Fiscal Year 2025-26 and 2026-27 Budget Overview

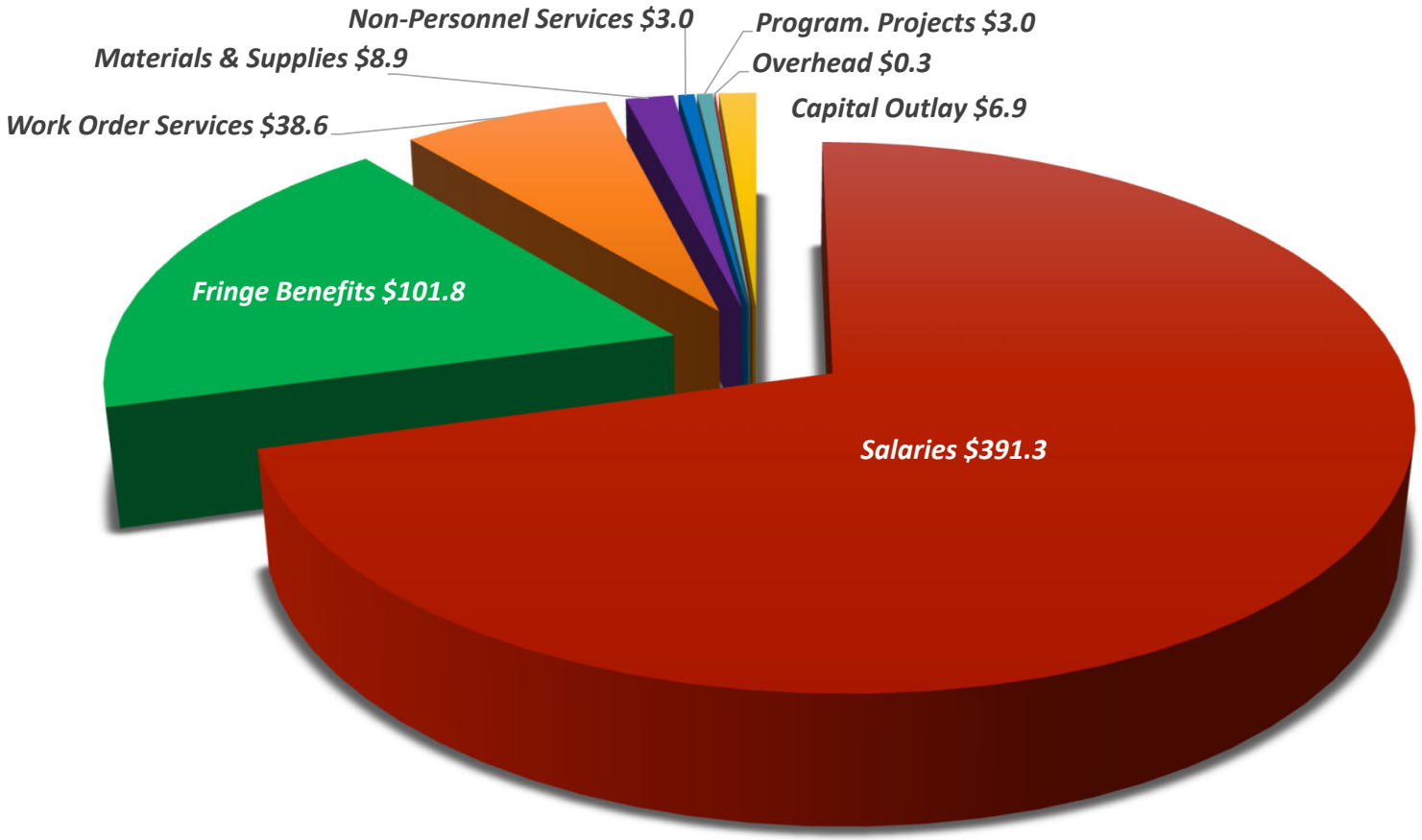
San Francisco Fire Department

Budget & Finance Committee – June 13, 2025

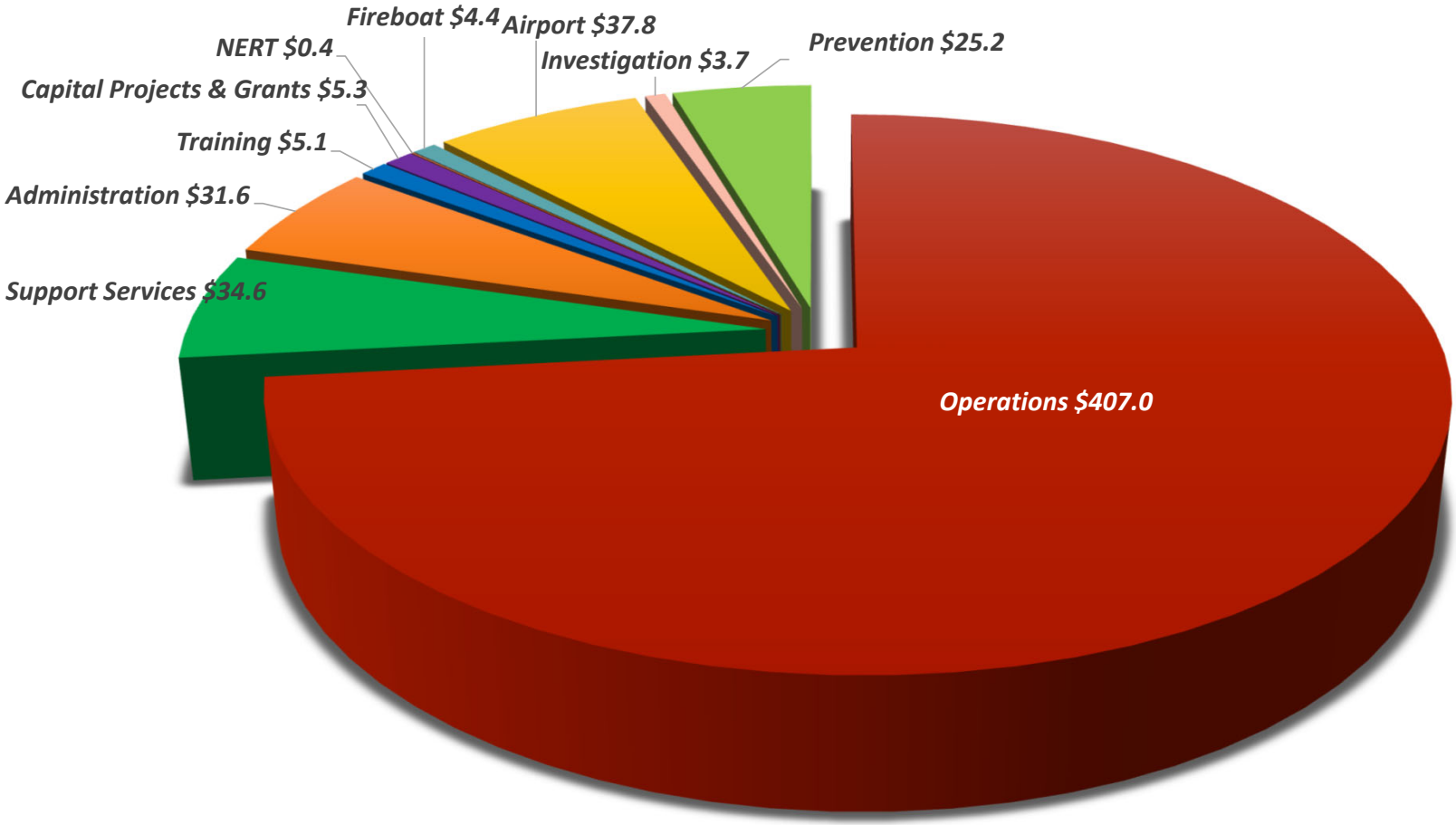
Mission and Objectives

- The mission of the San Francisco Fire Department is to protect the lives and property of the people of San Francisco and its visitors from fires, natural disasters, accidents, hazardous materials incidents, and other causes requiring a rapid and skilled response by land or water; serve the needs of its most vulnerable residents through community paramedicine, and save lives and reduce suffering by providing emergency medical services; prevent harm through prevention services and education programs; and to provide a work environment that is free from harassment and discrimination and values health and wellness.

