

**Laurie Green, M.D.**  
President

**Tessie M. Guillermo**  
Vice President

**Edward A. Chow, M.D.**  
Commissioner

**Susan Belinda Christian, J.D.**  
Commissioner

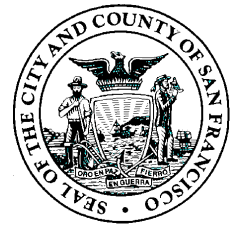
**Suzanne Giraudo ED.D**  
Commissioner

**Judy Guggenhime**  
Commissioner

**Karim Salgado**  
Commissioner

**HEALTH COMMISSION  
CITY AND COUNTY OF SAN  
FRANCISCO**

**Daniel Lurie Mayor**  
**Department of Public Health**



**Daniel Tsai**  
Director of Health

**Mark Morewitz, M.S.W.**  
Executive Secretary

**TEL (628) 754-6539**

**MINUTES**  
**HEALTH COMMISSION MEETING**  
**Monday December 15, 2025 4:00 p.m.**  
**1 Dr. Carlton B. Goodlett Place, City Hall, Room 408**  
**San Francisco, CA 94102 & via Webex**

**1) CALL TO ORDER**

Present: President Laurie Green, MD, President  
Vice President Tessie Guillermo  
Commissioner Edward A. Chow M.D  
Commissioner Susan Belinda Christian, J.D.  
Commissioner Suzanne Giraudo, Ph.D  
Commissioner Judy Guggenhime

Excused: Commissioner Karim Salgado

The meeting was called to order at 4:01pm. President Green noted that each year the Health Commission holds annual meetings to recognize the work of ZSFG and LHH. Today's meeting is the annual LHH-focused meeting. She noted it important to acknowledge the incredible dedication of staff at Laguna Honda who are providing high quality of service throughout all areas of the facility. She added that because Director Tsai had to leave the meeting around 5pm, the Director's Report would follow immediately after the LHH staff recognition awards so the Commissioners and public could hear more about the tragic incident at ZSFG that resulted in the death of a valued and extraordinary social worker.

**2) LAGUNA HONDA HOSPITAL AND REHABILITATION CENTER EMPLOYEE RECOGNITION AWARDS**

Members of the Health Commission recognized the following LHH teams:

- Materials Management
- Infection Prevention and Control (IPC)
- Watch Engineering Division
- Care Experience
- Simplifying Medication Administration Interdisciplinary Workgroup

Public Comment:

There was no public comment.

Commissioner Comments:

There were no Commissioner comments.

**3) DIRECTOR'S REPORT**

Daniel Tsai, DPH Director of Health, and Dr. Susan Ehrlich, ZSFG CEO, presented the item.

**INCIDENT AT ZSFG HOSPITAL**

The San Francisco Department of Public Health (DPH) mourns the tragic loss of our colleague, Alberto Rangel, at Ward 86 at Zuckerberg San Francisco General Hospital (ZSFG).

On Thursday, December 4, Alberto, a dedicated social worker, was assaulted by a patient at Ward 86. Despite the heroic efforts of his Ward 86 colleagues and our emergency, trauma, and intensive care teams, Alberto sadly passed away over the weekend. Our thoughts and deepest sympathies are with his family, loved ones, close colleagues, and the entire ZSFG, UCSF and DPH community.

Alberto dedicated himself to making a real difference for patients, families, and colleagues at Ward 86, the Mission Neighborhood Health Center, and the Trauma Recovery Center. We will carry his memory in our hearts and remember him for his kindness, his respect for every patient, and his commitment to seeing humanity in each person he encountered.

This tragic loss requires decisive and immediate action. In addition to DPH's ongoing internal investigation and root cause analysis of the incident, we will also be retaining an independent security firm. This firm will conduct and assess a comprehensive impartial analysis of the incident and a thorough, systemwide review of security protocols, infrastructure, and safety management. The firm selected will be tasked with providing a set of recommendations on how to improve and support the safety of our staff at ZSFG, as well as DPH clinics and other environments. There will be opportunity for staff at all levels to engage, and we are committed to sharing the results of the independent firm's assessment and recommendations with our entire community.

DPH and ZSFG have already initiated a comprehensive top to bottom investigation and root cause analysis to identify vulnerabilities and implement rapid improvements. Immediate steps include:

- Expediting installation of a weapons detection system for Buildings 80/90 at ZSFG
- Restricting access to Buildings 80/90 to one entrance
- Increasing security presence and Deputy Sheriff presence at Buildings 80/90
- Implementing security wandering at Buildings 80/90 while the weapons detection system is being installed
- Strengthening/adjusting security protocols for entrance to clinical buildings when a patient is identified as a high-risk threat to staff safety
- Engage with the Sheriff to review and enhance intervention protocols during safety incidents

We are fully committed and laser-focused on strengthening safety at every DPH facility. I am working with leadership teams across the city, DPH, UCSF, and ZSFG to mobilize resources, accelerate critical improvements, and plan for the future.

