

FIRE COMMISSION REGULAR MEETING MINUTES

November 12, 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=51118

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

1. ROLL CALL

Commission President	Marcy Fraser	Present
Vice President	Paula Collins	Present
Commissioner	Stephen Nakajo	Present
Commissioner	Armie Morgan	Present (arrived 9:04 a.m.)
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	
Chad Law	Prevention	
Marc Kasper	Division of Training	
Tony Molloy	ADC EMS	
Assistant Chiefs		
Ken Yee	Division II	
Frank Cercos, IV	Division III	

RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT

President Fraser read the land acknowledgment.

2. GENERAL PUBLIC COMMENT

There was public comment from Tom Gage, a San Francisco resident, regarding sprinkler systems. Diane Ayre, a San Francisco resident, made public comment regarding sprinkler systems. Michelle Korah made public comment regarding sprinkler systems. Dan Torres, from Sprinkler Fitters Local 483 made public comment regarding sprinkler systems. Jeanine Cotter from Luminalt Solar Energy Solutions made public comment regarding solar and battery energy storage. Len Rhodes made public comment via Webex regarding sprinkler systems. Steve Skiller made public comment via Webex regarding sprinkler systems. Alison Jacobs made public comment via Webex regarding sprinkler systems. JP Rapagnani made public comment via Webex regarding solar power permits and inspections. Greg Kennedy made public comment regarding lithium-ion battery storage and safety.

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

Discussion and possible action to approve meeting minutes.

- Minutes from Regular Meeting on October 22, 2025.

Vice President Collins moved to approve the minutes from October 22, 2025, and Commissioner Morgan Seconded. President Fraser, Vice President Collins, Commissioner Nakajo, and Commissioner Morgan voted in favor of the motion. Commissioner Low did not attend the meeting and abstained from voting. 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 October 22, 2025, including budget, academics, special events, communications, and outreach to other government agencies and the public.

Chief Crispin attended several events in October and November: interviews for the 137th Recruit Academy Class; Holy Name School Anniversary Gala; Disaster Council Meeting; a welcome address for the 14th H3L2 Academy Class; a press conference regarding public safety during possible ICE activities; and the Filipino American Heritage Month Celebration. The Chief attended the Recreations and Park Department's Halloween event; the Chinatown Community Resource Fair with Fire Marshal Law; and the Los Bomberos Halloween party, a Local 798 Toy Program fundraiser. At the EMS/Community Paramedicine (CP) Town Halls, the Chief discussed the selection process for a new Deputy Chief of EMS/CP. The Chief attended the first ever City Hall Pumpkin Patch, organized by Compass Family Services. The Chief thanked the Fire Commissioners for attending the Promotional Pinning Ceremony with him. Chief Brown and Lieutenant Mauberret organized Divisions 2 and 3 in large-scale exercises demonstrating earthquake readiness and the new Star Link communication system. Chief Crispin attended the Veterans Day Parade; funeral services for Commander Phillip Buckley and Captain Dick Walsh; and visited the Geary Stabilization Unit with President Fraser. Chief Crispin assigned Rescue Captain Covitz to attend the Mission Street Conditions Working Group on his behalf. Chief Crispin attended a flag raising Ceremony honoring the 250th Anniversary of the Marine Corps and holiday tree lighting at Union Square. Command Staff and Chief Crispin attended an IT Director transition meeting. Ron Dibiase, the new IT Director was a former member of the New York City Fire Department. The 136th Recruit Academy Class completed testing. Chief Crispin will be making recommendations to the Mayor's Budget office regarding civilian position justifications. There were second alarm fires at the 1500 block of Filbert Street, and the 1000 block of Montgomery Street. The former fire was challenging due to an excess storage situation, and had one fatality. Chief Rabbitt will provide a report at the next meeting. Chief Crispin thanked members who responded to a mass shooting at Ocean Beach. Chief Crispin issued several General Orders (GOs), including GO 25 A-102: Triage to Alternate Destinations; GO 25 A-104 and GO 25 A-105 regarding fireboat positions; GO 25 A-106: Company Based Modular Training; and GO 25 A-107: Driver Tiller Academy. Chief Crispin's report is attached: <https://sf-fire.org/media/3921/download?inline>.

Commissioner Low inquired about the Department rescuing a dog. Chief Crispin responded that Station 19 members and the rescue squad used a drone to help in this rescue.