SFFD FY25-26 Budget Expenditures by Type ($M)



SFFD FY25-26 Budget Expenditures by Division ($M)



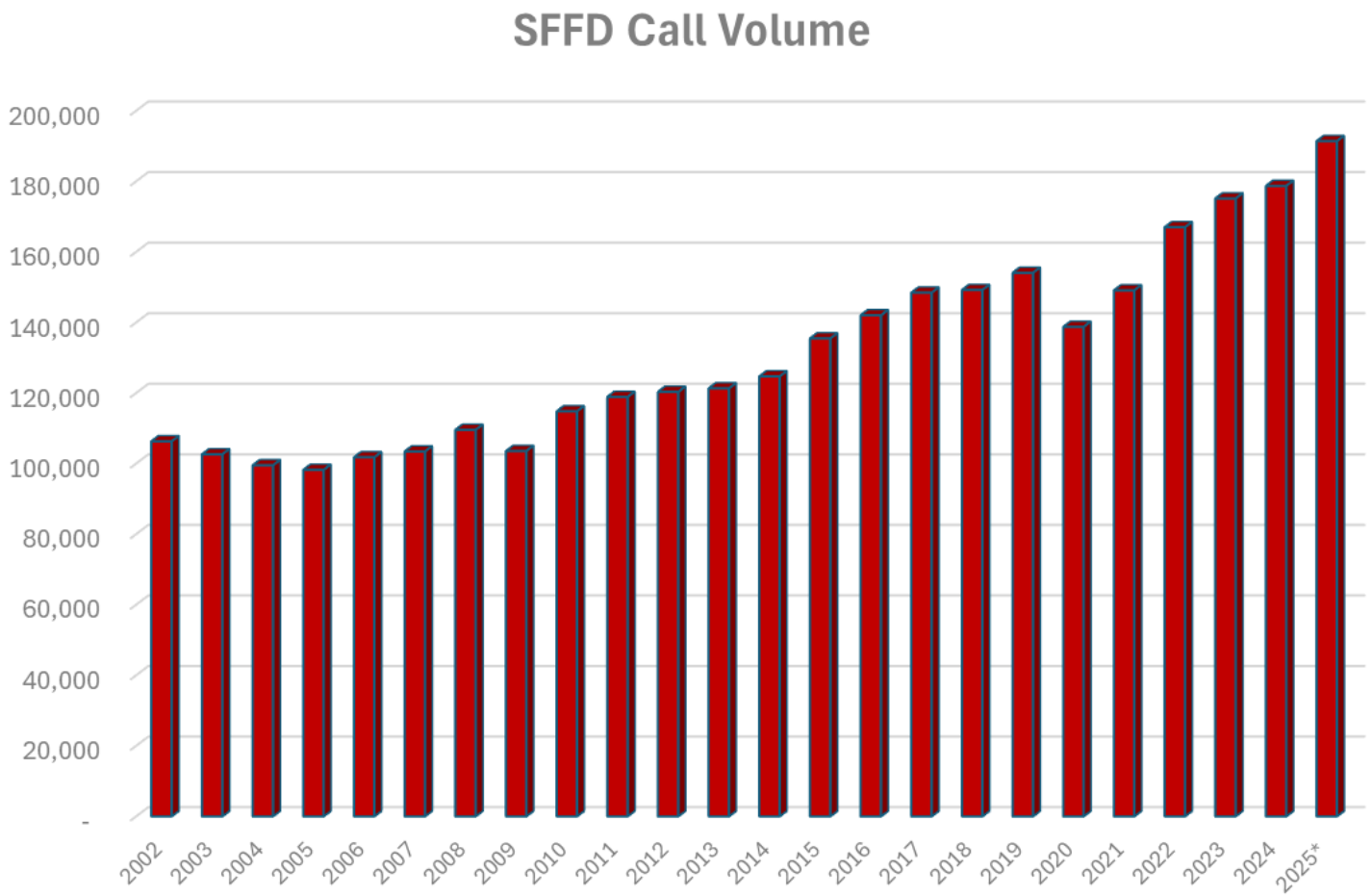
Measuring Performance

- Key operational metrics tracked by the Fire Department are response times and call volume

- Response time equity is a priority for the Department, in addition to meeting mandated response times regulated by the State and local agencies.

