

FIRE COMMISSION REGULAR MEETING

DRAFT MINUTES

December 10, 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=51325

President Fraser called the meeting to order at 9:08 a.m.

1. ROLL CALL

Commission President	Marcy Fraser	Present
Vice President	Paula Collins	Excused
Commissioner	Stephen Nakajo	Present
Commissioner	Armie Morgan	Present (arrived 9:09 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	
Chad Law	Prevention	
Marc Kasper	Division of Training	
Garreth Miller	ESER Project Manager	
Adrienne Sims	Chief of Staff	
Tony Molloy	ADC EMS	
April Sloan	ADC CP	
Assistant Chiefs		
Brook Baker	Division II	
Michael I. Thompson	Division III	

RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT

President Fraser read the land acknowledgment.

President Fraser announced that the agenda would be reordered as follows: agenda item #7 and #5. Agenda item #2, “General Public Comment,” will be heard after these agenda items.

7. AMENDMENTS TO 2025 FIRE CODE *[Discussion and possible action]*

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

President Fraser announced that this agenda item will be postponed until the Mayor’s office introduces the Fire Code. Deputy City Attorney (DCA) Sarah Fabian responded that the Fire Code Ordinance would be introduced in January 2026, and that any amendments are being drafted. She

recommended that any discussion and possible action take place at the January Fire Commission meeting.

Commissioner Morgan inquired if the Commission would be voting on a Fire Code amendment regarding financial hardship. DCA Fabian responded that any amendments are still being drafted, so it is unknown what amendments will be in the final draft of the Fire Code. Once introduced, the Fire Code will be posted online for 30 days, then referred to the Department for discussion.

Commissioner Nakajo asked for clarification on the Fire Code agenda item. The version of the Fire Code discussed and approved at the November Fire Commission meeting was a draft version that has yet to be introduced by the Mayor's office. Commissioner Nakajo inquired if the public could still make comments regarding the Fire Code even if it will be continued to the January meeting. DCA Fabian responded there can be public comment since the Fire Code is an agenda item.

Rudy Gonzalez of the San Francisco Building and Construction Trades Council made public comment regarding retrofitting buildings and the Fire Code. Randy Roxson of the Sprinkler Fitters Association of California made public comment regarding high rise buildings and sprinklers. Chase Browning of the National Fire Sprinkler Association made public comment supporting the 2025 Fire Code. Janice Cheung, a retired Department member, made online public comment regarding sprinklers. August Goers of Luminalt Solar Energy Solutions made public comment regarding the solar and battery energy storage. Eric Schoonbaert of Luminalt Solar Energy Solutions made public comment regarding the 2025 Fire Code.

5. ORDINANCE TO AMEND ADMINISTRATIVE CODE 2A.91 AND 2A.93 AND ADOPTION OF COLLABORATIVE PROCESS FOR APPOINTMENT OF DEPARTMENT PHYSICIAN [Discussion]

Discussion on the recently introduced ordinance amending San Francisco Administrative Code section 2A.93 (regarding appointment of Deputy Chief, EMS and Community Paramedicine), and deleting section 2A.91 (regarding Commission appointment and removal of department physician), and discussion regarding the development and adoption of a collaborative process for the appointment of the department physician.

DCA Fabian commented that the ordinance was introduced in November and is now on a 30-day hold. The qualifications for the Deputy Chief, EMS and Community Paramedicine (CD4) position are being updated. The Department Physician position is being updated to reflect Charter Section 1. DCA Fabian recommended continuing this topic to the January 2026 meeting, so the Human Resources Director participate in the discussion.

Commissioner Low inquired if this agenda item would be continued. President Fraser responded yes.

Commissioner Morgan inquired about the Fire Commission's role in choosing a Department Physician. DCA Fabian responded that the Charter gives the Chief of Department the authority to appoint/remove exempt and full-service employees. The Charter takes precedence over the Administrative Code. The HR Director can explain the process.

Chief Crispen responded that the Department is pleased with Dr. Chang, the Department Physician, and not planning to make a change. This discussion is for ensuring the Department is adhering to the Charter, and including stakeholders such as the Fire Commission, are included in the discussion.

Commissioner Low inquired about the historical practices. DCA Fabian responded that she is not aware of historical practices. The HR Director will explain the process at a future meeting.

