

**FIRE COMMISSION REGULAR MEETING
MINUTES**

February 12, 2025, 9:00 a.m. – 12:00 p.m.

City Hall, 1 Dr. Carlton B. Goodlett Place, Room 416 ■ San Francisco ■ California ■ 94102

The meeting video can be reviewed by clicking the link below:

https://sanfrancisco.granicus.com/MediaPlayer.php?view_id=180&clip_id=48676

President Fraser called the meeting to order at 9:03 a.m.

1. ROLL CALL

Commission President	Marcy Fraser	Present
Vice President	Paula Collins	Present
Commissioner	Stephen Nakajo	Present
Commissioner	Armie Morgan	Present
Commissioner	Allan Low	Present
Chief of Department	Dean Crispen	Present
Patrick Rabbitt	Deputy Chief – Operations	
Sayumi Brannan	Deputy Chief – Administration	
Michael Mullin	Support Services	
Erica Arteseros-Brown	Homeland Security	
Pat D’Arcy	Airport Division	
Chad Low	Prevention	
Marc Kasper	Training	
Tony Molloy	EMS	
April Sloan	Community Paramedicine	
Assistant Chiefs		
Michael I. Thompson	Division II	
Nicol Juratovac	Division III	
Mark Corso	CFO	

President Fraser acknowledged Commissioner Katherine Feinstein, who recently left the Fire Commission, thanking her for her service to the city. President Fraser welcomed Commissioner Allan Low who recently joined the Fire Commission, and Commissioner Collins as Commission Vice President. President Fraser also thanked outgoing Commission President, Commissioner Armie Morgan, and Commissioner Stephen Nakajo.

RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT

President Fraser read the land acknowledgment.

2. GENERAL PUBLIC COMMENT

There was no public comment.

3. APPROVAL OF THE MINUTES *[Discussion and possible action]*

Discussion and possible action to approve meeting minutes.

- Minutes from Regular Meeting on January 22, 2025.

Vice President Collins moved to approve the minutes from January 22, 2025, and Commissioner Morgan Seconded. President Fraser and Commissioner Nakajo voted in favor of the Motion. Commissioner Low abstained because he did not attend the meeting. The Motion passed.

There was no public comment.

4. CHIEF OF DEPARTMENT'S REPORT *[Discussion]*

REPORT FROM CHIEF OF DEPARTMENT, DEAN CRISPEN

Report on current issues, activities, and events within the Department since the Fire Commission meeting on January 22, 2025, including budget, academies, special events, communications, and outreach to other government agencies and the public.

Chief Crispin welcomed Commissioner Low to the Fire Commission, and congratulated President Fraser and Vice President Collins on being elected as officers of the Commission. Chief Crispin looks forward to working with all the Commissioners. Top priorities for the Department include member safety, disaster preparedness, and collaboration with other city departments. The hiring process will focus on applicants who have a connection with San Francisco which in turn helps collaborating with community leaders. Weekly exercises focused on disaster preparedness are conducted with Command Staff down through the ranks. To date, there have been active attacker and tsunami exercises. The Department continues working with other city departments on issues such as homelessness and the fentanyl crisis. Chief Crispin attended several events in January: disaster preparedness meeting with Carol Isen of DEM (January 23); funeral service for retired firefighter Leo Martinez (January 24); Lunar New Year event (January 25); West of Twin Peaks meeting to discuss water issues (January 27); meeting with ADC Miller (January 28); St. Philip School Career Day (January 29); and Asian Firefighter Association meeting (January 30). Chief Crispin acknowledged Chiefs Luttrupp and Kaialoa who retired and returned to Battalion 4 on January 30, respectively. Their commitment to the Department is appreciated. Chief Crispin met with Finance Director Mark Corso on January 31 to discuss budget priorities. Maintaining current staffing levels is a main priority, because reducing field staffing will compromise safety. Fleet condition is the second budget priority. As the fleet ages, the Department is exploring private partnerships for leasing apparatus. NFPA standards recommend that apparatus be between 15-20 years old. Facilities are the third priority. Stations and other facilities face aging and seismic issues. Chief Crispin met with Battalion Chief Cannon to discuss the new CAD project. Chief Crispin continues meeting the five new Supervisors who have joined the Board of Supervisors. He met Supervisor Sauer on February 3 and Supervisors Fielder, Sherrill, and Sauter on February 10. On February 5, Chief Crispin attended the Mayor's Lunar New Year event at City Hall. On February 6, he attended the soft opening of the 6th Street Triage Center, and a meeting with Director Forbes of the Port of San

Francisco to discuss fireboat manifolds. On February 7, Chief Crispen attended the Mayor's Black History Month kickoff. On February 8, Chief Crispen participated in a cleanup with the Mayor and a few Supervisors. He reported that the Academy of Art will be painting a mural in the entryway of Headquarters to honor the 10th anniversary of San Francisco's public ambulance service. The Department is working on assigning see-doos to the Pier by 3rd and 23rd streets to improve water resources. On February 11, Chief Crispen met with Chief Scott of SFPD. Chief Crispen introduced Chief Law and Chief Kasper, the new Fire Marshal and the new ADC of the Division of Training, respectively. He looks forward to working with them.

