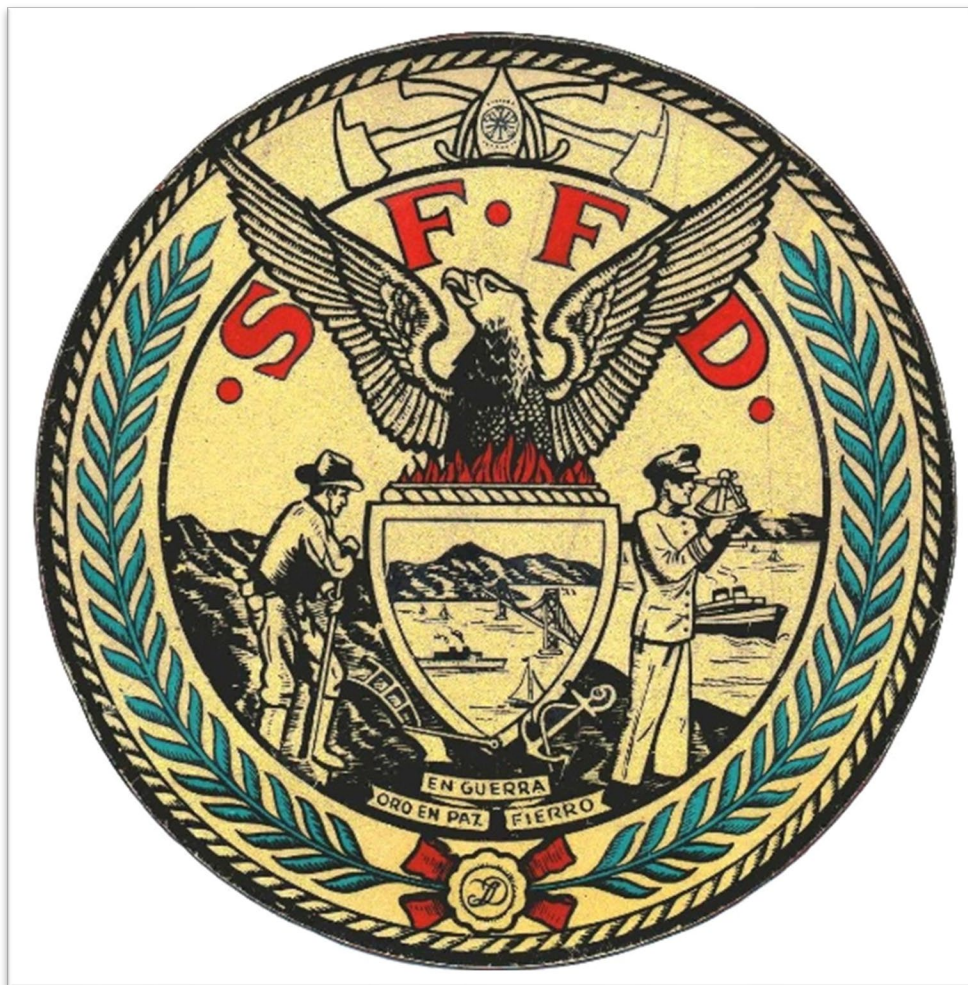
On-going Coordination/Projects:

- 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:

- Super Bowl LX week

Outreach, Recruitment and Development



***Outreach, Recruitment and Development
January/February 2026
Captain Hashim Anderson***

H2 Firefighter Hiring

- 137 Class Began January 26, 2026 - 54 Firefighters and Firefighter Paramedics
- 138 Chief's Interviews – 140 external Candidates
- 88 candidates invited to participate in Boot Camp
- 138 ISB 1st round of 37 candidates referred to background

H3 EMT/Paramedic Hiring

- H3L1#29 & H3L2#15
 - 2 L2 Paramedics sent to OEH for medical screening
 - 18 L1 EMTs sent to OEH for medical screening
 - H3 L1 EMT Class will start on March 30, 2026
 - H3 L2 Paramedic Class will start on April 27, 2026
 - Both EMT and Paramedic classes will graduate on June 26, 2026
 - 20 candidates completed backgrounds with ISB and have been referred to OEH for medicals.
- H3L1#30 & H3L2#16
 - H3 L1 EMT PAT will take place in March
 - H3 L1 EMT interviews will take place in April
 - L1 EMS Academy Start Date: September 14, 2026
 - L2 Paramedic Academy Start Date: October 13, 2026
 - Both EMT and Paramedic class will graduate on December 11, 2026
- 130 Candidate sat for the written Exam
 - 120 EMTs
 - 10 Paramedics

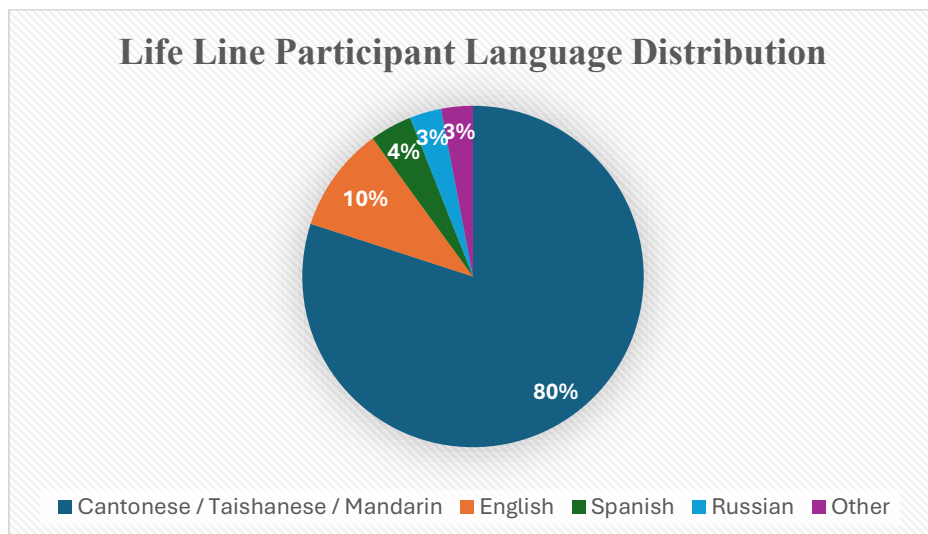
CORE Recruitment & Outreach

- City College of San Francisco & Public Safety partnership meeting
- Trauma Triage Stop the Bleed Training
- 16th Annual Bayview Black History Month & Lunar New Year Celebration
- Lunar New Year Celebration
- St. John's First Responder Day
- Galileo High School CTE Fair



San Francisco Life Line: Building a More Equitable EMS System

- Each Life Line kit is a simple, low-cost tool that gives first responders immediate access to critical medical information and translation aids, ensuring language barriers or fear never delay life-saving care.
- Since 2023, department members have individually facilitated over 2,000 Life Line kits.
- Every Life Line kit is completed one-on-one with a community member in their home or at a workshop to ensure accurate information and build trust in the emergency system. These interactions also reduce stigma around calling 911, helping make EMS access more equitable.
- Life Line has a proven track record in San Francisco over the past three years, supporting first responders during medical emergencies by providing immediate access to critical patient information.



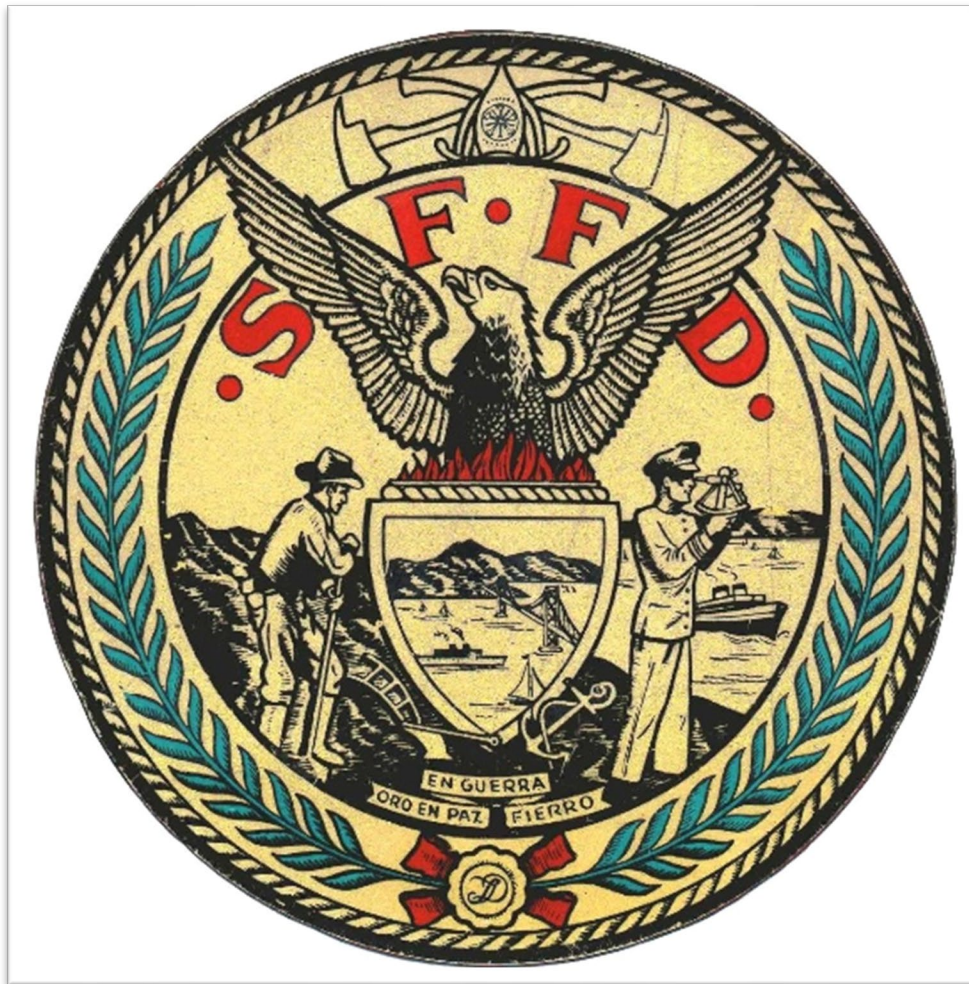
San Francisco Life Line: Where Community Meets Emergency Care

- Jan - Feb:
 - 300+ Life Line kits facilitated
 - Workshops with On Lok, Self Help for the Elderly, Catholic Charities, and San Francisco Village
 - Large-scale installation at a 200-unit low-income senior housing complex at 1590 Broadway St with SFFD members, EMS partners, and UCSF medical students
 - Featured in media coverage by KTSF and the San Francisco Examiner

8th Annual Super Bowl Career Fair

- Partner with CAL-JAC FCTC and local firefighters who played in the NFL.
- Former players were able to learn about careers as firefighters.
- One player who played 8 years with the Cleveland Browns submitted an application for the H2 Firefighter position and met all MQs hours after the event.