President Fraser inquired if the current process conflicts with the Charter. Commissioner Nakajo asked for clarification about which positions were being discussed. DCA Fabian responded that the Ordinance deals with two positions: Department Physician and Deputy Chief, EMS and Community Paramedicine. It is possible to combine topics on one ordinance, rather than introducing several ordinances. Commissioner Nakajo expressed that the Fire Commission and Command Staff worked together on choosing the Department Physician. Chief Crispin commented that the Department wanted Fire Commission to be involved in any updates to the Administrative Code. DCA Fabian recommended further discussion be held at the next meeting.

There was no public comment.

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 November 12, 2025.

Commissioner Morgan inquired if the 2025 Fire Code approved at the last meeting was a draft, and that possible amendments would need Fire Commission review and approval. DCA Fabian responded yes, and that the Fire Commission's action would be reported to the Board of Supervisors.

Commissioner Low moved to approve the minutes from November 12, 2025, and Commissioner Morgan Seconded. President Fraser, Commissioner Nakajo, Commissioner Morgan, and Commissioner Low voted in favor of the motion. 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 November 12, 2025, including budget, academics, special events, communications, and outreach to other government agencies and the public.

Chief Crispin met with several affinity groups in November and December: EMS Officers Association, the Firefighters Behavioral Health Foundation, and NERT Advisory Board. The Department has also been selecting candidates for the upcoming 137th Recruit Academy; H3L1 Class 29; and H3L2 Class 15. Chief Crispin attended the Local 798 Toy Program Opening Day Cookoff; Salvation Army Fire Department vs. Police Department turkey carving competition; Glide Memorial Church Thanksgiving; Self Help for the Elderly Thanksgiving event; and the Five-Year Anniversary celebration of Community Paramedicine (CP). Chief Crispin thanked Commissioner Nakajo for attending, Chiefs Sloan, Mason, and Nazzareta for their dedication to CP. Chief Crispin attended the swearing in ceremony of Supervisor Alan Wong; the Nob Hill Association tree lighting ceremony, honoring Battalion Chief Claudio Rivieccio; the Real-Time Intelligence Center

(RTIC) 2.0 Mayor's press event. The Department will be working with SFPD utilizing their drone system for some rescue operations, and potentially during tsunami warnings and fires. Chief Crispen attended the Civic Center tree lighting ceremony; SFPD event announcing Chief Derrick Lew; Station 49 Santa Day; the San Francisco Asian Peace Officers Association's event; PIO Team and Family Holiday Breakfast. Station 4 hosted and provided dinner for SFPD. The Mayor's office will announce budget instructions on Friday, December 12. The Department will be working on budget priorities, including positions and examinations. There will be an H33 examination in the spring. Chief officers and Command Staff participated in a media training event on November 13. At the Capital Planning Committee meeting on November 17 and December 1, they discussed the ESER Bond scheduled for November 2026, which will request approximately \$100 million. The bond would rebuild Stations 2, 7, 8, and 40. Chief Crispen thanked Chiefs Mullin and Miller for their work on the ESER Bond. Chief Crispen is attending a five-session program in AI Government Leadership. He thanked Fire Marshal Law for working with the City Attorney's office, the Human Services Agency (HSA), and the Department of Building Inspection (DBI) on storage hoarding issues. The 136th Recruit Academy Class graduates on December 19. Chief Crispen's report is attached: <https://sf-fire.org/media/3934/download?inline>.

Commissioner Low inquired about what stations are covered by the upcoming ESER Bond. Chief Crispen responded that it covers Stations 2, 7, 8, and 40. Due to cost, Station 7 was removed from the 2020 ESER Bond. Kezar Stadium was also originally under the 2020 ESER Bond but has now moved to a future ESER Bond. This could potentially reallocate funds to Station 7. Commissioner Low inquired if \$100 million was enough budget for all these stations. Chief Crispen responded that it would cover the costs.

Commissioner Nakajo thanked Chief Crispen for his report. He enjoyed attending the five-year anniversary of the Community Paramedicine program, and hearing past members acknowledged: Chiefs Nicholson, Tong, and Pang. Commissioner Nakajo congratulated Chiefs Sloan and Molloy for their work, and acknowledged past members Dr. Marshall Isaac, Dr. Clement Yeh, and Department of Public Health member, Dr. John Brown.

Commissioner Morgan thanked Chief Crispen for his report. He thanked Chief Crispen for handling a busy holiday schedule. Commissioner Morgan inquired if the Mayor's budget instructions present any challenges. Chief Crispen responded that he expects stringent budget instructions due to an anticipated \$1 billion budget crisis, and the possible loss of federal funding. Commissioner Morgan inquired if there was budget for IT staff. Chief Crispen responded that Permit SF, a program promoted by the Mayor that will help streamline the permitting process, requires IT staff. Commissioner Morgan inquired about the CD4 position. Chief Crispen responded that there will be a presentation regarding that position at the January 2026 meeting.