Vice President Collins commented that she distributed many junior firefighter stickers to children on Halloween in support of the Department.

Commissioner Morgan thanked Chief Crispin for his report. He appreciated the celebration of life for Commander Buckley.

Commissioner Nakajo thanked Chief Crispin for his report. He was pleased to learn about the town hall meetings regarding the open CD4 position. Commissioner Nakajo enjoyed the Pinning Ceremony, and appreciated that veteran members were recognized for their service. He thanked members for marching in the Veterans Day Parade, and inquired if the public attended. Chief Crispin responded that it was well attended, and there were many veterans in the crowd. Commissioner Nakajo commented that he was concerned about the fire with a fatality, and the safety of members during the call at Ocean Beach.

President Fraser thanked Chief Crispin for his report and members for responding to the incident at Ocean Beach. President Fraser enjoyed the hose training and visiting the Geary Stabilization Unit. Chief Crispin commented that two members were assaulted by a person experiencing a mental health crisis. Chief Sloan is exploring options for self-defense training for members, including EMS/CP members. President Fraser is looking forward to future updates on self-defense training.

There was no public comment.

REPORT FROM ADMINISTRATION, DEPUTY CHIEF SAYUMI BRANNAN

Report on the Administrative Divisions, Fleet and Facility status and updates, Finance, Support Services, and Homeland Security.

Chief Brannan provided an Administration update for October 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 Brannan reported that Homeland Security conducted a Defense Support of Civil Liberties (DSCA) drill for Fleet Week. Chief Brannan thanked BC Cannon for helping to organize the DSCA drill. Maritime and EMS assets staffed Fleet Week. Homeland Security continued planning for the Superbowl and welcomed new search K-9 teams. Captain Anderson from ORD organized 82 candidates to participate in the boot camp. Chief Brannan thanked Chief Crispin and Commissioner Nakajo for attending the boot camp. Department members, the Community Youth Center (CYC), Clement Street Merchants Association, Richmond Neighborhood Center, Office of Assemblymember

Catherine Stefani, and the Office of Supervisor Connie Chan organized the ninth annual Richmond District Autumn Moon Festival. ORD participated in the Castro Street Fair, Career Girls event, Chinatown Community Health Fair, and 13th Annual District 10 Healthfest. ORD held drop-in hours at the Human Resources Career Center, and tabled at career/healthcare fairs at the San Francisco Public Library, City College, Stonestown Career Fair, and Southeast Community Center and Public Safety Career Fair. The 136th Recruit Academy Class is the first academy in the country to receive cancer free turnouts. Lieutenant Scola from BHU experienced a 248% increase in calls from October 2024 to October 2025. Career and critical incident responses were the main concerns for members. OEH completed 43 return-to-work clearances and eight end of probation exams. Candidate screenings for the upcoming 137th Recruit Academy Class begins in January 2026. Dr. Chang presented OEH's services and wellness programs to incoming recruits. Captain Carter in ISB began background checks for the next H2 academy. Captain Carter also serves as a backup PIO. Captain Pendergast continued working on the Department's HIPAA Policy. Ron Dibiase, the incoming IT Director, has been fully on boarded, and attended the Pinning Ceremony. ADC Mullin completed 139 service orders, including 27 plumbing issues. The roof replacement at Station 9 is nearly complete. ADC Miller from ESER organized a high-pressure hydrant exercise with SFPUC. Chief Brannan is working with ICA Cristo Del Rey Academy on an internship program. Chief Brannan and Fire Marshal Law attended the Advancement of Asians (AAA) and Asian Pacific Islander American Public Affairs (APAPA) Impact and Representation Gala honoring SFPD Chief Paul Yep. Chief Brannan hosted a Fireboat ride for President Fraser and Commissioner Morgan. She plans to organize a future Fireboat ride for the other Commissioners. Chief Brannan's report is attached: <https://sf-fire.org/media/3917/download?inline>.

President Fraser was pleased to learn about the Career Girls event and cancer free turnouts. President Fraser enjoyed the Fireboat ride.

Commissioner Morgan thanked Chief Brannan for her report, and thanked her for the Fireboat ride. He inquired how many cancer free turnouts were issued. Chief Brannan responded that the Department ordered 1000 coats and around 500 pants. Commissioner Morgan was pleased that Station 9's roof replacement comes before rainy weather.

Vice President Collins thanked all members who worked on getting new turnouts.