This is an incredibly difficult time for all of us. DPH staff feedback, insights, and suggestions will be vital as we work together to create lasting and meaningful change. I will continue to keep you informed as we learn more and as additional measures are implemented.

ZSFG staff (from DPH and UCSF) can find wellness and counseling resources [here](#) and the Employee Assistance Program (EAP) offers [support](#) for all DPH employees.

Our hearts remain with Alberto's family, loved ones, and everyone who is grieving. The extraordinary compassion, unity, and support shown by staff in recent days have been a source of comfort and strength for our entire community. Let us continue to support one another, holding Alberto's legacy close as we move forward together.

Public Comment:

There was no public comment.

Commissioner Comments:

President Green stated that the Health Commission sends heartfelt condolences to Mr. Rangel's family, friends, coworkers, and community. She added that the recent San Francisco Chronicle interview with Mr. Rangel's husband gave a glance into his extraordinary open-hearted nature and incredible contributions to many communities. She noted that the Health Commission would adjourn in memory of Mr. Rangel today. The Health Commission wants DPH workers and patients to always feel safe at DPH sites. The Commission is encouraged that Director Tsai and many DPH leaders are instituting necessary changes rapidly. As Governing Body of the DPH, the Health Commission will continue to monitor the changes in policies and security measures throughout the Department. She also thanked the DPH staff who volunteered to work at Ward 86 while their UCSF colleagues are taking time to heal from the traumatic incident.

Commissioner Chow stated that from all he read, Mr. Rangel was an extraordinary person and staff member. He added that there are many dedicated workers at the DPH who strive to provide necessary services to people who have been expelled from other programs. It is now the responsibility of the DPH to install safety measures and changes in procedures to ensure staff are protected in all of its sites. There must be a balance between the safety measures and ensuring DPH sites remain accessible to everyone. As chair of the ZSFG Joint Conference Committee, he monitored the effectiveness of the ZSFG Behavioral Response Team (BERT) team in reducing the number of workplace violent incidents, especially in the ZSFG Emergency Department. He commended the DPH leadership for their fast action in making security improvements and the workers who volunteered to temporarily work at Ward 86.

Commissioner Christian stated that as a member of the ZSFG Joint Conference Committee, she has observed the difficult balance of creating welcoming spaces for a myriad of people with different needs and ensuring safety when working with people with serious mental health and substance use issues. She appreciates the incredible dedication Dr. Ehrlich has for ZSFG patients, staff, and community. She hardly endorses the process in which staff continue to provide input and perspective, including options to do so anonymously. The DPH is incumbent to provide a safe working environment for all staff and patients. She looks forward to hearing more about what DPH staff have suggested, and security improvements implemented by the DPH.

Commissioner Guggenhime stated in her experience over the last 20 years, she has known ZSFG to be a place of healing. At this time, it is important to acknowledge the necessary improvements to safety and to remember the incredible work that has been done and continues to be done at ZSFG to improve and save lives.

Dr. Ehrlich added that it is stunning that people who are so impacted by the incident still come to work to help the patients. There are now staff acting as ambassadors at the entrance of buildings 80 and 90. Lockers and bins have been installed so people who bring a lot of their belongings to the clinic have a place to put their stuff before they walk through the security line. ZSFG continues to learn and solve problems. For example, the facility is working to figure out how to handle dogs that are brought by patients to their appointments. ZSFG will continue to balance being a welcoming place for patients and a security and safe place for everyone.

#### **4) GENERAL PUBLIC COMMENT**

Jennie Lopez, SF Grown, a collective of urban food enthusiasts to shape the food system for San Francisco by cutting through the red tape, stated that food is part of public health. Food deserts are in Bayview and Sunset districts. The reduction in federal funding for food stamps and the rising costs of food is impacting San Franciscans. Additionally, access to farmer's markets are often only available in San Francisco's wealthier neighborhoods. She urged the Health Commission to look at food security in San Francisco and take action where it can.

Bob, Keep Crocker, KeepCrockerReal.com, urged the Health Commission to join the SF/Marin Medical Association and Santa Clara Medical Association in stating that artificial turf is dangerous to the health of users. He noted that artificial turf is composed of a plastic backing, plastic "blades of grass" and cushioning infill. Typically tire crumb rubber is used for infill. All of these components are derived from petroleum products. These components contain microplastics as well as chemicals acknowledged as being hazardous such as polycyclic aromatic hydrocarbons (PAHs), bio-accumulative ("forever") per- and polyfluoroalkyl substances (PFAS), phthalates, silica (silica sand infill), polychlorinated biphenyls (PCBs), carbon black and metals such as lead, mercury, cadmium, chromium, cobalt, and arsenic. In addition, pesticides and biocides are used on artificial fields to reduce bacteria, viruses and weeds, which could cause adverse reactions and skin sensitization. He also stated that artificial turf contains forever chemicals. No longitudinal data indicating health issues related to the impact of these tiny particles exists. He urged the Health Commission to take action to ensure no more artificial turf is used in San Francisco.

