



CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

CIVIL SERVICE COMMISSION REPORT TRANSMITTAL (FORM 22)

Refer to Civil Service Commission Procedure for Staff - Submission of
Written Reports for Instructions on Completing and Processing this Form

1. Civil Service Commission Register Numbers: **n/a**
2. For Civil Service Commission Meeting of: **August 17, 2026**
3. Check One:
Ratification Agenda ☐
Consent Agenda ☒
Regular Agenda ☐
Human Resources Director's Report ☐
4. Subject: **Annual Report on Certification of Eligibles – Entry and Promotion – Uniformed Ranks of Fire, Police, and Sheriff**
5. Recommendation: **Adopt the report.**
6. Report prepared by: **Jen Lo** Telephone number: **628.652.0724**
7. Notifications: **(Attach a list of the person(s) to be notified in the format described in IV. Commission Report Format-A).**
8. Reviewed and approved for Civil Service Commission Agenda:

Human Resources Director:  Anna Biasbas on behalf of Carol Isen

Date: 07.30.2026
9. Submit the original time-stamped copy of this form and person(s) to be notified (see Item 7 above) along with the required copies of the report to:

**Executive Officer
Civil Service Commission
25 Van Ness Avenue, Suite 720
San Francisco, CA 94102**

10. Receipt-stamp this form in the ACSC RECEIPT STAMP box to the right using the time-stamp in the CSC Office.

Attachment

CSC RECEIPT STAMP

NOTIFICATIONS

Fire Chief Dean Crispen
San Francisco Fire Department
698 Second Street, 2nd Floor
San Francisco, CA 94107-2015
Dean.Crispen@sfgov.org

Chief of Police Derrick Lew
San Francisco Police Department
1245 3rd Street, 6th Floor
San Francisco, CA 94158
Derrick.Lew@sfgov.org

Sheriff Paul Miyamoto
San Francisco Sheriff's Department
1 Carlton B. Goodlett Place, City Hall, Room 456
San Francisco, CA 94102
Paul.Miyamoto@sfgov.org

Carol Isen, Human Resources Director
Department of Human Resources
1 South Van Ness Avenue, 4th Floor
San Francisco, CA 94103-5413
Carol.Isen@sfgov.org

Kate Howard
Managing Deputy Director
Department of Human Resources
1 South Van Ness Avenue, 4th Floor
San Francisco, CA 94103-5413
Kate.Howard@sfgov.org

Anna Biasbas
Director, Employment Services
Department of Human Resources
1 South Van Ness Avenue, 4th Floor
San Francisco, CA 94103-5413
Anna.Biasbas@sfgov.org

Lisa Pigula
Assistant Director, Employment Services
Department of Human Resources
1 South Van Ness Avenue, 4th Floor
San Francisco, CA 94103-5413
Lisa.Pigula@sfgov.org

Jen Lo, Manager
Public Safety Team Manager
Department of Human Resources
1 South Van Ness Avenue, 4th Floor
San Francisco, CA 94103-5413
Jen.Lo@sfgov.org



DATE: August 6, 2026

TO: The Honorable Civil Service Commission

THROUGH: Carol Isen
Human Resources Director

Anna Biasbas
Director, Employment Services

FROM: Jen Lo
Manager, Public Safety Team

Lisa Pigula
Assistant Director, Employment Services

SUBJECT: Annual Report on the Certification of Eligibles - Entry and Promotion - Uniformed Ranks of Fire, Police, and Sheriff

Executive Summary

This report summarizes exam and hiring activities as well as separations for the San Francisco Fire and Police Departments, and the Sheriff's Office from July 1, 2025, through June 30, 2026. The report highlights the work of the Department of Human Resources' (DHR) Public Safety Team in establishing eligible lists and collaborating with Fire, Police and Sheriff who are all facing the continuing challenge of hiring a diverse group of members in sufficient numbers to address attrition.