Commissioner Nakajo thanked Chief Brannan for her report. He was pleased with the new turnout coats, and inquired how the Department funded this project. Chief Brannan responded that Proposition H was the funding source for approximately 66% of the turnout coats. The Cancer Prevention Foundation sponsored the turnout coat testing. Commissioner Nakajo inquired if all uniformed members have new turnout coats. Chief Brannan responded that the General Fund would fund turnout coats for the remaining members. Commissioner Nakajo inquired about Storm Stick decontamination. Chief Brannan responded that Storm Sticks were utilized at the Montgomery Street fire. The turnout coats were washed upon return to the station.

There was no public comment.

5. AMENDMENTS TO AMENDED RULES OF ORDER, INCLUDING BUT NOT LIMITED TO RULE 5: REGULAR MEETING LOCATION AND TIMES *[Discussion and possible action]*

Discussion and possible action to amend the Commission's Amended Rules of Order, including but not limited to Rule 5 regarding Commission regular meetings. The Amended Rules of Order are available on the SFFD web site at <https://sf-fire.org/media/2950/download?inline>.

President Fraser proposed amending Rule 5 of the Amended Rules of Order: holding regular Commission meetings once per month instead of twice per month, on the second Wednesday of the month at 9:00am. Other Fire Commission business can be addressed by committee, in a quorum or smaller group, then brought to the Commission. The Fire Commission will reevaluate this meeting schedule after six months.

Commissioner Low inquired if there would be cost saving in moving to one meeting a month. Chief Crispen responded that the time preparing for and attending meetings would be reduced. Director Corso responded that the main cost savings would be with SFGovTV which films meetings twice a month, for approximately \$40,000 to \$50,000 a year. Existing Department staff prepare each meeting, so there would be no significant cost savings. However, less Fire Commission meeting preparation would allow staff to work on other pending projects.

President Fraser inquired if there was a fee for using City Hall hearing rooms. Director Corso responded that there is no room fee. The infrastructure cost of SFGovTV was allocated to the Department.

Vice President Collins asked how less meetings would impact members. Chief Crispen responded that there is no overtime associated with the evening meetings. Two regular meetings per month allow people to engage in public comment at different times. People can still make public comment at regular meetings once a month in person or online.

Commissioner Morgan expressed concern for adhering to the Brown Act and Sunshine Ordinance. He inquired if the City Attorney had any feedback. Deputy City Attorney (DCA) Sarah Fabian responded that changing meetings is at the discretion of the Fire Commission. She was not aware of any violations of the Brown Act or Sunshine Ordinance if meetings changed from twice a month to once a month. There is no requirement to have two meetings per month. Public comment can be made in person, online, or submitted in writing.

Commissioner Low inquired about the process of calling a special meeting. DCA Fabian responded that like regular meetings, agendas for special meetings must be posted 72 hours beforehand. Special meetings typically discuss one topic, but can include more topics if needed.

Vice President Collins inquired about establishing committees. DCA Fabian responded that the Fire Commission can create committees by giving 72-hour public notice, and taking action during a meeting.

President Fraser inquired if 72-hour notice includes weekends. DCA Fabian responded yes, the notice includes weekends.

Commissioner Nakajo asked President Fraser if this topic was a discussion. President Fraser responded that this topic was a discussion and possible action item. Commissioner Nakajo is open to discussing changing meeting frequency. As a Commissioner for nearly 30 years, Commissioner Nakajo recalled two meetings per month at night at the old SFFD Headquarters on Jones Street, then Thompson Street. When meetings were relocated to City Hall, the meeting times were adjusted to one morning meeting and one night meeting based on room availability. Commissioner Nakajo is open to holding one meeting per month if Commission business is completed, and the public is allowed to comment. He appreciated the amount of time and preparation on the part of Command Staff.

President Fraser commented that the Fire Commission will meet once a month on a trial basis from January 2026 to July 2026. Director Corso requested that a second meeting be scheduled in January 2026, in order to comply with budget transparency requirements.

Vice President Collins thanked Commissioner Nakajo for his comments and knowledge of the Fire Commission. She commented that she wishes to work efficiently and lessen the burden of preparing reports and presentations. Vice President Collins is in favor of calling special meetings as needed and is confident Commission business can be completed with one meeting per month.