#### **5) APPROVAL OF THE MINUTES OF THE HEALTH COMMISSION MEETING OF DECEMBER 1, 2025.**

##### Public Comment:

There was no public comment.

##### Commissioner Comments:

There were no Commissioner comments.

Action Taken: The Health Commission unanimously approved the December 1, 2025 meeting minutes.

#### **6) LAGUNA HONDA HOSPITAL AND REHABILITATION CENTER ANNUAL REPORT**

Diltar Sidhu, Nursing Home Administrator and CEO, presented the item.

##### Public Comment:

There was no public comment.

##### Commissioner Comments:

President Green stated that she appreciates that the LHH Annual Report acknowledges teams and the contributions of individuals staff members, in addition to bringing several LHH residents' stories to life.

Vice President Guillermo congratulated LHH for its year of accomplishments, noting that the previous few years were challenging. She and her colleagues on the Commission appreciate the dedication of staff who work every day to improve the health and wellbeing of LHH residents, who are often the most vulnerable with no where else to go.

Commissioner Chow noted that the last year was one of LHH moving forward. It is important for LHH staff and leadership to continue its focus on continuous improvement in order to make LHH a model. He thanked staff and leaders for all their hard work during the past year.

## **7) JOINT CONFERENCE COMMITTEE AND OTHER COMMITTEE REPORTS**

Tessie Guillermo, Health Commission Vice President and LHH JCC Chair, stated that at the December 8th Laguna Honda Joint Conference Committee, the Committee members discussed the change in CMS star rating assigned to the facility.

The committee also discussed Laguna Honda's admissions data. At the time of the JCC meeting, there were 63 open beds out of 636 beds at the facility. The South 5 neighborhood, which had been used as a COVID unit, is being opened up as a general unit to facilitate more admissions. However, all beds are not expected to be full by the end of the year. Laguna Honda leadership continues working with unions in regarding to nurses bidding to ensure there will be permanent nurse assignments in the future.

The committee also reviewed the Regulatory report. The Human Resources report was not presented due to lack of available Human Resources staff to do so. An update on the housing project for seniors on the Laguna Honda campus was also presented. This included the new design for a smaller one-phase project with 158 units for seniors and a childcare center. The full Commission will receive updates in early 2026 on this project.

The committee reviewed all the policies on the Consent Calendar and voted to recommend that the full Commission approve all Laguna Honda policies pending additional revision to several policies. The committee has received satisfactory information about all the policies listed on the Consent Calendar. It requested that one of the policies presented at the JCC meeting be pulled from the Consent Calendar due to the need for further revision.

In closed session, the Committee approved the PIPS Minutes Report; there was no Credentials Report this month. The leaders of the Health Service Advisory Group also gave a closed session update on its organizational assessment and survey readiness data for Laguna Honda. She also invited Diltar Sidhu, the Laguna Honda Hospital Nursing Home Administrator and CEO, to share more information about the change in Laguna Honda's star rating. He noted that due to a patient-to-patient incident earlier this year, CMS has changed the overall star rating for LHH from five stars to three stars. Because this incident was categorized as patient abuse, albeit by another patient, CMS also has placed a red hand icon on the LHH page on the CMS website. This indicates that patient abuse has occurred at this facility within the past year. He noted that the red hand symbol will be removed around May, which is the year anniversary of the incident. He also noted that LHH continues its ongoing quality improvement efforts in an effort to prevent future safety incidents with LHH patients.

### Public Comment:

There was no public comment.

### Commissioner Comments:

There were no Commissioner comments.

## **8) CONSENT CALENDAR**

### Public Comment:

There was no public comment.

### Commissioner Comments:

There were no Commissioner comments.

Action Taken: The Health Commission unanimously approved the following items:

**LHH Policies, and Procedures:**

<b><u>Item</u></b>	<b><u>Scope</u></b>	<b><u>Policy No.</u></b>	<b><u>Policy Title</u></b>
1	Facility-wide	24-17	Comfort Care
2	FNS	1.677	Manual Ware Washing
3	FNS	1.70	Scoops for Food and Ice
4	FNS	1.71	Replenishing Juice and Coffee
5	FNS	1.72	Processing Mop Heads Daily
6	FNS	1.73	Temperature Logs for Refrigerators/Freezers
7	FNS	1.74	Safety inspection for Working environment
8	FNS	1.75	Glove Usage
9	FNS	1.76	Use of Cutting Boards
10	FNS	1.77	Fire and Fire Drills
11	FNS	1.78	Nourishment Inventory
12	FNS	1.79	Storage of chemicals, brooms, mops and other cleaning supplies
13	FNS	1.81	Eye wash stations
14	FNS	1.82	Composting Food in the dish room-Salvajor Waste Collector
15	NSPP	A 4.0	Nursing Clinical Competency Program
16	NSPP	A 6.0	Orientation of Nursing Personnel
17	NSPP	A 9.0	Sick Leave-Intermittent FMLA Tardy Call-In
18	NSPP	C 1.0	Resident Admission and Readmission for SNF
19	NSPP	C 1.2	Relocation Between Laguna Honda SNF Neighborhoods
20	NSPP	D1 2.0	Resident Activities of Daily Living
21	NSPP	D3 2.0	Removal of Facial Hair
22	NSPP	D6 3.0	Range of Motion Exercises
23	NSPP	D6 5.0	Ambulation
24	NSPP	D9 3.0	Bed Stripping and Bedside Cleaning
25	NSPP	D9 8.0	Charging of Electric Wheelchair
26	NSPP	E 2.0	Assisting Residents During Mealtime
27	NSPP	F 1.0	Assistance with Elimination
28	NSPP	F 6.0	Ostomy Management
29	NSPP	G 1.0	Vital Signs
30	NSPP	G 7.0	Obtaining Recording and Evaluating Residents Weight
31	NSPP	H 1.0	Collection of Urine Specimen
32	NSPP		Nursing Educational Programs Record Keeping
33	NSPP	D9 2.0	Bedmaking
34	Rehab	30-01	Scope of LHH Rehabilitation Services Scope of Services to Be Provided

**9) COMMUNITY AND PUBLIC HEALTH COMMITTEE UPDATE**

Commissioner Giraudo, Chair, stated that the committee discussed a DPH Public HealthLab update. She noted that the major difference of a public health lab is that in addition to providing lab services for the entire city, it also conducts disease surveillance, prevention, and outbreak response. The DPH lab processes 280,000 specimens per year. The Beaker Information Management System was implemented this year and streamlines ordering and results reporting; reduces manual errors; and improves turnaround time of specimen testing. The lab is always prepared for emerging pathogens like MPOX or H5N1. The DPH Lab is currently a BSL-3, meaning that it is equipped and staffed for serious infectious airborne pathogens like TB and SARS-CoV-2. When it moves in 2027 to ZSFG, the lab will increase its capacity to BSL-4 status and will be equipped and staffed to test for highly infectious and untreatable agents. It is unusual for a local public lab to have BSL-4 capacity .

Public Comment:

There was no public comment.

Commissioner Comments:

Commissioner Christian stated that it was an impressive presentation on the extraordinary work conducted in the DPH Public Health Lab.

Commissioner Guggenheim asked why a public health lab is needed. Dr. Naveena Bobba, DPH Deputy Director, stated that a public health lab serves the entire city; private labs only serve their paying clients. A public health lab also conducts surveillance of emerging diseases, which private labs do not do.

**10) OTHER BUSINESS**

Public Comment:

There was no public comment.

Commissioner Comments:

Commissioners Chow and Christian requested that the DPH present information regarding the health impacts of artificial turf and look into the San Francisco Parks and Rec plans for use of artificial turf.

Commissioner Christian requested that the DPH provide additional information regarding food insecurity, including information on food deserts.

**11) CLOSED SESSION**

- a. Public comments on the closed session.  
(San Francisco Administrative Code Section 67.15).

There was no public comment on this item.

- b. Vote on whether to hold a Closed Session.

Action Taken: The Health Commission unanimously voted to go into closed session.

**CONSIDERATION OF ZSFG MEDICAL STAFF  
CREDENTIALING MATTERS**

Closed Session Pursuant to Evidence Code Sections 1157; Health and Safety Code Section 1461; and California Constitution, Article I, Section 1.  
(Susan Ehrlich, MD, MPH, ZSFG CEO)

**RECONVENE IN OPEN SESSION**

- i. Discussion and Vote to elect whether to disclose any portion of the closed session discussion that is not confidential under Federal or State law, The Charter, or Non- Waivable Privilege (San Francisco Administrative Code Section 67.12(a).) (Action item)
- ii. Possible report on action taken in closed session (Government Code Sections 54957.1(a) and 54957.7(b) and San Francisco Administrative Code Section

67.12(b).

**12) POSSIBLE DISCLOSURE OF CLOSED SESSION INFORMATION**

Action Taken: The Health Commission approved the ZSFG Credentials Report and voted not to disclose discussions held in closed session.

**13) ADJOURNMENT**

The meeting was adjourned at 6:09pm in memory of Alberto Rangel who gave so much of himself to so many communities.