Health, Safety and Wellness



***Behavioral Health Unit
Lieutenant Matthew Scola and Firefighter Chelsea Nelson
January/February 2026***

MEETINGS

SFFD BHU & Affinity Group Meetings

Outreach and informational meetings to discuss BHU resources and recruit chaplains and peers.

- Black Firefighters Association
- Los Bomberos

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 Sheriffs.
- 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 Sheriffs.
- Discussed mental health therapist recruitment and interviews.
- Addressed any issues with members accessing EAP therapy via ComPsych.

EMPLOYEE
ASSISTANCE
PROGRAM

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 Sheriffs.
- Assessed availability of therapists on 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 on-boarding and recruitment, upcoming SFFD peer support class.

SFFD BHU Team Meeting – Memorandum of Understanding Feedback

- Review of existing memorandum of understanding and feedback provided to Local798

Worker’s Compensation, SFFD BHU, SFFD OEH and Emerging Insights Meeting

Meeting between Worker’s Comp, BHU, OEH, and Emerging Insights to discuss Fast-Track for PTSD and psychological claims.

- Introduction of all teams and roles in practice management.
- Discussed fast-track PTSD and psychological claim program, CCSF work status report, TMD letter to for WC providers, electronic signature for WC documents.

Foundations Intensive Outpatient Program Informational Meeting

Potential local IOP option for members needing addiction recovery support.

- Discussion of program services for intensive outpatient addiction recovery.
- Plan for on-site tour.

EVENTS

BHU Office Hours: Station 49 & Community Paramedicine

New initiative between CP, EMS and the BHU to provide on-site peer support to members.

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



Critical Incident Defuse & Debrief – 3850 18th Street

- Pediatric fatality, crime scene
- Mission SFPD Station



Critical Incident Defuse – 4th & Channel Street

- Auto vs Ped involving pediatric fatality.
- Debrief scheduled for March, facilitated by SFFD.

Employee Assistance Program ComPsych Specialty Provider Interviews

- SF First Responder department groups interviewed four prospective clinicians for ComPsych EAP.

Station Visits – Double Companies 6, 11, 16

On-going in-person BHU visits to suppression stations during 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.



Local798 Probationary Member Pancake Breakfast

- BHU team introductions to new probationary members

TRAININGS

SFFD 137th H2 Family Orientation

- Facilitators: BHU Officer Matt Scola and 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 137th H2 Recruit Academy Presentation

- Facilitators: BHU Officer Matt Scola and Peer Navigators Chelsea Nelson and Matt Fluke.
- Topics: 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).



SF Park Ranger Recruit Academy Resiliency Presentation

- SFFD BHU & SFPD BSU joint presentation to SF Park Rangers about resiliency, stress management, mental health resources, peer support.

CHAPLAINCY

Prospective Chaplain Candidate Informational Meetings

- Multiple informational interviews with non-denominational, non-faith-based chaplains.

PIO Social Media Chaplain Announcement

- Introduction of Father Guiterrez via SFFDPIO social media accounts

Chaplain Station Visits – Father Guiterrez & Officer Scola

On-going initiative to introduce Fr. Guiterrez to suppression stations and build rapport.

- Lunch with Station 6

Violence in the Workplace (VIW)

VIW – Jan/Feb 2026 Data

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

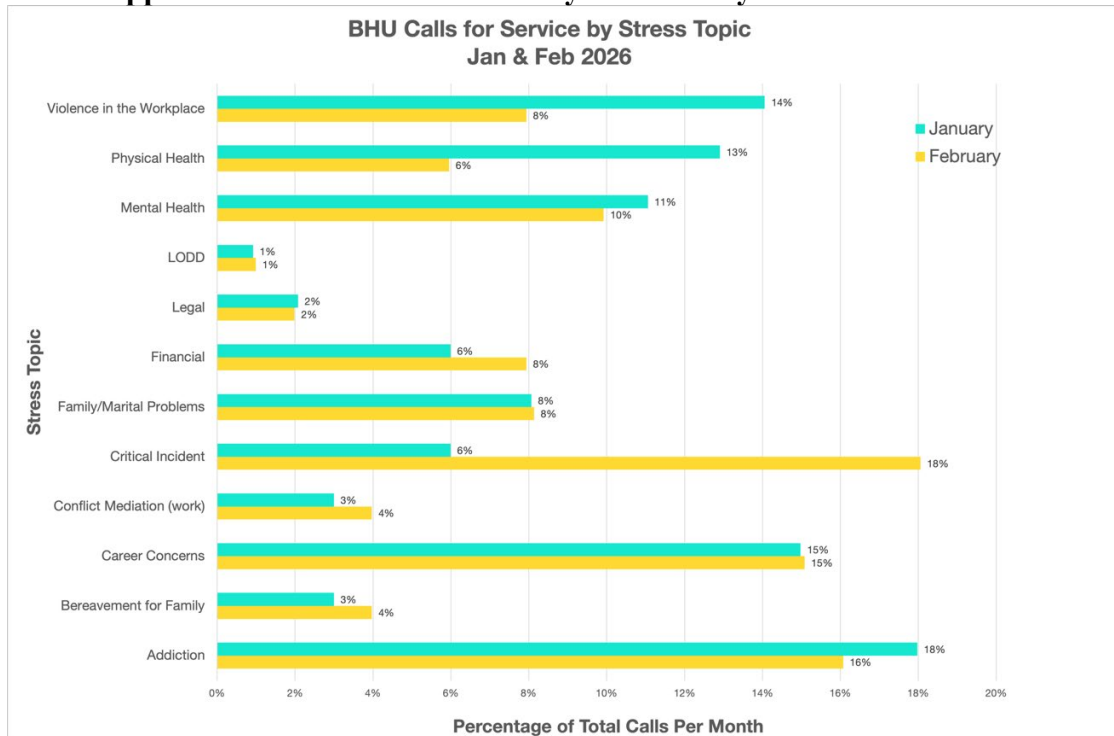
- Six new cases: Three injury; Three non-injury
- Six follow-up contacts with members: BHU and EAP resources offered.
- Six court cases attended on behalf of members.
 - *NOTE: While attending court, an unrelated bail hearing was being heard for an assault on a DPT officer. No less than 30 uniformed DPT members attended in show of support.*
- Two 5020's filed for worker's compensation claims related to incidents.

ANALYTICS

January & February 2026 BHU Calls for Service Highlights:

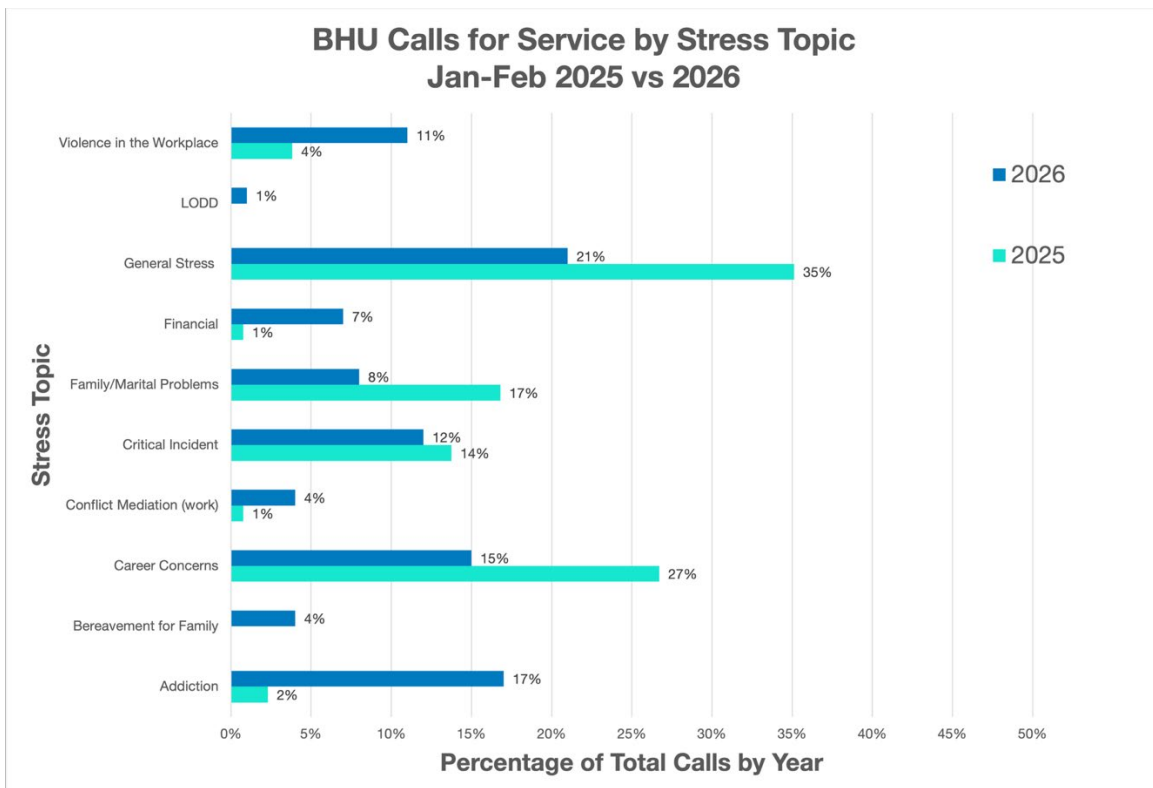
- Calls for service continue to increase, illustrating a growing awareness of the BHU team, greater comfort with accessing BHU services (reduced mental health stigma), and a growing demand for first responder support services.
 - Total calls for support services January-February 2026: 885 compared to January-February 2025: 131. **This is a 575% increase in calls for support and behavioral health resources provided.**
- January & February 2026 Top Reported Stressors:
 - Critical Incident Response: pediatric traumas and pediatric fatalities were notably high during January and February.
 - Alcohol and Substance Use: members (active and retired) and family members seeking treatment/recovery support.
 - Violence in the Workplace: assaults (physical and verbal) experienced by members from patients and individuals in the community.

