

**FIRE COMMISSION REGULAR MEETING  
MINUTES**

---

**April 9, 2025, 9:00 a.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=49466](https://sanfrancisco.granicus.com/MediaPlayer.php?view_id=180&clip_id=49466)

President Fraser called the meeting to order at 9:01 a.m.

**1. ROLL CALL**

Commission President	Marcy Fraser	Present
Vice President	Paula Collins	Excused
Commissioner	Stephen Nakajo	Present
Commissioner	Armie Morgan	Present
Commissioner	Allan Low	Present
Chief of Department	Dean Crispen	Present
Patrick Rabbitt	Deputy Chief – Operations	
Simon Pang	Deputy Chief – EMS and Community Paramedicine	
Michael Mullin	Support Services	
Chad Law	Prevention	
Marc Kasper	Training	
Garreth Miller	ESER Project Manager	
Adrienne Sims	Chief of Staff	
Tony Molloy	ADC EMS	
April Sloan	Community Paramedicine	
Assistant Chiefs		
Brook Baker	Division II	
Frank Cercos, IV	Division III	
Staff		
Mark Corso	CFO	

**RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT**

President Fraser read the land acknowledgment.

**2. GENERAL PUBLIC COMMENT**

There was online public comment from Eileen Boken of the Coalition for San Francisco Neighborhoods regarding post-earthquake firefighting, and the Auxiliary Water Supply System (AWSS).

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

Discussion and possible action to approve meeting minutes.

- Minutes from Regular Meeting on March 26, 2025.

Commissioner Morgan moved to approve the minutes from March 26, 2025, and Commissioner Low Seconded. President Fraser voted in favor of the Motion. Commissioner Nakajo abstained because he was absent from this 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 March 26, 2025, including budget, academies, special events, communications, and outreach to other government agencies and the public.

Chief Crispin acknowledged late Firefighter Tilafaiga Ta'Ape III, who passed away on April 4 with seven years of service to the Department. His father also served the Department with over 25 years of service. FF Ta'Ape will be missed. On April 6, Chief Crispin attended a boot camp for 45 people for the upcoming 136<sup>th</sup> Academy Class. He thanked Chief Kasper for organizing this event. Chief Crispin attended several events since the last Fire Commission meeting: management training with ADCs and captains (March 26); meeting with Supervisor Jackie Fielder regarding the four-pillar strategy for treating drug dependence (March 26); disaster exercise with Divisions 2 and 3 (March 31); meeting with Dr. Chang regarding health initiatives; and bi-weekly budget meeting with command staff. Anticipated cuts at the Federal level will further affect the budget, but Chief Crispin is working with the Capital Planning Committee to plan for this situation. At a meeting with Sunset District citizens, the Chief heard their concerns regarding fire safety and closure of the Great Highway. Chief Crispin is working with the Parks and Recreation Department to ensure full access during emergencies. Chief Crispin and the Command Staff attended the United Fire Service Women (UFSW) membership meeting. He thanked USFW for setting up boot camps for potential members. Chief Crispin attended the Buchanan Mall groundbreaking ceremony; ICA Cristo Rey Luncheon; Station visits with Supervisor Dorsey at stations 1, 4, 8, and 35; and Eid Tenderloin Festival with Supervisor Mahmood. Chief Crispin thanked President Fraser for her support at the Larkin Street fire. He attended the Japantown music fest which was organized by Commissioner Nakajo (April 6). The Asian Firefighters Association (AFA) also attended this event. Chief Crispin's report is attached: <https://sf-fire.org/media/3650/download?inline>.

Commissioner Low inquired about the Chief Crispin's meeting with the Capital Planning Committee. Chief Crispin responded that discussions are ongoing. Last year's budget of \$25,000 per Department facility is insufficient. The total budget for repairs to city facilities is \$50-55 million. There is also ESER bond support. Commissioner Low inquired about a general obligation bond for public facilities. Chief Crispin hopes this topic will be discussed at a future meeting. At the initial meeting with the Capital Planning Committee, the Department gave an overview of its needs.

Commissioner Morgan thanked Chief Crispen for his report. He was pleased with the Chief's work promoting the Department at various events. Commissioner Morgan inquired about the amount of work hours involved in large scale disaster training. Chief Crispen responded that there are weekly meetings with members to design and prepare for a drill. The drills ensure members understand how to use assets like hose tenders and cisterns.