President Fraser thanked Chief Crispen for his report. She asked if Station 8 was included in the ESER Bond. Chief Crispen responded that Station 8 was included. President Fraser

was concerned about federal funding, but pleased to learn about the IT positions and media training.

Aileen Boken of the Coalition for San Francisco Neighborhoods requested to make general public comment. Ms. Boken made public comment regarding water resources.

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 October and November 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 calls for service have increased by 7909 calls in the last two years (November 30, 2023, to November 30, 2025). As the fleet ages, there will be increased maintenance costs. Building alarm activations averaged 1700 alarms per month between September to November 2025. There were 867 outside fires in October and November, mostly due to seasonal changes. Chief Rabbitt has been working with Chief Cannon and the Department of Emergency Management (DEM) to update responses to the Computer-Aided Dispatch System. There were 14 working fires each in October and November. At the third alarm fire at 2540 Chestnut Street on October 15, two members were injured. The concealed void spaces were challenging in terms of suppression efforts. Chief Rabbitt will engage with field commanders monthly in order to increase operational efficiency. The Bureau of Fire Prevention & Investigation (BFI) began school inspections for the 2025-2026 school year. Chief Rabbitt is working on incorporating a review of lockdown procedures into these inspections. The Department continued working with SFPD on active attacker drills. R1 and R2 inspections are nearly complete. BFI made four arson arrests in October and November. Chief D'Arcy from the airport responded to over 1050 incidents in November and December. Chief D'Arcy has been working on acquiring ARFF rigs and upgrading Airport Station 3's training classroom. Chief Rabbitt congratulated Chief Kasper for completing a 10-week executive leadership class. Thanks to CJAC funds, the Department hosted several classes, including a rope rescue awareness course. Chief Crispen attended a live fire training for the 136th Recruit Academy Class. The Fire Reserve logged over 300 hours in drills. Chief Rabbitt will be detailing companies to the Fire Reserve to assist with future drills. Captain Tom from NERT has been expanding the LISTOS program to Spanish speaking communities. Over 800 people received NERT training in October and November. Chief Rabbitt's report is attached: <https://sf-fire.org/media/3929/download?inline>.

Commissioner Morgan thanked Chief Rabbitt for his report.

Commissioner Nakajo thanked Chief Rabbitt for his report. He thanked members for their work during the holiday season. Commissioner Nakajo congratulated Chief Kasper and

the Division of Training for training the upcoming graduating class. Commissioner Nakajo acknowledged Supervisor Alan Wong who is a NERT graduate.

President Fraser thanked Chief Rabbitt for his report. She commented about the number of calls at the airport. Chief Rabbit responded that there are usually 500 calls a month. President Fraser commended the Fire Reserve and NERT. She was pleased to learn about the Department's work on hoarding as a fire hazard, and suggested working with Adult Protective Services and Child Protective Services.

There was no public comment.

REPORT FROM EMS AND COMMUNITY PARAMEDICINE, ASSISTANT DEPUTY CHIEFS TONY MOLLOY AND APRIL SLOAN

Report on the EMS and Community Paramedicine (CP) Divisions.

Chief Molloy reported that call volume decreased slightly. EMS continued monitoring flu incidents. Flu incidents typically increase in late December or early January. Ambulance Patient Offload Times (APOT) delays continue to trend downward from two hours to between 30 minutes to one hour. Chief Molloy reported that in November, EMS took approximately 33 minutes for transfer of care. In advanced interventions, EMS had 51 resuscitations. EMS held their annual Power Air-Purifying Respirator (PAPR) training, and held a Town Hall event regarding the CD4 position. Chief Molloy reported two notable events: multiple shooting victims, and a distraught patient with self-harm issues. Chief Sloan reported a decrease in call volume possibly related to less people on the streets due to increased shelter availability. The Geary Stabilization Unit helped decrease ambulance transports. Community Paramedic Captains had 75 engagements. There was a referral to the Managed Alcohol Program and three referrals to SCOPE for opiate treatment. 47 CP members were re-accredited. Dr. Graterol and Chief Nazzareta attended the Urban Institute's Innovation Day, Alternative to Arrest and Homelessness Response event. Chief Sloan reported that CP helped a gravely disabled person experiencing opiate withdrawal. The Street Crisis Team helped with abatement of an encampment at the Hairball on Cesar Chavez and the Highway 101 on-ramp. Chief Molloy's and Chief Sloan's reports are attached: <https://sf-fire.org/media/3930/download?inline>.