BHU Peer Support Calls for Service – January & February 2026

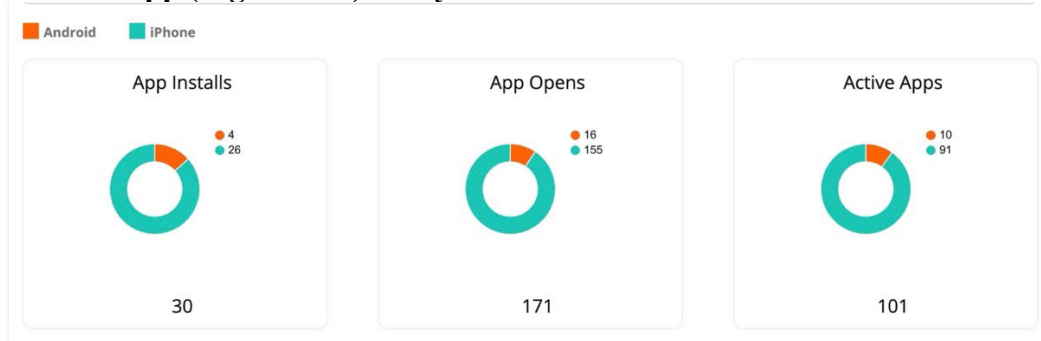


Comparison with Past Data:

BHU Peer Support Calls for Service – Jan-Feb 2025 vs 2026



SFFD Wellness App (Lighthouse) Analytics – Jan/Feb 2026



- 30 new app downloads
- Top areas of use: Therapist finder, resource library, station finder.
- Top recipes: Terry’s Caesar salad dressing and BBQ beef sandwich and slaw.
- Top resource library hits: sleep sounds, self-assessments, and substance abuse & addiction.

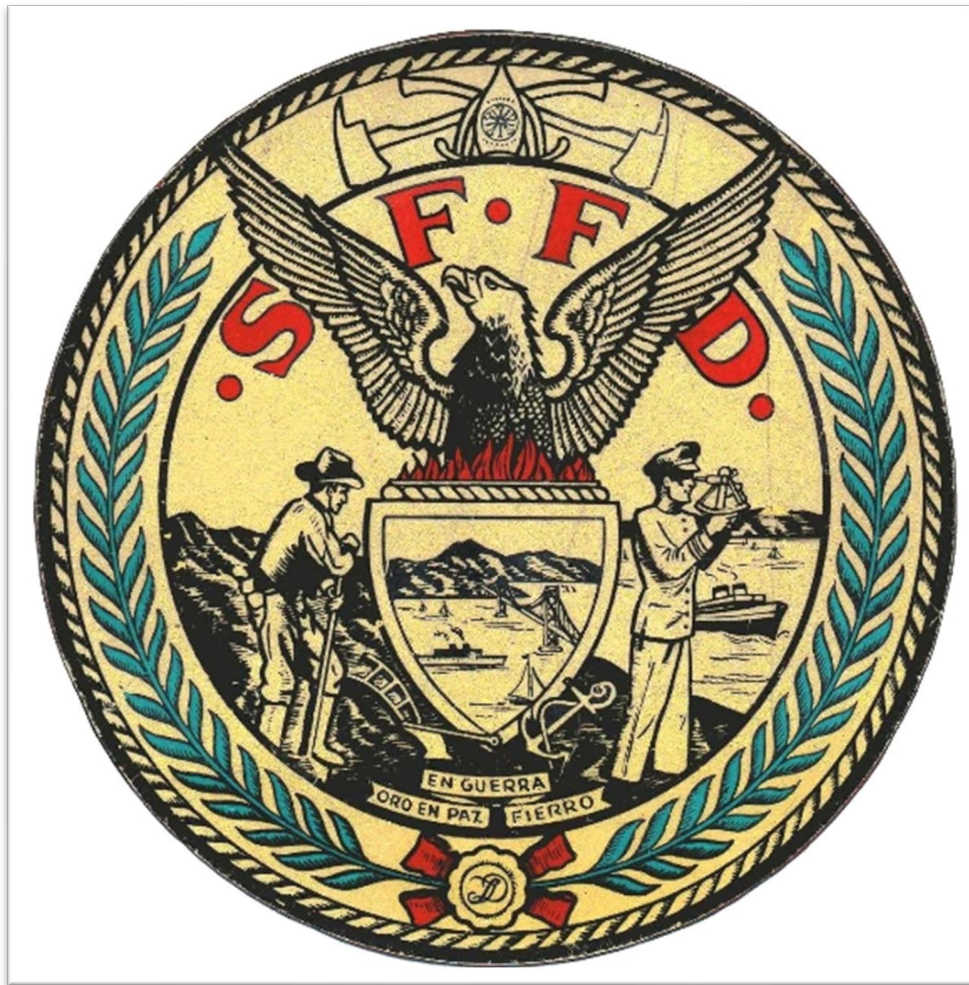
MISC.

Charlie’s Health – BHU team research into intensive outpatient program option; due to lack of data, team agreed not enough information to endorse this program at this time.

Environmental Occupational Health and Safety
Anthony Boone, CIH, CSP, CHMM, CEI
January/February 2026

- Performed Spill Prevention and Countermeasures Plan (SPCC) inspections.
- Reviewed Monthly UST inspections.
- Attended monthly health and safety meetings, including new subcommittee meetings.
- Submitted IIPP and Respiratory Protection Program updates for approval.
- Attended CHEMPACK Tabletop Exercise .
- Continued working on Chestnut Fire investigation- Interviews, began to complete report
- Participated in the PIO office initiative of featuring civilians with social media posts on how they are part of our fire service team. Provided video describing role of Department IH.
- Finished up HMBP inspections of fire stations with CUPA rep. Updated corrections in California Environmental Reporting System (CERS).
- Received new Quantifit 2 respirator fit test machine.
- Attended status Conference with ADC of Support Services to challenge Cal-OSHA findings at TITF. Presented case to Cal-OSHA. Awaiting decision.
- Distributed 2025 OSHA 300 logs for posting in stations.

Office of Employee Health



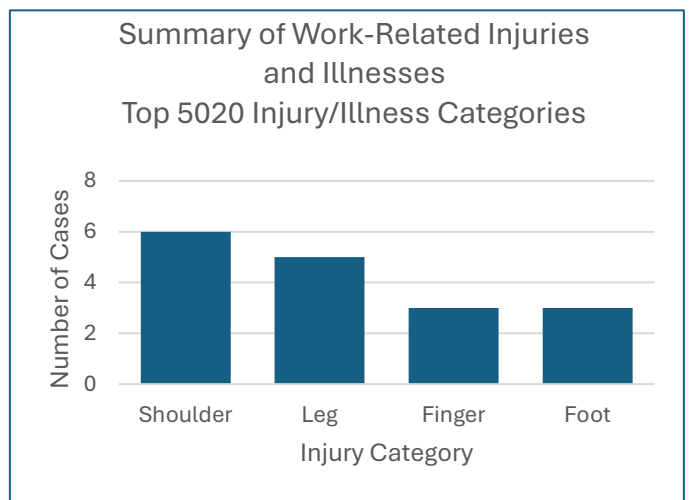
Office of Employee Health
Steven Chang, DO, DABFM, Medical Director
January/February 2026

Summary of Activities

- Return to Work Clearances: 24
- New Hire Activities:
 - Completed medical screening for EMS Academy candidates (March 2026)
- Promotional Exams Conducted: 2
- End of Probation Exams Conducted: 5

Summary of Work-Related Injuries and Illnesses

- **Total Reported Incidents:**
 - 3807 Forms (no medical evaluation required): 48 cases
 - 5020 Forms (medical evaluations completed): 30 cases
- **Top Three 5020 Injury/Illness Categories:**
 - Shoulder: 6 cases
 - Leg: 5 cases
 - Finger, Foot: 3 cases each
- **5020 Incidents Resulting in Time Off Work:** 20 cases



Meetings & Collaborations

- Technology and Data Management
 - Enhanced 3807, 5020, and Violence in the Workplace reporting workflows to streamline processes and improve data accuracy and capture.
- ZSFG Occupational Health Coordination
 - Maintained a strong partnership with ZSFG Occupational Health to provide comprehensive member services.
 - Participated in strategic planning discussions to expand and enhance service offerings.
- Workers' Compensation & Legal Engagements
 - Continued collaboration with Workers' Compensation representatives to improve care coordination and member support.
 - Convened meetings with occupational health providers to streamline services and enhance coordination of care.
 - Ongoing engagement with Human Resources and City Attorneys on legal and procedural matters related to member health and safety.