Commissioner Nakajo thanked Chief Crispen for his report. He appreciated the Chief's attendance at events such as the UFSW membership meeting, Buchanan Mall groundbreaking ceremony, and J Town Music Fest. Commissioner Nakajo was pleased that this underserved area is being recognized. He appreciated the Eid Festival which showed a positive side to the Tenderloin. Commissioner Nakajo commented that the upcoming Cherry Blossom Festival is another community event.

President Fraser thanked Chief Crispen for his report. She acknowledged the passing of Firefighter Ta'Ape, and his family's service to the Department. President Fraser is pleased that the women's boot camp organized by UFSW and ICA event were successful. She once gave a presentation to ICA regarding HIV infection. President Fraser thanked Chief Pang for organizing a ride along with Captain Covitz.

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 Operations update for March 2025, including Homeland Security; Outreach, Recruitment, and Development (ORD); 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).

Chief Rabbitt reported that building alarms declined by six percent. He will continue monitoring these statistics as dispatches continue to rise each year. As of March 31, there have been over 3,270 calls for service. Call volumes will continue increasing as the Department fleet ages. There were approximately 500 outside fires in February and March possibly related to cold weather. Although working fires increased from 12 to 20 this month, members continued to effectively stop fires because there were no greater alarms in March. Chief Rabbitt reported a 4<sup>th</sup> alarm fire on April 5, at 1664 Larkin Street. This type 5 building was a multi-unit residential apartment building. Chief Rabbitt will provide a greater alarm report at the May meeting. Chief Rabbitt presented the After Action Report for the fire at 1301 Shafter on February 25. This fire was reported by a passerby at Station 17. Members immediately responded with 150-foot and three-quarter ready lines. One victim was transported and treated for smoke inhalation. Chief Rabbitt commended Lieutenant Jacob Hill, Acting Lieutenant David Rabbit, and Battalion Chief Cantrez Triplett. Chief Law and Director Corso have been working on staffing levels in BFP. To better serve customers, the Permit Center at 49 South Van Ness has extended

hours from 8am to 5pm (last intake at 4:30pm). They are also working on an MOU with Brycer, LLC regarding fire alarm and sprinkler system compliance. Brycer will track these systems, and share a portion of profits from fees received. The MOU will result in safer, compliant buildings. Working with the Transportation Advisory Staff Committee (TASC), Chief Law successfully secured more parking spaces for members and visitors at Headquarters. Chief D'Arcy has been working with the Airport Commission on the 2025-2026 MOU. 24 members received Firefighter Bill of Rights and confined space technician training. Chief D'Arcy is planning a full-scale exercise later this year. The 135<sup>th</sup> Academy Class is in its 12<sup>th</sup> week, and has completed approximately 70% of testing. Chief Rabbitt acknowledged Captain Patricia Yuen as she returns to the field after the completion of the 135<sup>th</sup> Academy. Captain Dustin Novo will be the new recruit training captain. The new H16 training specialists worked with Chief Kasper, Chief Miller, and Captain Kotter to develop emergency water system drills, consisting of three evolutions. California Joint Apprenticeship Committee (CJAC) funds from training resulted in approximately \$30,000 in revenue which can be used on member training. Chief Kasper purchased forcible entry props for battalions. He will continue emphasizing the importance of entering drills into HRMS in terms of CJAC funds. At the management training on March 26, members learned about fair and equitable application of Department rules and procedures. Chief Rabbitt thanked Lieutenant Zachary Tibbits and Rescue Captain Chris Bonn for organizing this training. The Fire Reserves volunteered for over 150 hours this month at various community events, and responded to the greater alarm this month. Chief Rabbitt invited the Fire Reserves to the upcoming Emergency Firefighting Water System Drills on April 24. 400 citizens received NERT training last month. Chief Rabbitt's report is attached: <https://sf-fire.org/media/3646/download?inline>.

Commissioner Nakajo thanked Chief Rabbitt for his report. He appreciated members' work, and looks forward to hearing more about future activities.

Commissioner Morgan thanked Chief Rabbitt for his report, and inquired about clearance inspections. Chief Law responded that these inspections are referrals from other agencies to review fire life safety systems. Commissioner Morgan inquired about the increase in annual R1 and R2 inspections. Chief Law responded that he would follow up on these inspections. Due to the number of violations, BFP must decipher and prioritize inspections. The goal is to respond within 24 hours.

Commissioner Nakajo thanked Chief Law for his response, and commented that he was interested in hearing more about the Arson Unit, Support Services, and Sunshine requests during Fire Commission meetings since they are in the written report.

Commissioner Morgan inquired about how to increase the completion rate of inspections. Chief Law responded that the deadline for annual inspections is July 1. He is working on staffing and prioritizing inspections in order to meet that deadline.