Background

This report originated as two separate reports to comply with Civil Service [CSC] rules 213.2.1 and 313.2.1 in reporting on certifications, etc., for Police and Fire, respectively. The report was combined into one document for efficiency, then expanded to include the Sheriff's Office when responsibility for that function was transferred to the Public Safety Team. Some selection processes are discussed in consecutive annual reports because those processes occur across fiscal years.

FY 2025-26 Public Safety Appointments and Separations

New hires, promotion and separations in the three entities during the past fiscal year were as follows:

	Job Title	Class	# Appointments	# Separations
	Firefighter	H002	82	61
	Emerg. Med. Tech. [EMT]	H003 Lvl 1	32	25
	Paramedic	H003 Lvl 2	15	22
	Firefighter Paramedic	H003 Lvl 3	12	15
	Inspector, Prevention	H004	13	8
	Investigator, Investigation	H006	1	3
	Lieutenant, Suppression	H020	24	35
	Lieutenant, Prevention	H022	3	5
	Lieutenant, Investigation	H024	2	2
	Captain, Suppression	H030	16	16
	Captain, Prevention & Investigation	H032	0	1
	Captain, EMS	H033	5	2
	Battalion Chief	H040	6	3
	Assistant Deputy Chief 2	H051	2	2
	EMS Chief	H053	1	1
	Marine Engineer Fire Boat	H110	0	1
	Pilot of Fire Boats	H120	0	2
	Command Staff	0140, 0150	1	1
	Police Officer	Q002	199	103
	Sergeant	Q050	31	15
	Lieutenant	Q060	24	8
	Captain	Q080	18	7
	Command Staff		19	5
	Deputy Sheriff	8302/8304	88	39
	Deputy Sheriff (Academy Grad)	8504	21	12
	Senior Deputy	8506	0	3
	Sheriff's Sergeant	8308/8508	0	8
	Sheriff's Lieutenant	8310	3	1
	Sheriff's Captain	8312	2	1
	Chiefs	8317	1	1

Hires versus Separations FY 2025-26

- Fire hired 215 new members compared to 205 separations.
- Police hired 291 new members compared to 138 separations.
- The Sheriff's Office hired 115 new members compared to 65 separations.

FY 2025-26 Exam Activities

San Francisco Fire Department (SFFD)

H002 Firefighter – A continuous [CCT] job ad has been open since November 21, 2023, that allows applicants to use passing scores from the Firefighter Candidate Testing Center (FCTC) to fulfill the written exam component for the selection process. Applicants must achieve a written exam percentage of 70% to be placed on the City’s eligible list.

DHR received 4,008 applications as of June 30, 2026. 2,116 have been placed on the eligible list. Eight hundred and eighty-five applicants have successfully passed FCTC and will be invited to the panel interviews that will be administered the week of November 30, 2026. The remaining 1,007 candidates are at different stages of the exam process including minimum qualification review, awaiting test results, etc. Candidates who pass the panel interview will move forward to command staff “meet and greet” and will be available for consideration for hire. DHR anticipates that this selection process will provide a diverse pool of candidates for the Fire Department.



H003 Level 1 Emergency Medical Technician – A continuous [CCT] job ad has been open since May 8, 2023. As of June 30, 2026, DHR received 2,244 applications. One thousand, one hundred and ninety-four applicants either did not show for the previous exam, failed the exam or expired from the eligible list. Four hundred and forty-five applicants have passed the written exam and are on the eligible list. The other 605 applicants will be scheduled to take the next written exam later this year. Candidates on the eligible list must subsequently pass the Physical Ability Test [PAT] to be considered for hire.

The written test and the PAT are administered regularly to refresh the pool of eligibles to meet the H003 hiring needs. This continuous testing program is essential in supporting SFFD’s effort to reach and maintain full Emergency Medical staffing.