- **Committee Participation**
 - Active involvement in citywide and departmental committees focused on advancing health, safety, and member well-being, including:
 - CCSF Joint Labor Management Committee
 - Behavioral Health Unit (BHU) Subcommittee
 - Health and Safety Planning Committee
 - Physical Health and Injury Prevention Subcommittee
 - Developing a targeted injury prevention campaign to reduce workplace incidents and strengthen safety culture
 - Violence in the Workplace Committee
 - Research Committee
- **Recruitment & Hiring Initiatives**
 - Continued collaboration with recruitment teams to streamline and enhance hiring processes.
 - Ongoing review of health equity considerations in occupational medicine to ensure evidence-based and equitable practices.
- **Healthcare Benefits & Services**
 - Met with SFHSS leadership to discuss initiatives promoting member health and wellness benefits.
- **First Responder Research Collaboration**
 - Engaged with UCSF occupational health colleagues to explore potential research initiatives aimed at improving first responder health outcomes.

Health & Wellness Initiatives

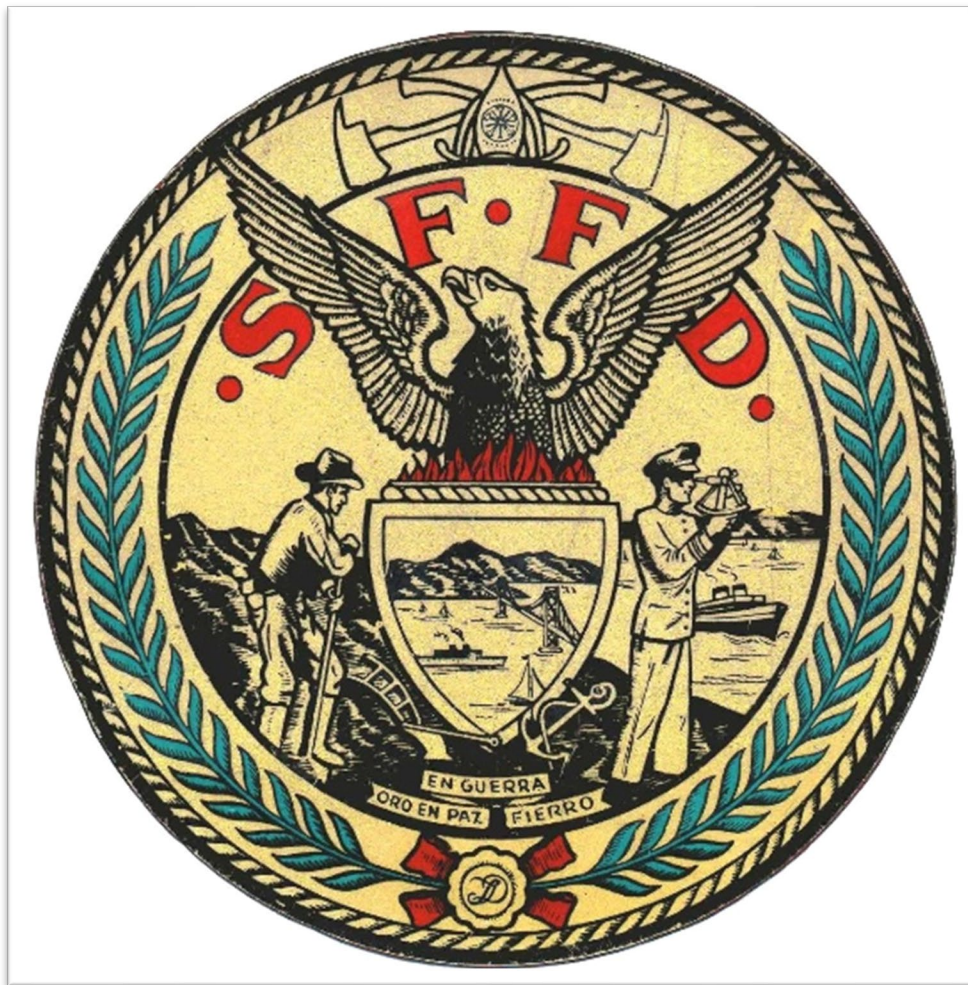
- **Annual TB and Hearing Screenings**
 - Coordinating and planning with a contracted vendor to conduct annual TB and audiometric (hearing) screenings, scheduled for April–May 2026
- **Health Fair Participation**
 - Participating in the SF Firefighters Local 798 2026 Health Fair
 - Collaborating with HSS to offer the “Know Your Numbers” campaign, providing on-site cardiovascular risk assessments to promote heart health awareness and prevention
- **Annual Flu Vaccination Program**
 - Continued provision of convenient access to seasonal flu vaccination.
 - Sustained information campaign to promote vaccination throughout flu season.
- **Annual Wellness Exam Program**
 - Ongoing efforts to increase participation and improve health outcomes.
 - Continued promotional strategies to raise awareness and engagement.
 - Coordinated with SFHSS to strengthen linkage to primary care and optimize member benefits.
- **Recruit Nutrition Program**
In collaboration with Health Service System and Kaiser
 - Pre-Physical Training Nutrition Talk
 - Pilot conducted January 22, 2025.

- Ongoing sessions delivered to each H2 Academy.
 - Post-Physical Training Nutrition Talk
 - Pilot webinar distributed July 2025.
 - Ongoing sessions delivered to each H2 Academy.
- Recruit Orientation
 - Delivered recurring presentations to Firefighter and EMS recruits, introducing Office of Employee Health services, wellness resources, and support pathways.
- Educational Materials & Clinical Guidance
 - Completed a comprehensive literature review on cancer risk and prevention in first responders.
 - Published and distributed the Cancer Prevention Guide to members.
 - Met with Specialist colleagues to review and discuss current evidence-based clinical practices on relevant health topics.
- General Order Revision – Injury and Illness Reporting and Treatment Procedures
 - Drafted revisions to improve clarity, align procedures with current workflows, and enhance member understanding.
- Physical Fitness and Training Support
 - Continued collaboration with Health Service System to provide strength and fitness classes at multiple fire stations
 - Pilot program initiated February 2026; ongoing evaluation and discussions regarding continuation or expansion.
- Electronic Health Records (EHR) System
 - Continued progress toward acquisition and implementation of a new EHR to improve documentation, care coordination, and data accessibility.
- Employee Health Newsletter
 - Continued publication featuring timely health updates, wellness resources, and evidence-based guidance.
 - January feature: *Cancer Awareness*, supporting Firefighter Cancer Awareness Month and highlighting risk-reduction strategies.
- Dive Medical Exam Program
 - Presented proposed Dive Medical Evaluation Program to establish baseline health and readiness standards for members participating in underwater operations.
 - Draft policy completed and currently under review.

Continuous Quality Improvement (CQI)

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

Research and Planning



Bureau of Planning and Research (Assignment Office)
Captain Matthew Balzarini
January/February 2026

List of recent activities in the Assignment office for January/February 2026

- Ongoing work with 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.
- Support of EMS and Homeland Security for staffing of resources for Super Bowl 60.
- 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 of the Wildland Season.
- Working with CD2, CD3 and the Mutual Aid Duty Office 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.
- Provided data from the fire portal for the monthly labor management meeting.
- Preparing an updated position list to meet the supply and demand for Station 49's vacancy.
- Preparing for movement of Vacation Relief personnel in May 2026

Investigative Services Bureau



***Investigative Services Bureau
Captain Colin Carter
January/February 2026***

Random Alcohol and Drug Testing Program

- The Random Alcohol and Drug Testing Program was compliant for the months of January & February. No positive tests recorded. Monthly checks of testing equipment & inventory completed for ISB 1&2, AP, D2, D3, and MD office.
- ISB equipment & supplies at sufficient levels. Sent in three breathalyzers to Intoximeter for required 2-year testing and recertification.
- 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

- Forty-two (42) 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).

Post Accident Investigations

- One (1) post-accident investigation was conducted in January & February. Three members tested (one truck / engine accident).

California Driver Licenses (CDL)

- Cpt Carter continued to monitor all dept. members' driver licenses via CA DMV Pull Notifications.
- ISB continued driver license audits. Added new employees into DMV system and removed employees no longer employed by SFFD.
- ISB office continued to update all members' licenses and DMV DL546 health questionnaire forms in HRMS. Ninety-nine (99) CDLs updated/renewed in January & February. 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. Sixty-nine (69) DL546 forms completed and verified with the DMV between 01/01/26 and 02/28/26.