Commissioner Low asked for the definition of PAPR. Chief Molloy responded that it is an air purifying respirator. Commissioner Low inquired about the Town Hall. Chief Sloan responded that information about the Town Hall will be released at a later time.

Commissioner Morgan thanked Chiefs Molloy and Sloan for their report. Given the incident at San Francisco General Hospital, Commissioner Morgan inquired if the Street Crisis Response Team has training in de-escalation and self-defense. Chief Sloan responded that she has been working with other stakeholders like EMS and the Physician's office to study violent incidents. There will be a Town Hall on December 18 to address safety. Chief Molloy responded has been gathering data on violent incidents in the workplace. Commissioner Morgan thanked members for their work. Chief Crispin commented that City Department Heads have been discussing workplace violence as well

in the hopes of creating a citywide plan. The Department is committed to helping EMS and CP.

Commissioner Nakajo thanked Chiefs Molloy and Sloan for their reports. He was also concerned with workplace violence, and thanked members for their work.

President Fraser thanked Chiefs Molloy and Sloan for their report. She was pleased to learn about the Hairball. President Fraser inquired about high utilizer calls. Chief Sloan responded that she could look into that and report back. President Fraser congratulated Chief Sloan on the 5-year anniversary of the CP Program.

There was no public comment.

6. FIRE DEPARTMENT ADMINISTRATIVE BULLETINS *[Discussion and possible action]*

Presentation by Fire Marshal Chad Law on Administrative Bulletins. Discussion and possible action to adopt the Fire Department Administrative Bulletins as presented.

- Administrative Bulletin 1.01: Scope 2025.
- Administrative Bulletin 2.01: Fire Alarm and Signaling Systems Submittals (2025).
- Administrative Bulletin 2.02: Submittal Requirements for Kitchen Hood and Duct. Extinguishing Systems (2025).
- Administrative Bulletin 2.03: Submittal Requirement for Clean Agent Fire Suppression Systems (2025).
- Administrative Bulletin 2.04: Fire Sprinkler Submittals (2025).
- Administrative Bulletin 2.05: Fire/Smoke Damper Submittal Guidelines for New Buildings and Tenant Improvements (2025).
- Administrative Bulletin 2.06: Submittal Requirements for Cellular Antenna Sites (2025).
- Administrative Bulletin 2.07: Permit Application Checklist for Diesel Generators, Fuel-Oil Systems, Diesel Fire Pumps, and Fuel Tanks Serving Generators and Fire Pumps (2025).
- Administrative Bulletin 2.08: Retroactive Sprinkler Installation for High-Rise Buildings Submittal & Umbrella Permit (2022) - No Change.
- Administrative Bulletin 2.09: Underground Pipe Detail Plan and Design Criteria Submittal for Installation of Underground Piping for Fire Sprinkler Service (2025).
- Administrative Bulletin 2.11: Submittal Guidelines for Emergency Evacuation Signs (2025).
- Administrative Bulletin 2.12: Flame Effect Performance Application Requirements (2025).
- Administrative Bulletin 2.13: Submittal Requirements for Temporary Tents and Membrane Structures (2025).
- Administrative Bulletin 2.14: Submittal Guidelines and Requirements for Fire Permit Applications (2025).
- Administrative Bulletin 2.16: Submittal Guidelines for Fire Department Access & Fire Flow Approval (2025).
- Administrative Bulletin 2.17: Submittal Guidelines for Cannabis and Plant Cultivation Facilities (2025).
- Administrative Bulletin 2.18: Submittal Guidelines for Cannabis and Plant Extraction Facilities (2025).
- Administrative Bulletin 3.01: LED and Graphic Annunciator Panels (2025).
- Administrative Bulletin 3.02: Fire Alarm Annunciation (2025).
- Administrative Bulletin 3.03: Fire Alarm Certification (2025).