H024 Lieutenant, Fire Investigation –The job ad was published on May 16, 2025, and closed on May 30, 2025. Exam development began on May 8, 2025, with two subject matter experts from the San Francisco Fire Department. Six applications were received during the filing period. No applications were rejected for not meeting the minimum requirements.

Five candidates appeared for the Performance Examination on September 23, 2025. One candidate withdrew prior to the examination. Ratings took place virtually through MS Teams on November 13

and 14, 2025. All five candidates that participated in the exam made it onto the eligible list which was adopted on January 21, 2026. The duration of the eligible list is 24 months and may be extended with the approval of the Human Resources Director.

H033 EMS Captain – Exam development began on May 12, 2025, with five subject matter experts from the San Francisco Fire Department. The job ad was published on January 26, 2026, and closed on February 9, 2026. One hundred and twenty-four applications were received during the filing period. Three applications were rejected for not meeting the minimum requirements.

The 121 qualified candidates were invited to the Performance Examination on May 14, 2026. Sixteen candidates did not appear for the examination, and an additional fourteen candidates withdrew from the exam process. Ninety-one candidates participated in the examination. Ratings took place from June 8 through June 12, 2026. Five candidates did not pass the examination, and 86 candidates made it onto the eligible list which was adopted on July 21, 2026. The duration of the eligible list is 24 months and may be extended with the approval of the Human Resources Director.

H110 Marine Engineer Fire Boat – Exam development began on July 16, 2025, with three subject matter experts from the San Francisco Fire Department. The job ad was published on October 17, 2025 and closed on November 14, 2025. Twenty-eight applications were received during the filing period. Sixteen applications were rejected for not meeting the minimum requirements.

The 12 qualified candidates were invited to the Performance Examination on February 24, 2026. Three candidates withdrew from the exam process. Ratings took place onsite the day of the Performance Examination. The nine candidates that participated in the exam made it onto the eligible list which was adopted on April 7, 2026. The duration of the eligible list is 12 months and may be extended with the approval of the Human Resources Director.

H120 Fire Boat Pilot – Exam development began on July 16, 2025, with four subject matter experts from the San Francisco Fire Department. The job ad was published on October 17, 2025, and closed on December 1, 2025. Fifty-four applications were received during the filing period. Twenty-two applications were rejected for not meeting the minimum requirements.

The 32 qualified candidates were invited to the Performance Examination that took place from February 9 through February 13, 2026. Three candidates withdrew from the exam process. Ratings took place onsite the days of the Performance Examination. The 29 candidates that participated in the exam made it onto the eligible list which was adopted on March 10, 2026. The duration of the eligible list is 24 months and may be extended with the approval of the Human Resources Director.

San Francisco Police Department (SFPD)

Q002 Police Officer – The job ad for Q002 Police Officer has been open continuously since November 1, 2022. Candidates can use either the California POST Entry-Level Law Enforcement Test Battery (PELETB) or the FrontLine National test administered by National Testing Network (NTN) to fulfill the written exam component of the selection process. Candidates who pass either written exam or possess a bachelor's degree are scheduled for the Physical Ability Test [PAT] and Oral Interview [OI] that are administered at the San Francisco Police Academy. Oral interview results, rather than the written test, are used for ranking on the eligible list because there is no psychometrically supported methodology to correlate NTN and PELETB scores.



DHR has received 10,348 applications from the time the job ad was posted on November 1, 2022. Two thousand seven-hundred of those applicants are currently on the eligible list and available for consideration for hire. Three thousand six hundred and eighty-five have met the minimum qualifications and need to take the written exam. One thousand one hundred and eighteen have passed the written and are awaiting completion of the PAT and/or Oral Interview. The remaining six hundred and seventy-eight candidates are in

various stages of the examination process. Two thousand and ninety-nine applicants were rejected for not meeting the minimum requirements and an additional sixty-eight applicants withdrew from the process.