Background Investigations

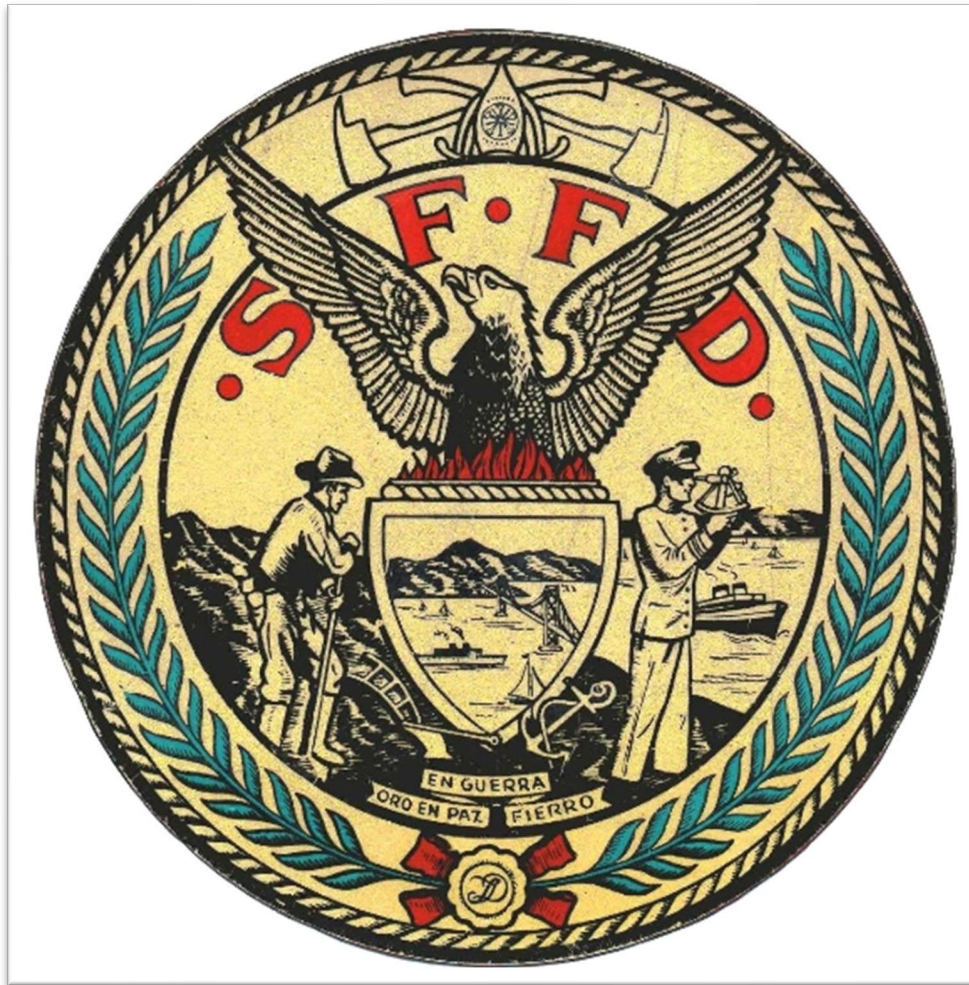
- ISB began and completed the next H3 L1 & L2 academy (29th/15th) background process (for academy start date 03/30/2026). DMV records and Investigative reports were acquired by ISB on these candidates, as well as in-depth investigations. Thirty-six (36) H3 candidates completed backgrounds.
- ISB began and completed an abbreviated background check on forty-five 45 prospective candidates for the SFFD Reserves. Six-month academy began late January, 2026. DMV records and investigative reports were acquired and reviewed. Results communicated to Commander Pena.

- ISB continued digitizing records of completed background classes to adequately store personnel records in a safe / secure place.
- Captains Pendergast, Carter, and Lieutenant Tibbits presented to City DHR on the Investigative Services Bureau Background Process on 1/31/26. This was a 2-hour long Teams presentation to DHR staff with Q&A explaining how the ISB background process works, including what the ISB expectations of job-seeking applicants are.
 - This information was made available to applicants through assistance from DHR in the form of drop-in hours at the library, and also Zoom sessions (remote).
 - This was the first time ISB had ever worked with HR, with the common goal of helping applicants get through the lengthy background paperwork process.
 - Feedback from DHR was very positive-numerous applicants utilized the sessions to receive assistance with the background packet.

Other Business

- Cpt. Carter attended ARFF training at Travis Air Force Base, ICS 400, the inaugural SFFD grant-writing workshop, two grant-writing webinars, the monthly PIO meeting at station 04, the inaugural Rad Screener workgroup meeting, and participated in Super Bowl 60 radiation monitoring / screening at the Moscone Center.
- Cpt Pendergast continued developing the HIPAA policy for the SFFD.

Support Services



*Support Services
ADC Michael Mullin
January/February 2026*

FACILITY MAINTENANCE & PLANNING

- A total of 271 requests for service were initiated, and 225 service orders were completed and closed out in January and February 2026.

PLUMBING

- 56 service calls were placed to resolve minor plumbing issues (faucet, toilet, urinal repairs; clogged sinks, shower drains) in the months of November and December. Twelve sewage backups were reported and resolved during this month (FS 7, 10, 12, 13, 19, 26, 28, 36, 44, HQ). Nine of those twelve sewage backups were handled in-house by our Department plumber Vic Dollosso.

HVAC/HEATING/BOILER

- **FS10:** Air Handling Units replacement. Estimate received and approved. **Waiting on Materials.**
- **FS 17:** Boiler replacement estimate is being revised by DPW Steamfitters for consideration. Status Update: Estimate was submitted to SFFD in March. SO# 2484755. ESER funds have been approved, and job is in planning stage. **Work has commenced**
- **FS 19:** ROOF REPLACEMENT: Job walk has been conducted. Waiting on estimate from DPW. Work should commence late spring/early summer 2026.
- **FS 35 (Old):** ROOF REFURBISHMENT: New elastomeric coating to be applied due to several leaks. Job walk conducted. Work to begin in January 2026. **Work Complete.**
- **FS 37:** RADIATORS It was discovered that 17 radiators need new valves to control on/off. Nine units do not work. Waiting for the proposal to change out all valves. The Drying Room Heater needs a 3-way valve and an outdoor air override that needs to be installed. Proposing two men to take nine days, plus \$3500 in parts. The heat is on in the Station and the new program settings are adequate to get through the winter. Work will need to be done when they are permitted to shut boiler down for a few days. Waiting for a formal quote to be sent to ADC Support Services to sign off. Deferred by SFFD, however DPW will be submitting a new estimate for the boiler work. Status Updates: Estimates for the controls work and radiator valves submitted to SFFD for approval. Work approved, awaiting materials. **Work Complete.**

ROOFING

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

CEMENT/ASPHALT

- **FS15: SIDEWALK REPAIR:** Sidewalk in front of apparatus doors to be repaired due to extensive cracking and uneven concrete. Estimate received and work approved. Work to commence in January 2026. **Work Complete.**
- **FS42: SIDEWALK REPAIR:** Sidewalk in front of apparatus doors to be repaired due to extensive cracking and uneven concrete. Estimate received and approved. Work to commence in January 2026. **Work Complete.**

EXHAUST EXTRACTORS

- For November/December 2026, there were eight stations that reported issues with their equipment. (FS 1, 8, 9, 14, 24, 32, 48, 51). Six have been repaired. Two received temporary repairs and are awaiting materials.

GLASS/WINDOWS/SCREENS

- No major glass/window/screens issues were reported.

CARPENTRY

- No major carpentry issues were reported.

ELECTRICAL

- No major electrical issues were reported.

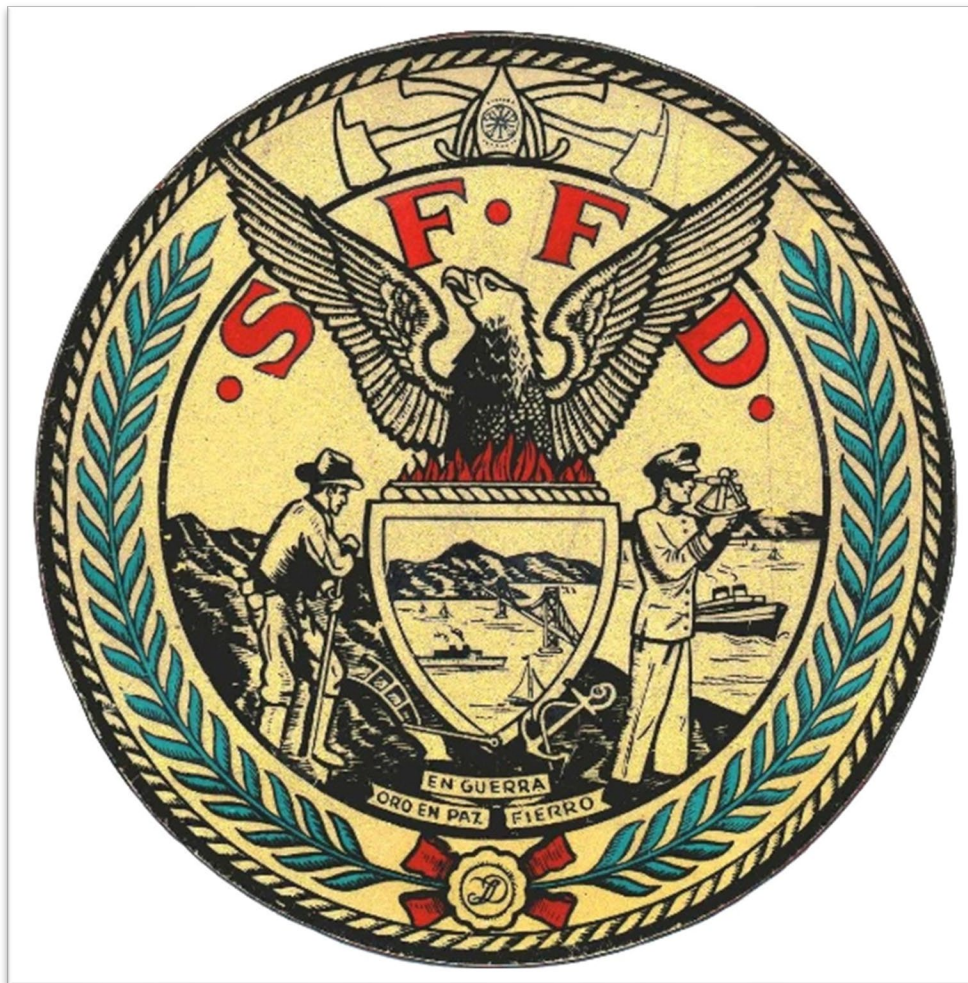
LANDSCAPING

- No major landscaping issues were reported.

BOE/FLEET MANAGEMENT (Captain Jason Watrous, SFFD)

- Supported Super Bowl activities
- Received two new Rescue Captain vehicles
- Traveled to OHIO for ambulance final inspections
- Provided flag display for Daly City PD funeral
- Issued new SCUBA equipment to both Rescue Squads
- Received new flat-bed tire truck for BOE

Earthquake Safety and Emergency Response (ESER) Bond



Earthquake Safety and Emergency Response (ESER) Bond
Assistant Deputy Chief Garreth Miller
January/February 2026

ESER Bond Planning

- The Budget and Finance Committee heard the ESER 2026 General Obligation Bond Ordinance
- The Board of Supervisors passed the ESER 2026 General Obligation Bond Ordinance
- The Mayor approved the ESER 2026 General Obligation Bond Ordinance
- SFFD attended the meeting of the Ballot Simplification Committee to contribute to the discussion of the ESER 2026 General Obligation Bond Ordinance

New SFFD Division of Training Development

- A reconciliation of the construction estimates based on the 95% Construction Documents was completed
- Value engineering, scope reductions and fund reallocations were completed allowing the project to proceed
- Legislation to provide for the vacation of streets, change of zoning and amendment of the bulk height limits was passed by the Board of Supervisors, approved by the Mayor and enacted
- Public Works reported that actual spending on the project increased from \$21,537,134 to \$23,555,665

Fire Station 7 Replacement

- Public Works Bureau of Architecture and Project Management personnel toured Fire Station 7 and Fire Station 5. Fire Station 7 is to be modeled on the design of Fire Station 5.
- Programming for the replacement of Fire Station 7 began.