- Response times are closely related to call volume which is at the highest level in the Department's history after a temporary dip during the pandemic

SFFD Total Calls For Emergency Services

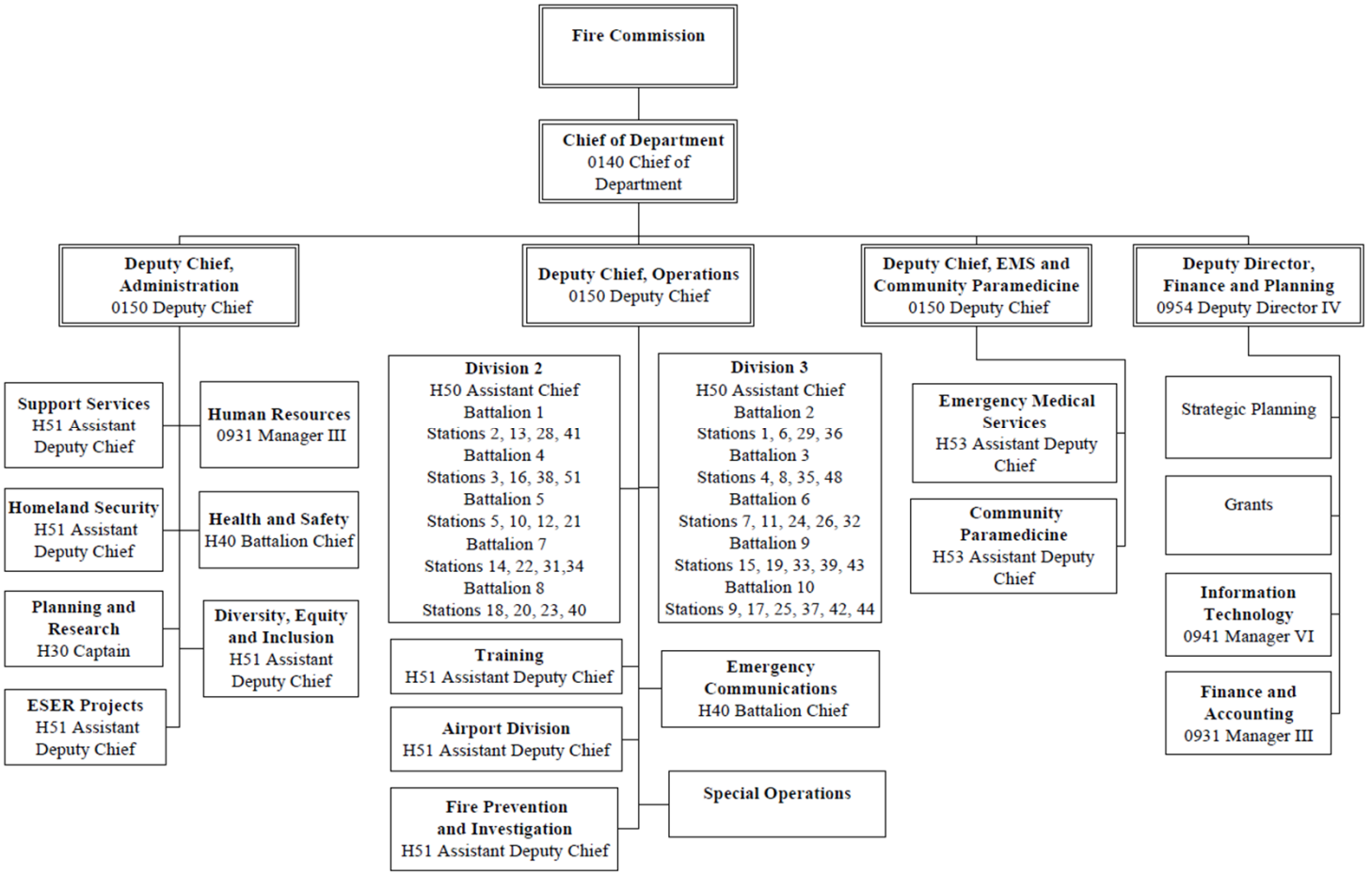


- SFFD call volume has increased by 24% since pre-COVID levels
- 2025 is projected to be highest call volume in the Department's history