Commissioner Nakajo thanked Chief Crispen for his report. He acknowledged former Commissioner Feinstein and thanked her for her service, especially during the COVID-19 pandemic. He welcomed Commissioner Low to the Fire Commission. Commissioner Nakajo also welcomed Sarah Fabian, the City Attorney assigned to the Fire Commission as Jen Huber departs for the Police Department, and Chiefs Law and Kasper. Commissioner Nakajo inquired about security for the upcoming All-Star Game and Lunar New Year Parade. Chief Crispen responded that Chief Brown of Homeland Security is working with public safety departments such as SFPD, DEM, and Sheriff to ensure the public's safety. Department staff will be working at several command posts throughout the city. Members are prepared to respond to any major incident, and provide medical treatment. Commissioner Nakajo is looking forward to the Lunar New Year Parade.

Commissioner Morgan thanked Chief Crispen for his report. He appreciated Chief Crispen's acknowledgement of Chief Luttrupp and Chief Kaialoa. Commissioner Morgan congratulated Chief Crispen on his appointment and welcomed the new Command Staff. He also thanked former Commissioner Feinstein for her service, and welcomed Commissioner Low. Commissioner Morgan inquired if the fentanyl state of emergency is activating Community Paramedicine members. Chief Crispen responded that the proposed emergency fentanyl ordinance would connect people to care more efficiently. Chief Pang's presentation will have more information about community paramedicine.

Vice President Collins commented that she is pleased by the talented new Command Staff. She thanked former Commissioner Feinstein's for her service especially during the COVID-19 pandemic. Vice President Collins welcomed new Commissioner Low, and appreciates his real estate background.

Commissioner Low thanked and acknowledged former Commissioner Feinstein for her service to the Fire Commission and the City. He thanked Commissioner Nakajo and Vice President Collins for their guidance. Commissioner Low inquired how much staffing is required, and any staffing challenges. Chief Crispen responded that 4-50 members will retire in the next year, followed by approximately 117 in the following year. The challenge would be to maintain staff through the hiring process rather than using overtime. Being fully staffed eliminates the need for overtime, and members would be upwardly mobile and use their talents in different areas of the Department. Commissioner Low inquired if the cost of living is a staffing challenge. Chief Crispen responded that he does not feel that is a factor.

President Fraser thanked Chief Crispen for his report. She is pleased that Chief Crispen prefers to hire local applicants, and looks forward to the mural at Headquarters. She congratulated Chiefs Law and Kasper on their new positions, and is happy to assist with any budget issues. She would like to take a tour of the Triage Center, and inquired about the water system upgrade. Chief Crispen responded that the Department is installing a potable water system that provides high pressure water for firefighting. President Fraser acknowledged and thanked former Commissioner Feinstein for her service.

There was no public comment.

REPORT FROM OPERATIONS, DEPUTY CHIEF PATRICK RABBITT

Report on overall field operations, including greater alarm fires, Bureau of Fire Prevention & Investigation, Training within the Department, and Airport Division.

Chief Rabbitt provided an Operational update for January 2025, including Homeland Security; Diversity, Equity and Inclusion (DEIO); Health, Safety and Wellness (HSW); Behavioral Health (BHU); the Office of Employee Health (OEH); Investigative Services Bureau (ISB); Support Services (SS); and Earthquake Safety and Emergency Response (ESER).