Water Supply

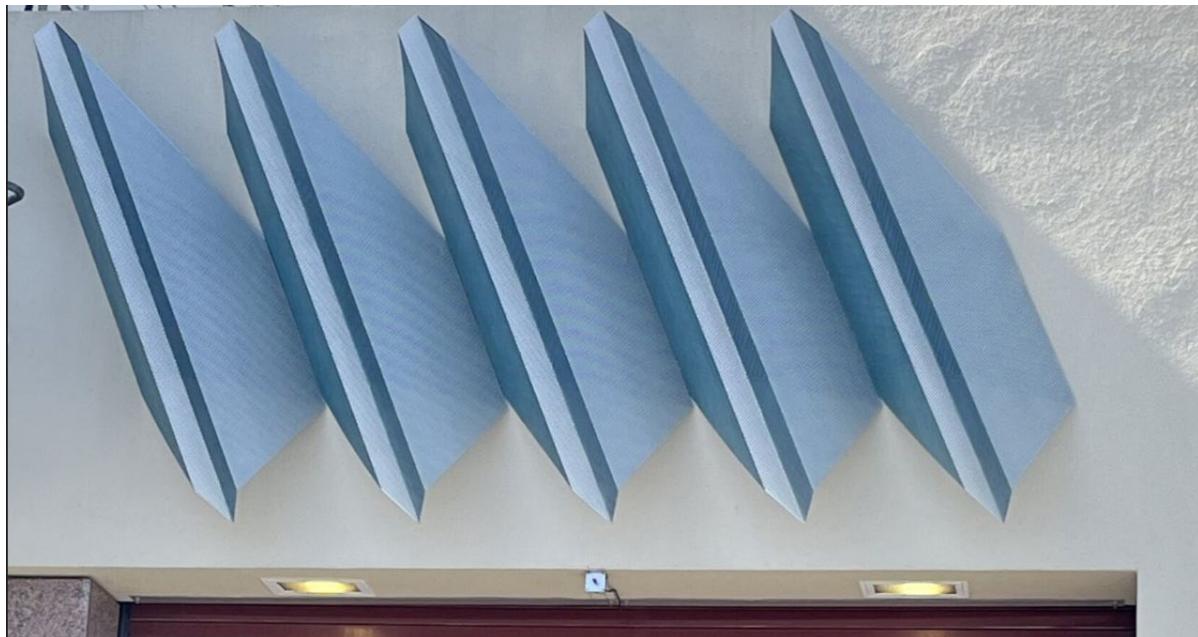
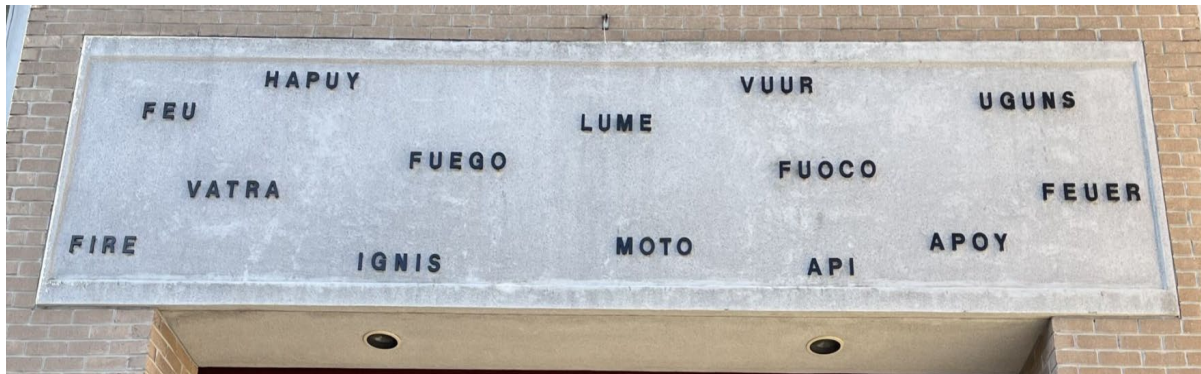
- SFFD and the SFPUC initiated planning for the 2026 exercises:
 - April 14, Fireboat Manifold – Fire Station 35
 - May 9, Portable Water Supply System – 44th Ave. & Santiago
 - July 18, Pump Station 1 Activation – SFFD HQ
 - October 13, Fireboat Manifold – Treasure Island
- The quarterly Technical Advisory Committee meeting for the Emergency Firefighting Water System (EFWS) included a report on flow demand for the system and an evaluation of pipe size
- Bi-annual Management Update for the Emergency Firefighting Water System took place in February

Network Modernization

- All nine fiber optic rings have been installed and the SFFD administrative functions have been migrated to the new network. The network is standardized and resilient. It is prepared for the deployment of the Motorola CAD, fire station alerting and VOIP telephone systems. This is a significant milestone with contributions from SFFD IT and ESER Staff, Department of Technology, Public Works and the Department of Emergency Management.

Neighborhood Fire Station Projects

- Fire Station 18 Generator Replacement – Construction commenced
- San Francisco Fire Arts Commission completed restoration of the public art at Fire Station 24 and Fire Station 44



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: Completed 100% design package, bid and award is expected March 2026.
 - Fort Mason: Completed draft Conceptual Engineering Report (CER)
 - 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) – Progressing 100% design.
 - Contract B selected revised route along Sloat Blvd to Sunset Blvd.
 - Contract C (Through Golden Gate Park and Richmond District) – Continued progressing the Conceptual Engineering Report (CER).
- Pumping Station No.2 (JOC) – Construction continued to install electrical enhancements via Job Order Contract (JOC). Construction is scheduled to be completed by end of June 2026 (delayed by PG&E inspection and witness testing schedule).
- 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. This also serves as a pilot project for the PEFWS Pipeline.

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 February 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 Enhancement:
 - The project is complete and is in financial close-out.



Observation Deck – Art Sculpture (Photo: 2/18/22)

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) - The consultant contract was executed in October 2025. Water testing at Fire Stations 17 and 31 are completed, reports are received. Water testing at Fire Station 24 is approximately 80% completed, the consultant requested access above the garage ceiling, this requires BBSR's assistance. BBSR price proposing is approved, we will coordinate scheduling of BBSR's work and proceed to complete water testing and investigative work by the consultant in February 2026.
 - Fire Station 2 will not be assessed per the direction of SFFD, Fire Station 37 will be assessed instead. Site visits and water testing dates at Fire Station 37 is TBD.

Miscellaneous:

FS35 Security Fence Enhancements, FS17 Boiler Replacement & FS 29 Apparatus Bay Door Replacement were requested as new projects by SFFD in August 2023. These are ranked as the highest priority (most urgent) projects after the Network Modernization project.

- **FS 35** – See Fireboat Station 35 description.
- **FS 17** – Boiler Replacement. Requested to reinitiate previously on hold, per SFFD 5/5/25 email. Demolition began in November 2025. BBSR crew was shifted by SFFD to another station from February to March 2026.
- **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 are underway for asbestos abatement & lead paint stabilization. The bids will inform the project budget for SFFD approval.

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

As of June 2025, all fire stations have been completed and inspected, excluding station 51 which is under the jurisdiction of The Presidio Trust who is requiring agreement modification with SFFD to allow the work to proceed. SFFD has been communicating with CAT for the Agreement modification. 9/18/25 SFFD advised DPW that The Presidio Trust will consider the building permit, submitted by DPW in January 2025, was issued by the Trust on 12/3/25. 2/11/26: The contractor completed rough inspection. DT to contact inspector for final inspection.

E.S.E.R. BOND 2020 NFS – Updates through February 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: Design (Construction Documents)

Schedule:

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

Highlights:

- After the 95% Construction Documents estimates were reconciled, the project was over budget by \$18.9M.

- \$10.4M worth of value engineering and scope cuts helped reduce the deficit to \$8.5M. Additional budget of \$8.5M was reallocated from other SFFD ESER 2014 and ESER 2020 projects to avoid deeper program cuts. This has increased the overall project budget from \$275M to \$283.5M.
- The legislation for the project (Street Vacations & Planning Code Map Amendments) was approved by the Board of Supervisors and signed by the Mayor on 1/23/26. The legislation then became effective on 2/23/26 (after the 30-day wait period) and Planning approved the Site Permits to advance.
- A Groundbreaking Ceremony has been scheduled for Thursday 4/16/26 at 10:00am.
- The construction mobilization will begin on Monday 4/27/26.