Departmental Budget Overview

- No reduction to front-line emergency services proposed over the two fiscal years of the budget
- Increased EMS revenues contribute to budget reduction goals
- Academy hiring programs shall offset retirements
- Department is working within existing resources to support City initiatives
- Limited funding available to support any infrastructure concerns (fleet/equipment, capital facilities)

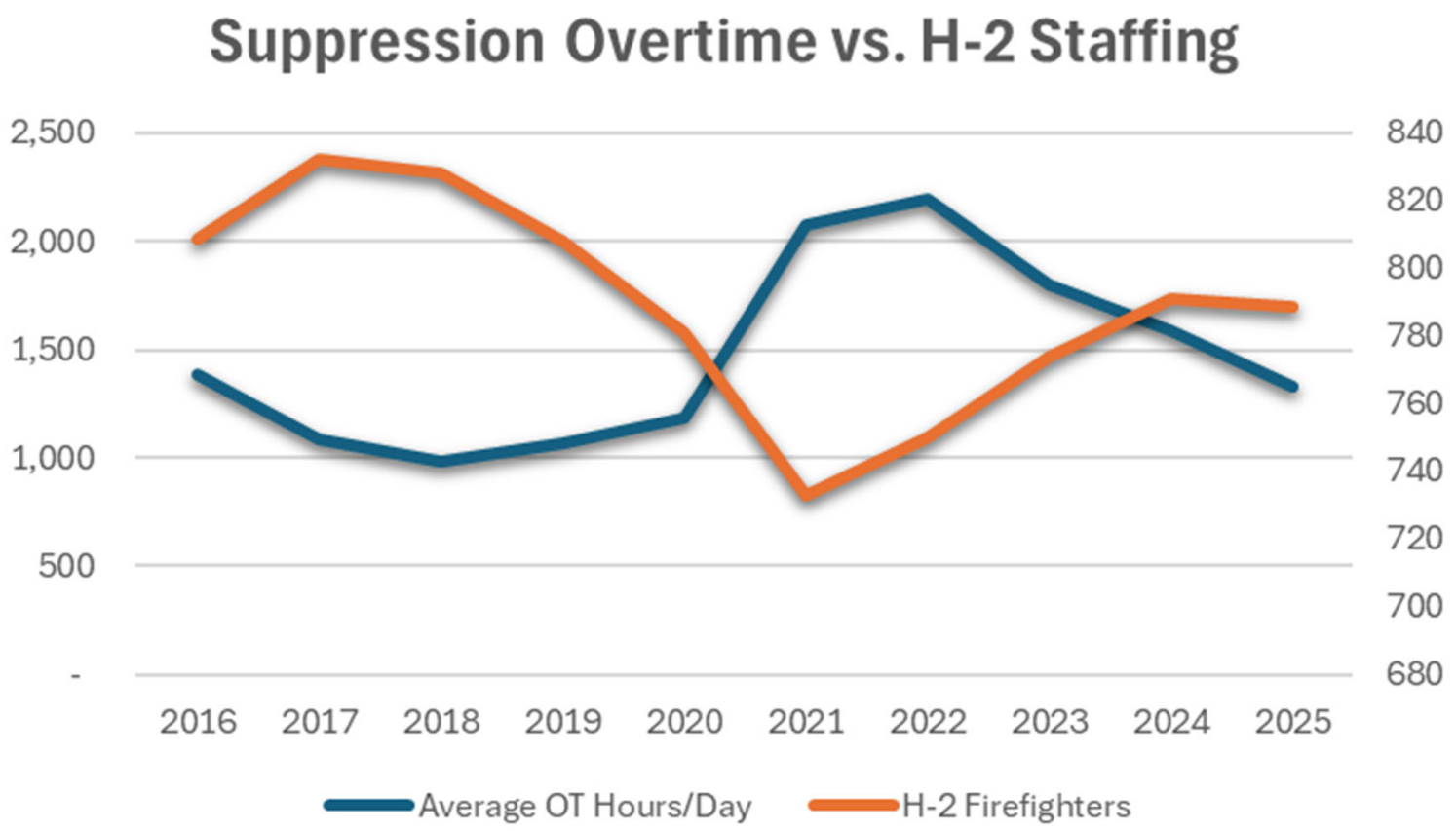
Organizational Chart



Department Staffing

- The Department is addressing staffing issues stemming from lack of hiring and loss of personnel during the initial stages of the pandemic
- The proposed budget continues those efforts, providing for two H-2 Firefighter academies each fiscal year along with H-3 EMTs/Paramedics classes to maintain approved EMS and Community Paramedicine staffing levels
- These new hires will address projected upcoming retirements as well as make progress to net new staff in the Department

SFFD Firefighter Staffing/Overtime Levels



Vacant Positions

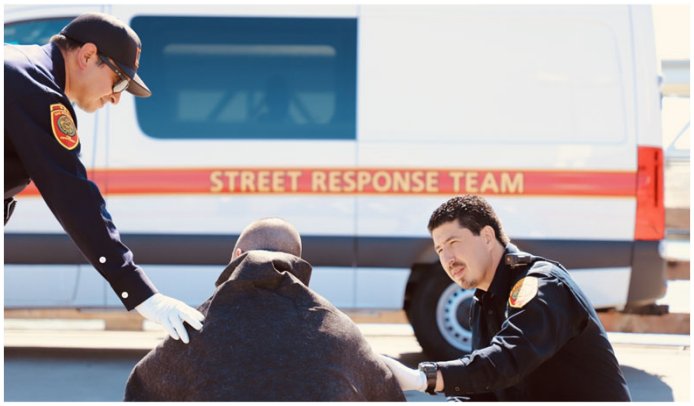
- The Department currently has four on-budget vacant civilian positions that it is in the process of filling:
    - 1042 IS Engineer Journey (2) – Delayed due to Hiring Freeze; Recruitment contract in process; Backfilling separations
    - 1936 Senior Storekeeper – Delayed due to Hiring Freeze; Looking to TX downward; Backfilling separation
    - 1942 Materials Coordinator – Backfilling separation; Reviewing eligible list
- Uniform vacancies occur with retirements on an on-going basis, but are generally replaced quickly with backfills as the Department fills internally from within

SFFD Budget Reductions