Commissioner Morgan inquired about the potential cost savings of holding one meeting a month. Director Corso responded that there would be a small cost savings because he recommended keeping room reservations as currently calendared in case special meetings are needed. Members and staff would have more time to work on other projects.

Vice President Collins inquired if special meetings could be held at SFFD Headquarters (HQ). Director Corso responded yes, but HQ does not have the SFGovTV infrastructure.

DCA Fabian suggested stating the motion to reflect that the meeting will be held on the second Wednesday of the month.

Commissioner Low moved to amend Rule 5 of the Amended Rules of Order to allow for one meeting per month from January 1, 2026, to July 1, 2026, on the second Wednesday of the month, 9:00 am, subject to further evaluation on meeting efficiency and to provide for budget hearings as needed. Vice President Collins Seconded. President Fraser, Vice President Collins, Commissioner Nakajo, and Commissioner Morgan voted in favor of the motion. The Motion passed.

There was no public comment.

6. FIRE COMMISSION MEETING CALENDAR 2026 *[Discussion and possible action]*

Discussion and possible action to adopt the 2026 Fire Commission Regular Meeting calendar.

Commissioner Low moved to approve the 2026 Meeting Calendar, and Vice President Collins Seconded. President Fraser, Vice President Collins, Commissioner Nakajo, Commissioner Morgan, and Commissioner Low voted in favor of the motion. The Motion passed.

There was no public comment.

7. APPROVAL OF 2025 FIRE CODE *[Discussion and possible action]*

Fire Marshal Chad Law to present the San Francisco Fire Department's 2025 Fire Code. Discussion and possible action to review and approve the 2025 Fire Code.

Fire Marshal Law described a short history of the Fire Code. The Department had its first Fire Marshal around 1866, and adopted the first Fire Code in 1925. Currently, the California Fire Code is adopted every three years. Local jurisdictions like the City and County of San Francisco adopt its own Fire Code every three years in addition to the CA Fire Code. The San Francisco Fire Code adds more standards as needed to the CA Fire Code based on climate, geology, and topography. The Fire Code adoption process begins with Fire Commission approval, followed by recommendations from the Chief of Department to the Board of Supervisors (BOS) through the Fire Commission. Within 180 days, the Department reviews the California Fire Code, and the Chief of Department recommends any necessary changes to the BOS. The BOS passes an ordinance repealing the previous Fire Code in favor of the new Fire Code which would be introduced on November 18, 2025. Given the December recess, there is a 30-day hold in order to review it at a committee meeting in January 2026. Once the Mayor and BOS approve the 2025 Fire Code and its findings, it is submitted to the Building Standards Committee for approval. Fire Marshal Law expressed that sprinkler heads are very effective and understands the possible financial hardships. The 2016 budget legislative analysis addressed these issues brought up in 2025. The Fire Marshal's office may approve modifications and alternate methods and materials with a reasonable degree of fire safety; waive specific individual requirements; and grant time extensions in cases of undue hardship. Fire Marshal Law introduced Sagiv Weiss-Ishai, the Senior Fire Protection Engineer to speak about sprinklers. Chapter 11 of the International Fire Code included a retroactive requirement for sprinklers in high-rise buildings (buildings taller than 75 feet). The sprinkler requirement was first included in CA Fire Code in 2022. San Francisco has around 900 high-rise buildings. Engineer Weiss-Ishai commented that in the last 50 years, all high-rise buildings have sprinkler systems. There have been no changes to the code since 2022, so there is now the requirement to retroactively install sprinklers in all high-rise buildings, with the exception of buildings 75-120 feet tall with two enclosed stairs and a fire alarm system. There are some residential buildings that did not retroactively install sprinklers. The 2022 Fire Code allows for 12 years to comply, so the deadline would be 2033, plus a 2-year extension to 2035.

Commissioner Low inquired if the 2025 Fire Code was already recommended internationally. Engineer Weiss-Ishai responded yes, and it was approved by the State of California and City of San Francisco. The compliance period has been adjusted. The Fire Marshal's office will work with the public in terms of hardships with the main goal being safety.

DCA Fabian commented that the San Francisco Fire Code adopted sprinklers in 2022, which is an added standard from the CA Fire Code. Engineer Weiss-Ishai commented that the CA Fire Marshal allows each jurisdiction to adopt additional, more restrictive standards if deemed necessary. DCA Fabian commented that the Fire Commission can make recommendations to the BOS regarding more restrictive measures. The BOS introduces the Fire Code through an ordinance at their regular meeting, which then goes to the Land Use Committee after a 30-day waiting period. Commissioner Low inquired about changes to the Fire Code. DCA Fabian responded that any changes occur at the BOS level.