- Key Project Entitlements Timeline:
 - CEQA Addendum – COMPLETED 6/4/25
 - State Water Board – Positive feedback on site investigation report. More readings/testing to continue through June 2025. CONSTRUCTION CAN PROCEED
 - SF Public Utilities Commission MOU – COMPLETED 12/5/25
 - Planning Commission Approval for Planning Code Map Amendments (zoning & bulk/height changes) – COMPLETED/APPROVED 10/16/25
 - Legislation: Planning Code Map Amendments and Street Vacations – COMPLETED/APPROVED & EFFECTIVE 2/23/26
 - Building Permits – 5 Permit Packages have submitted to DBI:
 - Form 5 (Demolition & Grading): Accepted as Complete – **ISSUED/RECEIVED**
 - Volume 1 Site Permit (Overall Sitework): Accepted as Complete – Under Review
 - Volume 2 Site Permit (Bldg. A: Admin/Classroom): Accepted as Complete – Under Review
 - Volume 3 Site Permit (Bldgs. B1 & B2: Support): Accepted as Complete – Under Review
 - Volume 4 Site Permit (Bldgs. C1 – C: Training): Accepted as Complete – Under Review
 - Test Piles Over-The-Counter Permit: **ISSUED/RECEIVED**

Fire Station 7 Replacement (San Francisco Public Works)

Budget: Funding has been made available; awaiting transfer of Bond funds in September/October 2026

Phase: Planning

Schedule: TBD

Highlights: Preparing Environmental documentation for CEQA determination

P.H.S. BOND 2016 NFS – Updates through February 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) - Tony Abuyaghi – PM

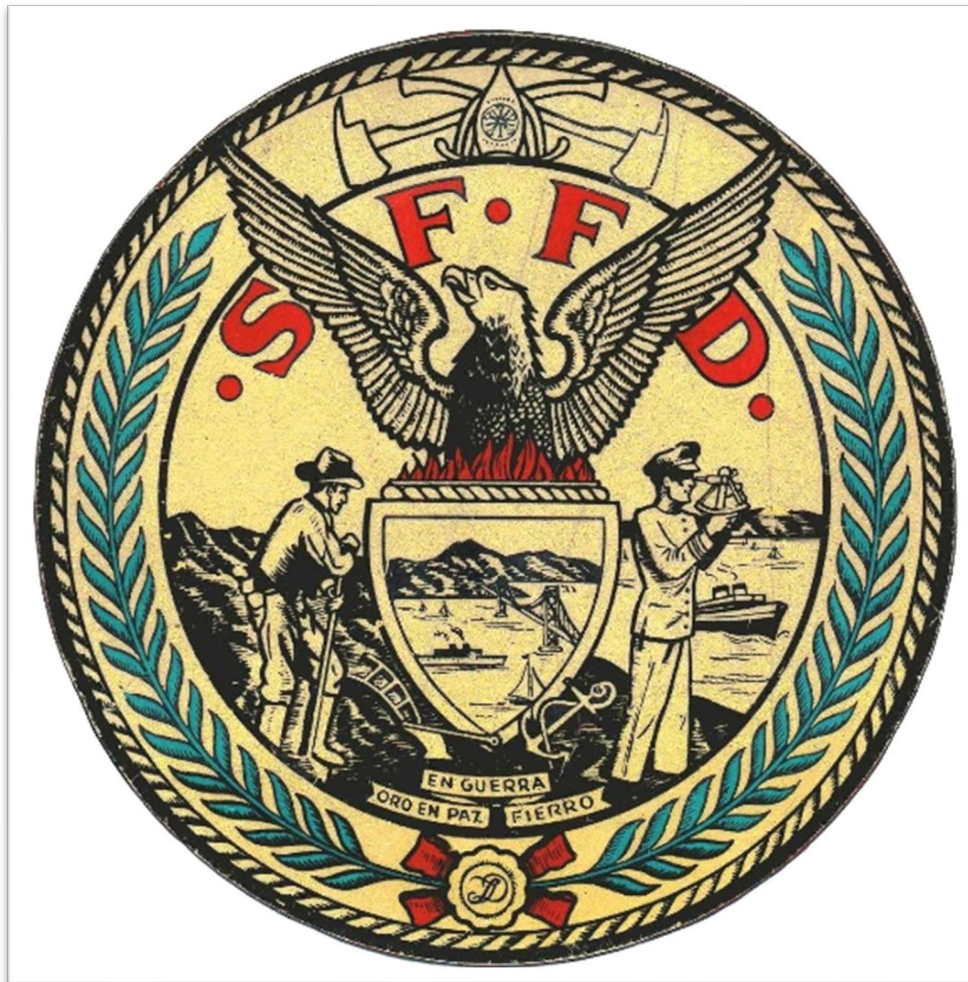
- 3/11/26 Updates:
 - For City-Wide MND to be finalized, the SCMs (Standard Construction Measures) that goes into the City-Wide MND must be approved by Director of Public Works. This approval is currently under review.
- 2/11/26 Updates:
 - No updates this month. Pending review and direction from RCR/SF Planning Department. Refer to Item 3.C below.
- 1/15/26 Updates:
 - SFFD confirmed redesign and proceed with transmittal to RCR/SF Planning. RCR submitted to SF Planning on 12/11/25.
 - SF Planning Update on 12/18/25: Planning has notified RCR that there is alternate path to approval, not requiring reconstruction of the hose tower. Mitigated measures will need to be implemented. These measures include documentation and providing records of the tower. These measures are to be determined.
 - Next steps: 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

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
January/February 2026

Employee Actions

Reporting the following PERMANENT PROBATIONARY appointment effective January 26, 2026:

H-2 Firefighter

Allen, Dwayne L (vice: William Campbell)
Alwan, Fares Y (vice: Chris McDonald)
Bradbury, Timothy C (vice: Kameron Richardson)
Burke, Colin T (vice: Danielle Rosenthal)
Byrne, Jack W (vice: ASO Authorized)
Chan, Evan (vice: James Naughton)
Coyne, Conor (vice: ASO Authorized)
Dillahunty, Lamalcolm A (vice: Antonio Custodio)
Dubuk, Nathaniel (vice: ASO Authorized)
English, Easton A (vice: Kenneth Mahon)
Fitzgerald, Michael A (vice: Jorge Morales)
Giannini, Michael A (vice: Paris Austin)
Green, Richard T (vice: Joshua Montero)
Hagan, Daniel E (vice: James Mogannam)
Hansen, Cole E (vice: Staycee Lee)
Heavey, Aidan J (vice: Wayland Gin)
Hechinger, Julian C (vice: Truc Nguyen)
Hill, Stephen R (vice: Kevin Day)
Holmes, Huntly H (vice: Joel Soto)
Jackson, Sincere A (vice: David Waters)
Johansson, Alexander V (vice: Todd Weddle)
King, Dominik R (vice: Jason Aldridge)
Luquin, Diego E (vice: Maribeth Jensen)
Lyles, Mikayla S (vice: John Flores)
Maguire, Colin R (vice: Francine Maiko Bristow)
McBryde, Kinsey M (vice: Joseph Sallady)
McCormack, Oisin J (vice: Gregory Young)
McNamara, Nicolas M (vice: Lainie Walling)
Moreno, Alexander A (vice: Diedre Gibson)
Morshead, Danielle R (vice: Calder Storm)
Odoms, Raeanthony (vice: Robert Muhammad)
Orozco, David Z (vice: Zachary Moreno)
Sagun, Rodrigo V (vice: Damian Orduna)
Silvestrich, Ethan E (vice: George Debrunner)
Tamura Miller, William M (vice: Kirk Forbes)
Tan, Jonathan (vice: Samuel Ho)

Tang, Michelle (vice: Rachel Marcic)
Taylor, Everett C (vice: Andre Johnson)
Watanabe, Kaiona M (vice: Jared Franklin)
Wayne, Aaron M (vice: Moisa Cueto)
Weber, Christopher R (vice: Erin Murphy)
Williams, Trenton F (vice: Ritchie Jong)
Yu, Tyler E (vice: Marc Anthony Robinson)
Gonzales, Daniel G (vice: Alejandra Reyes)

Reporting the following TEMPORARY EXEMPT (Prop F retiree) appointment effective February 2, 2025:

1844 Senior Management Assistant

Davis, Mark W (vice: Temp Fund)
Reporting the following PERMANENT PROBATIONARY appointment effective February 3, 2026:

H-33 EMS Captain

Mahoney, Sherry A (vice: Simon Pang)

H-30 Captain

DeJarlais, Julie C (vice: James Kotter)
Filkins, David R (vice: Stephen Cassidy)
Truppa, Jonathan A (vice: Robert Ramirez)

Reporting the following PERMANENT PROBATIONARY appointment effective January 31, 2026:

H-4 Inspector

Mendoza, Jennifer A (vice: Denise Bailey)

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

H-4 Inspector

Thompson, Gavin T (vice: Marcella McCormack)

Reporting the following PERMANENT PROBATIONARY appointment effective February 9, 2026:

7347 Plumber

Dollosso, Victor (vice: Dollosso's PEX position)

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

H-20 Lieutenant

Flaherty, Mario V (vice: Raymond Schnellker)
Jebe, David H (vice: Eric Storey)
Loh, Humphrey (vice: Joseph Del Grande)
Melton Jr., David W (vice: Sean Bonetti)
Porter, Craig (vice: Stephen Maguire)

Reporting the following PERMANENT PROBATIONARY appointment effective March 15, 2026:

H-20 Lieutenant

Wilson, Ariana R (vice: Brian Kane)
Clark Jr., Andrew J (vice: John Lopes)

H-24 Lieutenant, FI

Rensi, Anna P (vice: Laura Kelly)
Gutierrez, Richard M (vice: Edward Labrado)

Reporting the following PERMANENT (Reinstatement) appointment effective March 28, 2026:

H-2 Firefighter

Perkins, Jamin (vice: Brian Coman)

Retirements

Name	Rank	Retirement Date
Amdahl, Jeffrey C	H120	March 14, 2026
Barry, Michael	H30	February 6, 2026
Castain, Michael S	H30	March 14, 2026
Davis, Mark W	1844	January 17, 2026
Fong, Roger	H2	January 3, 2026
Hardeman, Mark A	H20	January 26, 2026
Jardine, Ashley S	H3	March 1, 2026
McGoldrick, Jamie N	H2	January 14, 2026
Spaelti, Natalia S	H10	January 17, 2026

Human Resources
Lucy Chu
January/February 2026

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

Rank and Title	Number of Members	Total Leave days
H30 Captain	1	1
H20 Lieutenant	6	48
H10 Incident Sup Spec	1	4
H3 EMT/PM/FF PM	15	74
H2 Firefighter	10	61
Grand Total	33	188