In January, there were 1400 building alarm activations, 154 full box alarms, and 10 working fires. There were no greater alarms, and 10 water rescues. Chief Rabbitt reported the second alarms at 150 9th Avenue (11/18/24) and 30 Crisp Avenue (12/15/24). On January 24, a red alert was called for a five-vehicle accident on 6th Street (between Bryant and Harrison). Unfortunately, there was one fatality. Assistant Chiefs Baker and Thompson conducted tri-annual inspections at Division 2 and Division 3, respectively. These inspections review personnel records, apparatus, equipment, and general station conditions. Inspection reports are submitted to Chief Rabbitt. Chief Rabbitt issued two CD2 Memos one addressing an outdated General Order from 1988, and one outlining the duties of the Rapid Intervention Crew (RIC). Chief Rabbitt welcomed Chief Law, the new Fire Marshal. Chief Law is actively recruiting for six vacancies. The Arson Task Force made three arrests. At the airport, Chief D'Arcy continues working with Firefighting Resources of Southern California Organized for Potential Emergencies, better known as FIRESCOPE. 23 members attended various trainings on airport rescues and firefighting. Chief D'Arcy hosted station tours for COO Jeff Littlefield and the new SFO Director, Mike Nakornkhet. Chief Rabbitt commented that since APEC, the airport has had a contingency plan for private planes. Chief Rabbit welcomed Chief Kasper as the new ADC of the Division of Training. He previously served in the Training Workgroup. Chief Kasper has begun conducting weekly drills to provide a framework for officers and chiefs to plan their field training. Assistant Chief Storti led a three-day battalion chief academy for approximately 30 members. The 135th Recruit Academy began on January 21 with 54 recruits. On January 22, Command Staff met the recruits. On January 24, Mayor Lurie visited the Division of Training to promote the NERT program which began in the Marina District after the 1989 Loma Prieta earthquake. NERT Coordinator, Lieutenant Brandon Tom, showed Mayor Lurie a NERT skills exercise. The NERT program is a 20-hour basic training which is also offered in Cantonese and Spanish. Chief

Rabbitt thanked outgoing Command Staff: Sandy Tong, Darius Luttrupp, and Shayne Kaialoa for their service to the Department. Chief Rabbitt's report is attached: <https://sf-fire.org/media/3606/download?inline>

Commissioner Nakajo thanked Chief Rabbitt for his report. He thanked all the members for responding to the incidents at 6th and Harrison streets, and 9th Street and Washburn Alley. These were complex incidents one of which unfortunately had a loss of life. Commissioner Nakajo acknowledged Chief Law and Chief Kasper. He inquired about "special operation training" in the Division of Training report. Chief Rabbitt responded that Captain Tyson Yee was recently appointed to the special operations training captain position. Captain Yee is a 28-year member with experience at Station 7 on the Heavy Rescue Squad.

Vice President Collins thanked Chief Rabbitt for his report. She inquired about PG&E's role in downed lines at incidents. Chief Rabbit responded that the Department conducts training with PG&E, and that Assistant Chief Thompson is the PG&E liaison. PG&E has always responded quickly to mitigate hazards.

Commissioner Morgan thanked Chief Rabbitt for his report, and welcomed Chief Rabbit to his new role on Command Staff. He looks forward to working with Chief Rabbitt.

President Fraser thanked Chief Rabbitt for his report, and inquired about the arrests in Fire Prevention. Chief Rabbitt responded that arson investigators are peace officers that work with SFPD to make lawful arrests for incidents related to outside or vehicular fires, and suspected arson. President Fraser thanked Assistant Chief Thompson for being the PG&E liaison. She inquired about training with PG&E. Chief Rabbitt responded that members participate in cross training throughout the year as part of an in-service module training. At incidents, PG&E is responsible for shutting down power after the Department identifies hazards.

There was no public comment.

REPORT FROM EMS AND COMMUNITY PARAMEDICINE, DEPUTY CHIEF SIMON PANG

Report on the EMS and Community Paramedicine Divisions.

Chief Pang welcomed Commissioner Low to the Fire Commission, and congratulated President Fraser and Vice President Collins on their new positions in the Commission. He thanked Chiefs Tong, Luttrupp, and Kaialoa for their service. Chief Pang thanked Chief Crispin for his support, and Chief Molloy for preparing the EMS report. In January, there were almost 12, 000 ambulance dispatches. The Department responded to approximately 9,000 of those dispatches. With this many dispatches, transports to hospitals are increasing and overcrowding ERs. Approximately 50% of transports were delayed from the point of hospital arrival time to the point a patient is transferred to hospital care. With delays of upwards of 45 minutes to one hour, less ambulances are available for other calls. Hospital administrators recognize this problem and have been working with the Department to find solutions. The Department is also working with the local EMS

agency. For now, Rescue Captains can redirect to less crowded hospitals. Chief Pang reported that battalions administered Narcan approximately 200 times every month. Ketamine is also being administered for patients with an opioid allergy. In January, there were 135 incidents where paramedics used an advanced skill such as a laryngoscopy. Chief Pang commended Lifeline, a nonprofit organization founded Paramedics Emily Tam and Nick Ku. Working with the Salvation Army, Tenderloin Neighborhood Development Corporation (TNDC), Tenant and Owners Development Corporation (TODCO), and Chinese Community Health Plan, Lifeline ensures that first responders can easily access the medical histories of older adults with limited English-speaking ability. The Street Overdose Response Team (SORT) also assisted in the red alert incident on 6th and Harrison streets. Community Paramedicine held a town hall for community paramedics. The Street Crisis Response Team (SCRT) responded to approximately 17,000 calls, representing 18% of EMS and CP call volume. SCRT is able to direct patients to non-hospital care 25% of the time. This helps alleviate hospital crowding. The Street Overdose Response Team (SORT) responded to 227 overdoses in January. Chief Pang concluded his report by highlighting the SCRT and Engine 1 at the 6th Street Triage Center. Firefighter John Sikora helped a distressed patient calm down. Chief Pang's report is attached: <https://sf-fire.org/media/3605/download?inline>

Commissioner Nakajo thanked Chief Pang for his report, and for his work. Commissioner Nakajo also thanked Chief Molloy for the report format and explanation of complex issues. He is concerned about hospital delays and appreciates the Department's efforts to solve this problem. Commissioner Nakajo thanked all the members of Engine 1 who were at the 6th Street Triage Center.

