Security Update

ZSFG JCC

January 26, 2026

SF HEALTH NETWORK
SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH

San Francisco Department
of Public Health

Remembering Alberto Rangel

On Thursday, December 4, 2026, the ZSFG/UCSF community suffered the devastating loss of a colleague, and friend to many.
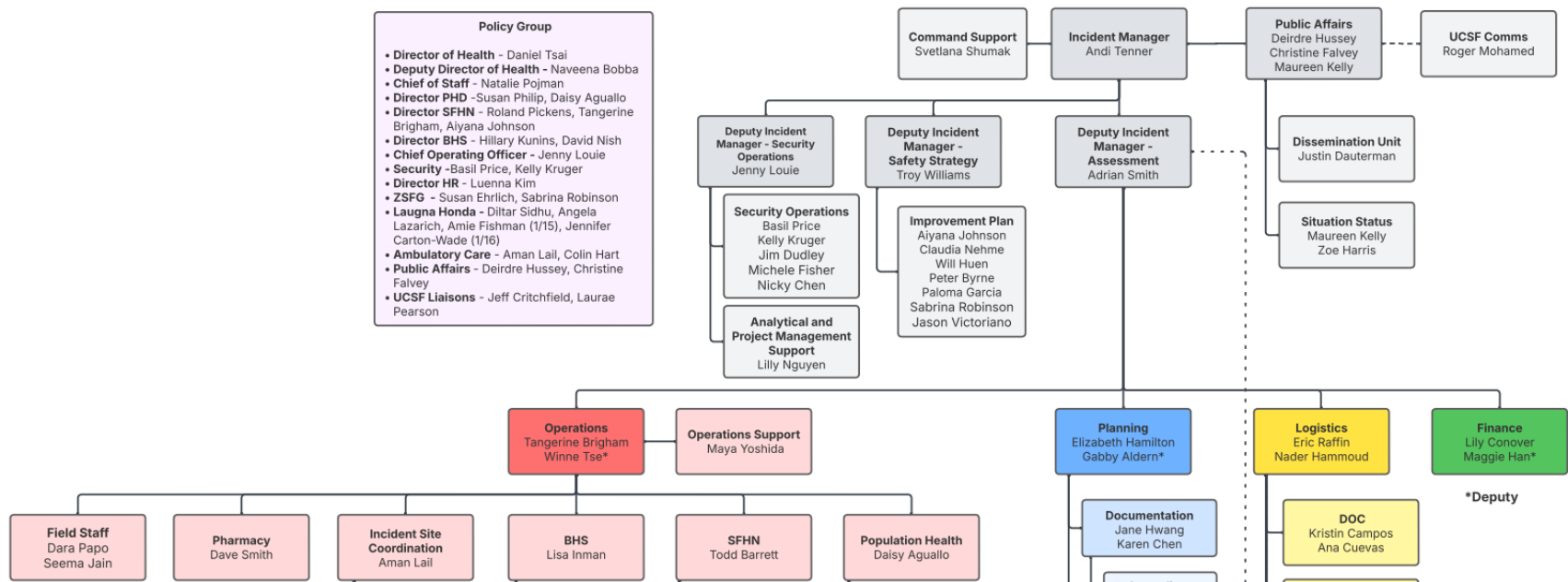
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Response - IMT

INCIDENT MANAGEMENT TEAM

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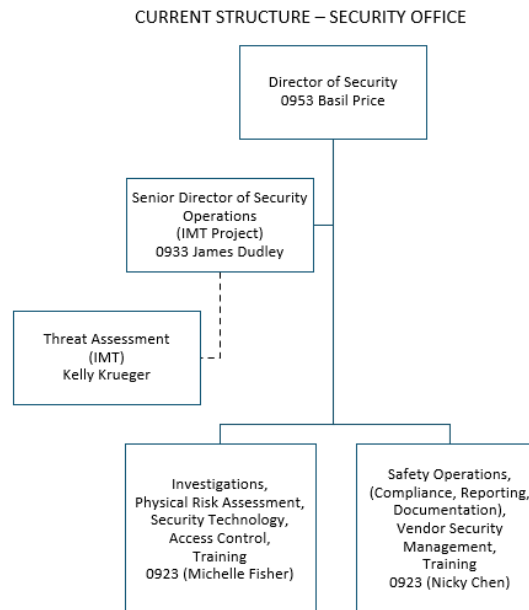
Threat Management Team

Enhancing the Security Operations team to create a DPH Wide process

Security Ops Team ORG CHART

CURRENT STRUCTURE – SECURITY OFFICE

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Threat Management Team

DPH Wide process to address

- Immediate Threats **EMERGENCIES**

- Non-Immediate Needs **SAFETY CONCERN**

⚠ **EMERGENCY**
Immediate Danger. Law Enforcement Needed Now.

- I feel unsafe
- Someone is hurt or about to be
- There is a weapon or threat of harm
- I need law enforcement right now

What you do:

➤ Protect yourself first (run, hide, fight)

➤ Call the Emergency Line right away:

All ZSFG & LHH Campus Buildings:
628-206-4911 or **64911**

Off-campus locations and field staff: **911**

Jail Health staff working inside the jail:
Contact SFSO

➤ Let your supervisor know as soon as you are safe. Your supervisor will coordinate with the Threat Management Team.

🛡 **SAFETY CONCERN**
Concerning behavior. Important but not immediate.

- Situation can escalate without help
- Not dangerous right now, but could be
- Follow-up and awareness is needed
- I need support but can wait 30 minutes

What you do:

➤ Avoid unnecessary contact

➤ Contact the Threat Management Team: **628-271-7720**

➤ If no response in 30 minutes, call Emergency Line or 911

➤ Let your supervisor know as soon as possible. Your supervisor will coordinate with the Threat Management Team.

- Desktop Computer Icons
- Development of Badge Buddies
- Additional Training of Staff

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Campus Improvements

- Building 80/90 Single Point of Entry (with additional ADA access)
  - Weapons detection system*
  - Lockers and Navigators at entrance

Building Off Existing ZSFG Strategic Priority

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Campus Improvements

- Enhanced security campus wide
  - Expansion of role of Marina Security*
  - Increased presence in ED Ambulance Bay
  - Increased presence in parking garage

- Physical Plant improvements
  - Lighting Improvements*
  - Call Boxes

*Building Off Existing ZSFG Strategic Priority

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Campus Improvements

- Policy Review*
  - DPH Wide Policy for TMT
  - ZSFG Policy Review

- Data Dashboard*
  - ZSFG Project Phoenix
  - DPH Security Ops Dashboard

- EHR FYI Flag Work/Risk Assessment*

Building Off Existing ZSFG Strategic Priority

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Staff Support & Engagement

- Staff Support
  - Collaboration between DPH/UCSF
  - Individual support
  - Group support
  - Healing spaces
- Staff Engagement
  - Town Halls
  - Staff Debriefs
  - Staff feedback email

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Investigation

- IMT Process (After Action Analysis)
- Regulatory Investigations
  - CalOSHA
  - CDPH
  - The Joint Commission
  - ZSFG Root Cause Analysis (Sentinel Event)
- Criminal Investigation (*SFPD)
  - CAT advising to ensure our investigations and communications do not prejudice this
- External Security Assessment
  - RFP In Process

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Questions

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