President Fraser thanked Chief Rabbitt for his report. She was impressed with the amount of work completed given the rising number of dispatches. President Fraser thanked Chief Rabbitt for his work on parking at Headquarters, and Captain Novo on his new position.

She inquired about the helicopter demonstration. Chief Rabbitt responded that there are no helicopter trainings this month. Secretary Aguas-Aclan emailed the information to the Commissioners. President Fraser enjoyed learning about cross training with other agencies such as the CHP and SFPD. She requested the Commission be advised if the Sunshine Ordinance Task Force contacts the Department.

Commissioner Morgan asked a follow-up question regarding the increase in suppression calls. Chief Rabbitt responded that there were nearly 3,300 calls in the first quarter. At that rate, there will be nearly 12,000 calls by the end of the year.

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 reported there were approximately 270 incidents per day in EMS. Most incidents were Code 2 transports where a patient was stable. Ambulance Patient Offload Times (APOT) and delays improved in March, with an average of 42.5 minutes. 38% of the time, there were still hospital delays of 45 minutes or more. Chief Pang reported this improvement could be due to increased hospital discharges; the end of flu season; transport to alternate non-hospital destinations; and monthly working groups with hospitals and California EMSA. This improvement correlated with the decrease in Medic to Follow events from 14/day in February, to 4.5/day in March. Battalions 2 and 3 (the Tenderloin and SOMA areas) continued to have the most Narcan use. In order to better understand Narcan use, next month's report will look at the number of people receiving Narcan, and the dispositions. Chief Pang described pleural decompression, an advanced intervention used approximately once a month to treat a collapsed lung. A 10-gauge needle is inserted into the chest to help the patient breathe. In March, 152 people experienced cardiac arrest, with a 36% survival rate. Chief Pang thanked Captains Gutierrez, Barnekoff, and Lieutenants MacPhee, Nolan, Hamblen, and Golovin for training members on topics such as substance use disorder and pain management. Tactical EMS (TEMS) paramedics participated in the active attacker drill at Oracle Park. TEMS training includes a 40-hour technician course; a two-day orientation with SFPD; and a quarterly eight-hour training. TEMS Paramedics are activated approximately twice a month, and assist SFPD in high-risk incidents such as hostage situations. At the 130<sup>th</sup> anniversary of municipal ambulance services, Mayor Lurie honored all paramedics. The Academy of Art is creating a mural at Headquarters to honor municipal ambulance services. Chief Pang thanked Engine 17 and Medic 552 for helping a patient with cardiac arrest. Captain Dustin Novo helped organize an event to distribute blankets to people experiencing homelessness. The Moral Injury Study showed 19% of members have moral injury symptoms. The full report is forthcoming. There were 31 contacts at the 6<sup>th</sup> Street Triage Center this month, compared to 132 contacts in February. Emergencies such as outside fires, overdoses, and mental health incidents have decreased since the triage center began. The Street Crisis Team has placed patients in appropriate care 40% of the time. For example, a female patient experiencing sexual abuse and drug use was transported to a sobering center and eventually to her home. There's been a decrease in

utilization in EMS-6, the Street Crisis Response Team (SCRT), and Street Overdose Response Team (SORT), indicating that patients are in a treatment program or received housing. Chief Pang's report is attached: <https://sf-fire.org/media/3645/download?inline>

Commissioner Nakajo thanked Chief Pang for his report, and for Community Paramedicine's good work. He expressed concern for members' safety as they respond to 5150 incidents. Commissioner Nakajo inquired about the needle used for pleural decompression, and how many rescue captains work in a day. Chief Pang responded that the needle is inserted into the chest until air rushes out, and that there are four field rescue captains working a 24/7 shift, dispatched geographically depending on proximity to a call. Commissioner Nakajo is pleased that APOT times have improved.

Commissioner Morgan appreciated the demonstration of the needle used in pleural decompression. He was pleased with the Moral Injury Study.

President Fraser thanked Chief Pang for his report, and inquired about code 3 returns. Chief Pang responded that it means an ambulance is returning to the hospital with a very ill patient. President Fraser enjoyed learning about pleural decompression, and hearing about citizens initiating CPR. She was concerned about Medic to Follow events, and inquired if patients can refuse opioids. Chief Pang responded that paramedics can offer both Ketamine and opioids, depending on a patient's history of substance use disorder. President Fraser was impressed by members' skill level and appreciated the detailed report.

There was no public comment.

## **5. ADJOURNMENT**

President Fraser adjourned the meeting at 10:36 a.m.