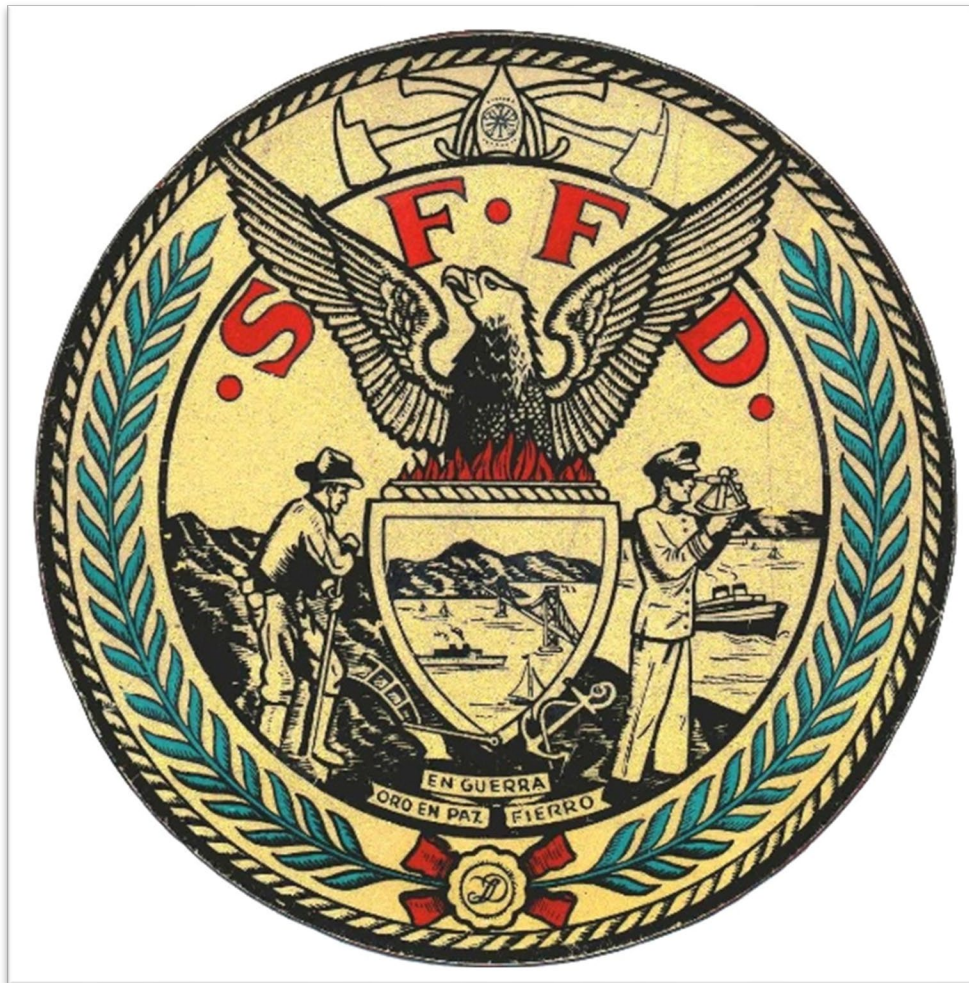
Intermittent Leaves with Pay: Table listing members with intermittent paid leave requests between January and March 2026, including leave periods.

Rank and Title	Number of Members	Leave Period
Chief Officer	2	01/13/26 – 02/04/27
H33 EMS Captain	2	12/02/25 - 08/28/26
H30 Captain	1	03/20/26 - 03/20/27
H22 BFP Lieutenant	1	01/01/26 - 12/31/26
H20 Lieutenant	4	12/04/25 - 02/05/27
H4 Inspector	2	01/07/26 - 01/28/27
H3 EMT/PM/FF PM	12	12/15/25 - 04/28/27
H2 Firefighter	17	09/23/25 - 04/23/27
Civilian Staff	1	01/01/26 - 01/01/27

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

Rank and Title	Number of Members	Total Leave Days
H3 EMT/PM/FF PM	1	7
H2 Firefighter	1	1
Grand Total	2	8

Public Information Office



Public Information Officer
Captain Jonathan Baxter, Lieutenant Mariano Elias,
Rescue Captain Samuel Menchaca
January/February 2026

INCIDENTS	INTERVIEWS	EVENTS/OUTREACH
148	59	364

Operations

- Super Bowl 2026 events went off successfully with strong coordination and positive public engagement.
- The department featured a recruit who is a former NFL Super Bowl champion, generating strong community interest and engagement.
- PIO2 remained in-service and assisted with operations during the operational period. Relief members gained valuable experience in the EOC and managing departmental incidents.
- The PIO unit worked with allied agencies to ensure consistent messaging and expanded recognition of Black History Month initiatives.
- PIO Filiss assisted with a Community Paramedicine feature regarding substance use disorder, delivering transparent messaging highlighting the division's daily impact.

Equipment:

- A new TV has been delivered and installed for media monitoring.
- A support ticket has been created due to HOTEL TV restrictions (volume/inputs disabled).
- One RODE microphone shipped for warranty assessment and repair.
- Awaiting status on professional iPhone rig setups.
- Axon body camera experiencing intermittent upload delays; alternatives under evaluation.
- Adobe licenses expired; IT ticket submitted. Canva is under evaluation.
- Personally assigned cell phones are being updated by MIS.

Technology:

- HRMS tracking improvements are in progress for PIO accomplishments and relief officer identification.
- Members are reminded to use the PUBLIC EDUCATION tab in HRMS for outreach documentation.
- Update requested on digital San Francisco Chronicle subscription.
- Additional training and updated technology are requested to maintain AFN/DAIS compliance.

Training and Education

Members continue professional development to enhance service delivery.

- **Baxter:** Ethics, Constitutional Law, First Amendment, AI Procedures, AFN/DAIS, HIPAA, PALS.
- **Elias:** LISTOS Instructor, Wildland Refresher, Pack Test Proctor.
- **Menchaca:** EMT Go Kit Training, Manual Reviews, PALS Teaching.
- **Sukai:** Target Solutions.
- **Smith:** Target Solutions.
- **Schorr:** Target Solutions.
- **Ayers:** Target Solutions.
- **Kuzma:** PALS Recertification, Airport Drill, H33 SME.
- **Filiss:** ICS 400, PALS Recertification, All Hazards Liaison Officer.
- **Carter:** Fire Service Grants Webinar, ICS 400, Procurement Under Grants.
- **Bovo:** Off this month due to injury.

January 2026 Targeted Outreach

1. BART Safety
2. Beach Hazards Repost
3. Black History Month - SFFD
4. National Burn Awareness Week
5. Kaiser Cancer for firefighters screening
6. Super Bowl 60
7. High Surf Advisory
8. SB60 Safety windows/rooftop
9. High Surf Advisory
10. SB60 Pet Safety
11. Beach Hazards, surfboard/kayak ID if missing
12. SB60 event safety
13. Beach Safety KCBS interview
14. Beach Safety
15. Cliff and Coast safety
16. SB60 safety tips
17. EOC awareness
18. Surf safety
19. SB60 Safety
20. Coastal Safety
21. SF MTA Detours
22. PFAS in firefighters
23. Cooking safety
24. candle safety
25. Disaster Preparedness Checklist
26. Unattended cooking safety
27. Valentine's Day
28. DEM storm-related info

- 29. Weather Warning – Rain possible, Flooding
- 30. Presidents Day
- 31. Storm Safety Tips
- 32. High Surf Advisory
- 33. National Battery Day/ Lithium Ion Battery Safety
- 34. Storm Safety
- 35. Weather Safety
- 36. Castañeda Kids Foundation 2026 Medical Mission video and post
- 37. Storm Safety CalOES
- 38. Storm Safety CalFire
- 39. Storm Safety
- 40. NFPA building inspections
- 41. NFPA Carbon Monoxide Detectors
- 42. Fog Advisory
- 43. Employee Highlights
- 44. Recruitment

Notable Content February 2026

Social media Featured Article: SB60 Hometown coach - Mayor Lurie. "This was created while one of our relief PIO's was working in the field and came across the Mayor. The Mayor's media team okayed the post and great reception was noted" - 32K views for a still post

PIO Responses

Table 1 – February 2026 PIO Incident Response Summary (Accessible Table)

Incident Type	Total Responses
Working Fires	12
MCI	16
Technical Rescues	6
Special Call / High Profile	14

Alt Text: This table displays February 2026 PIO incident response totals by category, including Working Fires, MCI, Technical Rescues, and Special Calls.

Social Media

- Working Fire Post – 202K views
- SB60 Pup Rescue – 129K views
- SB60 Recruit Feature – 106K views
- Mayor Feature Post – 32K views

February 2026 Top Instagram content

The image displays three Instagram post thumbnails side-by-side. Each thumbnail includes a video preview, a play button icon, and social media sharing icons for Facebook and Instagram.

- Post 1:** A street scene with 'TAXI' painted on the road. Title: "Your reel". Date: "Mon Feb 2, 10:31pm". Views: 202.5K, Likes: 2.9K, Comments: 150, Shares: 1.1K.
- Post 2:** A boat on water with 'SUPERBOWL' text overlaid. Title: "The @NFL has the Super Bowl today, an...". Date: "Sun Feb 8, 4:00pm". Views: 129.7K, Likes: 3.1K, Comments: 186, Shares: 948.
- Post 3:** A black background with white text: "Academy 137 - Recruit 01". Title: "Former NFL tight end and Super Bowl...". Date: "Thu Feb 5, 5:53pm". Views: 106.5K, Likes: 2.5K, Comments: 52, Shares: 1.1K.

07/11 Fire-202K

SB60 Pup Rescue-129K

SB60 Recruit 01-106K

Critical Mention Analytics

Metrics developed using proprietary analytics	
Total TV International Audience:	1.08 million
Total Local TV Audience:	836 thousand
Total Radio Audience:	11.1 million
Total Online News Audience:	5.28 billion