The SFPD and Public Safety Team continue to look for process improvements to make San Francisco more attractive to candidates who have a variety of employer choices. Public Safety Team involvement has included:

- Actively participating in SFPD Recruitment Team weekly meetings to drive and support ongoing hiring reform initiatives.
- Increased test administration capacity—doubling or more, depending on candidate volume and attendance rates—to encourage greater participation by providing more flexible scheduling.
- Administering twice-monthly PELETB examinations at DHR, replacing the previous candidate-driven process that required applicants to locate and schedule themselves to take the written test with outside agencies, reducing barriers to entry, increasing test participation, minimizing candidate attrition, and accelerating the hiring process.
- Implementing real-time scoring of PAT and Oral Interviews to ensure only successful candidates are promptly advanced to the SFPD Backgrounds Unit, expediting the hiring process and improving overall efficiency.

- Collaborating with the SFPD Backgrounds Unit by providing early access to candidate contact information—prior to eligible list adoption—to initiate background checks promptly and avoid potential delays.
- Partnering with the DHR System and Analytics Team to make improvements in the applicant tracking system and assist the SFPD recruitment team with accessing and reviewing data on Police hiring.
- Leading planning efforts with the SFPD Recruitment Team beginning in April 2026 to plan and coordinate a large-scale testing event at Oracle Park designed to significantly increase candidate testing capacity through a streamlined process.

Q050 Police Sergeant— Information regarding the application filing, examination and ratings were provided in the Fiscal Year 2024-2025 Annual Report. Four hundred and one candidates participated in the Assessment Center. Thirty candidates did not pass the examination, and three hundred and seventy-one candidates made it onto the eligible list which was adopted on July 25, 2025. The duration of the eligible list is 24 months and may be extended with the approval of the Human Resources Director.

Q080 Police Captain— Exam development began on August 20, 2025, with four subject matter experts from the San Francisco Police Department. The job ad was published on August 25, 2025, and closed on September 8, 2025. Forty-one applications were received during the filing period. Four applications were rejected for not meeting the minimum requirements.

The thirty-seven qualified candidates were invited to the Performance Examination that took place on November 5, 2025. Two candidates withdrew from the exam process. Thirty-five candidates participated in the Assessment Center. All thirty-five candidates made it onto the eligible list which was adopted on January 12, 2026. The duration of the eligible list is 24 months and may be extended with the approval of the Human Resources Director.

San Francisco Sheriff's Office (SFSO)

8302 Deputy Sheriff 1 – DHR continues to collaborate with the Sheriff's Office to host continuous testing for Deputy Sheriff using the REACT test from Ergometrics. The written test is administered on a monthly basis in conjunction with the Physical Ability Test at Skyline College. The job ad has been open on a continuous basis since June 14, 2022. DHR has received 4,378 applications as of June 30, 2026. Three thousand four hundred and three of those applicants are on the eligible list. One hundred and eight-six applicants have withdrawn and 262 do not meet the



minimum requirements. The remaining 527 applicants are in various stages of the examination process.

8312 Sheriff's Captain – Information regarding the application filing, examination and ratings were provided in the Fiscal Year 2024-2025 Annual Report. Seven candidates participated in the Assessment Center. All seven candidates who completed the examination made it onto the eligible list which was adopted on October 20, 2025. The duration of the eligible list is 24 months and may be extended with the approval of the Human Resources Director.

Test Plan for Fiscal Year 2026-27

DHR anticipates another busy year for its Public Safety Team in the coming fiscal year for the following classifications: H002 Firefighter [continuous], H003 Level 1 EMT [continuous], H006 Fire Investigator, H030 Captain, Suppression, H032 Captain, Investigations and Inspections, Q002 Police Officer [continuous], Q060 Police Lieutenant, 8302 Deputy Sheriff 1 [continuous], 8504 Deputy Sheriff [continuous], 8308 Sheriff's Sergeant, and 8310 Sheriff's Lieutenant.

Recommendation

The DHR Public Safety Team appreciates the opportunity to present this report and respectfully recommends that it be adopted as submitted.