President Fraser inquired if the public and the BOS can review the Fire Code, and if the Fire Commission would take action. DCA Fabian responded that the Fire Commission can take action to recommend approval to the BOS, or defer action until the next meeting. Deferral would not impact or delay the Fire Code process. The Fire Code was posted online and distributed to the Fire Commissioners simultaneously.

Vice President Collins inquired about when the compliance period. Engineer Weiss-Ishai responded that a hardship case is considered in the compliance period. The 2022 Fire Code was effective January 1, 2023, so compliance is 12 years from that date: 2033. The Department has extended the compliance date to 2035.

Commissioner Morgan inquired about Appendix M of the Fire Code. Engineer Weiss-Ishai that Appendix M supplements the Fire Code, but it is not mandatory.

Commissioner Nakajo inquired if this was an action item, and if compliance with notice rules were met. Fire Marshal Law responded yes, this was an action item. DCA Fabian responded that agenda compliance was met by posting an agenda 72 hours prior to the meeting. The Fire Commission received meeting materials within 72 hours at which time the public also had access to the meeting materials. Commissioner Nakajo was pleased to hear the Department will work with the public regarding financial hardship and displacement for the 53 buildings currently not in compliance. Fire Marshal Law commented that his office will work with these buildings since there is 12 years to comply.

Secretary Aguas-Aclan commented that the 2025 Fire Code was posted on the Fire Commission website on November 10, 2025, 2:41p.m., as a supporting document for the November 12, 2025, meeting. It was also distributed to the Fire Commissioners on that date/time.

Commissioner Morgan inquired about adequate notice to the public. DCA Fabian responded there was sufficient notice because the Fire Code was provided to the public and the Fire Commissioners at the same time.

Commissioner Low moved to recommend that the Board of Supervisors approve the 2025 Fire Code, and Vice President Collins Seconded. President Fraser, Vice President Collins, Commissioner Nakajo, Commissioner Morgan, and Commissioner Low voted in favor of the motion. The Motion passed.

Jeanine Cotter from Luminalt Solar Energy Solutions made public comment asking where the 2025 Fire Code was posted. Secretary Aguas-Aclan responded that the 2025 Fire Code was posted on the SFFD website.

8. VOTE ON WHETHER TO CONDUCT ITEM 9 IN CLOSED SESSION (San Francisco Administrative Code Section 67.10(d)) [Action]

Commissioner Low moved to conduct agenda item 9 in closed session, and President Fraser Seconded. President Fraser, Vice President Collins, Commissioner Nakajo, Commissioner Morgan, and Commissioner Low voted in favor of the motion. The Motion passed.

There was no public comment.

Commission convened in closed session at 11:41 a.m.

9. PERSONNEL EXCEPTION. PUBLIC EMPLOYEE DISCIPLINE, CASE NO. 2025-03: COMMISSION DELIBERATIONS ON PROPOSED SETTLEMENT AGREEMENT (Cal. Govt. Code § 54957(b); Admin. Code § 67.10(b)) [Discussion and Possible Action]

The parties reached an agreement to settle the above-referenced matter. The Commission is now considering approving the proposed Settlement Agreement in relation to that decision.

Also in closed session were Deputy City Attorney Hugo Cabrera and Commission Secretary Kathy Aguas-Aclan.

Commission reconvened in open session at 11:45 a.m.

10. REPORT ON ANY ACTION TAKEN ON ITEM 9 HELD IN CLOSED SESSION (California Government Code Section 54957.1(a) and San Francisco Administrative Code Section 67.12(B)) [Discussion and possible action]

The Fire Commission voted to approve the settlement agreement.

11. VOTE TO ELECT WHETHER TO DISCLOSE ANY OR ALL DISCUSSION ON ITEM 9 HELD IN CLOSED SESSION (San Francisco Administrative Code Section 67.12(a)) [Action]

Commissioner Low moved not to disclose any discussion on item 9 in closed session. President Fraser Seconded. President Fraser, Vice President Collins, Commissioner

Nakajo, Commissioner Morgan, and Commissioner Low voted in favor of the motion.
The Motion passed.

12. ADJOURNMENT

Meeting adjourned at 11:46 a.m.