- While the Department was able to maintain front-line levels of emergency response staffing as part of the budget submittal, the Department reduced resources for both its Quick Response Vehicles as well as its EMS-6 Division
- Incorporated into the proposed budget is the deletion of six positions in the Department's civilian ranks
- As a result of some State legislative changes related to supplemental revenues for EMS calls, the Department was able to propose in the budget an increase of approximately $6 million as additional revenue

SFFD Street Team Operations

- The Fire Department is an important partner in the City's street team efforts, including the new coordinated street response program
- The Department's Street Overdose Response Team is being absorbed into the **Street Crisis Response Team**
- The Department is reallocating existing resources to support the **neighborhood response teams**, including Rescue Captains assigned to each neighborhood team



SFFD Reinvestment Initiatives

- The SFFD has partnered with the Mayor's Office, Board of Supervisors, and OEWD on the extremely successful CityEMT program
- This program provides a diverse pool of candidates an opportunity to learn health care and public safety skills and become a registered EMT
- The Department has taken on approximately 75 CityEMT graduates as 9910 interns, and has hired **34** CityEMT graduates as full-time Fire Department employees as Firefighters or EMTs/Paramedics

SFFD Fleet & Apparatus

- Department priority is to update its aged apparatus fleet for day-to-day operations and in preparation for a large-scale disaster
- Department is allocated $3.0 mi in budget for apparatus replacement; an engine is $1.5m and a truck $2.4m
- Recent legislation to waive behested requirements for apparatus approved; expedite procurement legislation still awaiting BOS approval

Questions/Discussion