Commissioner Morgan thanked Chief Pang for his report, and thanked the outgoing Command Staff for their service. He inquired about the reason for hospital delays. Chief Pang responded that overcrowding, the lack of beds and staffing contributed to hospital delays. Commissioner Morgan inquired about Code 2 returns. Chief Pang responded that it refers to times when a patient with a medical need is stable or requests transport to a hospital.

President Fraser commented that she is interested in hearing more about using Ketamine for pain control. She appreciates the Lifeline's community service, and the hard work of members in EMS. Handling 78% of ambulance calls is a lot of work. Chief Pang responded that the goal is at least 80%.

There was no public comment.

5. OVERVIEW OF THE CITY'S BUDGET INSTRUCTIONS AND PROCESS FOR FISCAL YEARS 2025-2026 and 2026-2027 [Discussion and possible action]

Presentation from Mark Corso, Deputy Director of Finance and Planning on the Fire Department's operating budget for Commission review and discussion. Discussion and possible action to adopt the Fire Department's Operating Budget for Fiscal Years 2025-2026 and 2026-2027.

Director Corso presented the budget for fiscal years 2025-2026 and 2026-2027 for Commissioner review and approval. There are no major policy changes, and will submit

the budget on February 21. Director Corso reviewed budget timelines and overall budget process. Once the budget is submitted, the Mayor's office will review and submit to the Board of Supervisors by June 1. Budget hearings occur in the second half of June, and an approved budget is passed in July. As a result of the projected \$876 million deficit over the next two years, the Mayor requests that departments reduce their general fund by 15%, \$23.1 million for the Department. This is challenging in light of maintaining staffing, member safety, and facilities. The budget submitted to the Mayor's office will try to maintain the current budget while addressing some of these issues. Included in the budget proposal was supplemental documentation giving an overview of revenues and expenditures. The proposed budget includes any known rate changes for salaries, benefits, work orders, benefits, and work orders. The budget maintains staffing levels. Due to a backlog, the budget includes significant fleet proposals. The cost of fire apparatus has essentially doubled. Director Corso is working with the Board of Supervisors to identify other funding sources. In terms of revenue, the proposed budget includes fee increases for Fire Prevention and EMS. Director Corso concluded that the Department will not be able to meet the Mayor's budget reduction request. He has communicated that to the Mayor's office, and continues those discussions with the Mayor moving forward. Director Corso will continue pursuing outside funding options.

President Fraser commented that the Department is doing its best, and thanked Director Corso for his work.

Commissioner Nakajo thanked Director Corso for his report, and inquired if this was an action item. Director Corso responded yes, it was an action item. The budget submission to the Mayor maintains current staffing and hiring levels.

Vice President Collins asked if other jurisdictions have had successes with fleet leasing options. Director Corso responded that a lease purposing model has been used in the past. He is researching other jurisdictions have used bond funding. Vice President Collins asked if there is any foreseeable change in the DPW override/added cost on work done in our facilities. Director Corso responded that he has not heard of anything to date, and is not aware of any flexibility in using a private vendor. He will be discussing this issue with the Capital Planning Committee.

Commissioner Morgan inquired if big events such as the upcoming All-Star Game and Superbowl could help offset these deficits. Director Corso responded that these one-time events will not solve bigger structural issues, but the City is trying to encourage future similar events. Commissioner Morgan asked if there are cheaper options for acquiring apparatus. Director Corso responded that he is exploring those options.

Commissioner Low inquired about the estimate for deferred capital improvements, and if the Capital Planning Committee has addressed this need. Director Corso responded that it would be about \$800 billion. There are seismic issues and regular maintenance repairs that cause further issues if not addressed. The ESER Bond program has addressed this need to some extent.

Vice President Collins moved to adopt the Fire Department's Operating Budget for Fiscal Years 2025-2026 and 2026-2027, and Commissioner Morgan Seconded. President Fraser and Commissioners Nakajo and Low voted in favor of the Motion. The Motion passed.

There was no public comment.

6. ADJOURNMENT

President Fraser adjourned the meeting at 11:34 a.m.