- Administrative Bulletin 3.04: ERRC Certification (2025).
- Administrative Bulletin 3.05: New and Replacement Fire Alarm Systems - High-Rise Evacuation/Relocation Policy (2025).
- Administrative Bulletin 3.08: Sleeping Area Fire Alarm Requirements (2025).
- Administrative Bulletin 4.03: Acceptance Testing of New High-Rise Sprinkler and Standpipe Systems (2025).
- Administrative Bulletin 4.04: Color Coding of Existing Standpipe Systems (2025).
- Administrative Bulletin 4.05: Protection of Standpipe Inlets/Outlets (2025).
- Administrative Bulletin 4.06: Design Criteria for Fire Department Connections and Standpipe Outlet Valves (2025).
- Administrative Bulletin 4.09: Removal of Class II Standpipe Hose Cabinets in Sprinkler Retrofitted Buildings (2025).
- Administrative Bulletin 4.10: Test of Fixed Extinguishing Systems (Sprinkler and Standpipe Systems) (2025).
- Administrative Bulletin 4.11: Sprinkler System Water Flow Alarms and Monitoring (2025).
- Administrative Bulletin 4.12: Temporary Standpipes in Buildings Under Construction (2025).
- Administrative Bulletin 4.13: Sprinkler & Standpipe Flow Rates and Required Pressures (2025).
- Administrative Bulletin 4.15: Attachments and Anchors Acceptable for Hanging and Sway Bracing of Sprinkler Pipe (2025).
- Administrative Bulletin 4.16: Sprinkler Systems in Existing Live/Work Occupancies (2025).
- Administrative Bulletin 4.17: Pre-Action Sprinkler System Supplied by Wet Pipe Sprinkler Systems (2025).
- Administrative Bulletin 4.18: Sprinkler and Standpipe Signs (2025).
- Administrative Bulletin 4.19: Manual Wet Standpipe Sizing (2025).
- Administrative Bulletin 4.20: Design of Fire Pump Suction Piping, Fire Pump Location, and Water Storage Tank (2025).
- Administrative Bulletin 4.21: Single, Double & Non-Interlock Pre-Action Systems (2025).
- Administrative Bulletin 4.22: Design of Fire Pump Wiring Methods (2025).
- Administrative Bulletin 4.23: Combination Fire Services (2025).
- Administrative Bulletin 4.24: Fire Department Connections (FDC) Requirements (2025).
- Administrative Bulletin 4.25: Sprinkler Protection for Car Stackers/Lift Systems (2025).
- Administrative Bulletin 4.26: Labels for Sprinkler System Control Valves (2025).
- Administrative Bulletin 4.27: Listed Flexible Sprinkler Hose Fittings (2025).
- Administrative Bulletin 4.28: Fire Sprinkler System Coverage Requirements for Balconies and Terraces (2025).
- Administrative Bulletin 4.29: Sprinkler Protection Requirements for Parking Spaces Associated with Electric Vehicles (EV) Charging Stations (2025).
- Administrative Bulletin 5.05: Signage for Buildings with Wood or Lightweight Steel Truss, or Composite Wood Joist (TJI) Floor/Roof Construction (2025).
- Administrative Bulletin 5.06: Requirements for SFFD Approval of Temporary Permits of Occupancy for New or Change of Use High-Rise Buildings (2025).
- Administrative Bulletin 5.07: Air Replenishment Systems (2025).
- Administrative Bulletin 5.08: Fire Service Access Elevators (FSAE) and Occupant Evacuation Elevators (OEE) (2025).
- Administrative Bulletin 5.09: Lock Box Program Guidelines for New and Replacement Boxes (2025).
- Administrative Bulletin 5.11: Submittal Guidelines for On-Demand Mobile Fueling (2025).

- Administrative Bulletin 5.14: Removal of Fire-Smoke Dampers from HVAC Penetrations of Fire-Resistance Rated Corridors (2025).

President Fraser asked Secretary Aguas-Aclan to describe the process. Secretary Aguas-Aclan responded that she would read all the Administrative Bulletins (ABs), calling for public comment and additional discussion for each bulletin. A bulletin could be furthered discussed by severing it. A motion would be made to approve non-severed ABs in bulk.

Fire Marshal Law presented 54 ABs for Fire Commission review/approval. He read San Francisco Fire Code, Section 104.1.2, New Administrative Bulletins, which states that existing Administrative Bulletins can be proposed or revised. After a 30-day posting period, a public hearing would be held. These ABs were posted on September 23, 2025.

Secretary Aguas-Aclan read each AB. Commissioner Low moved to approve the 2025 Fire Administrative Bulletins, excluding AB 2.08, and Commissioner Morgan Seconded. President Fraser, Commissioner Nakajo, Commissioner Morgan, and Commissioner Low voted in favor of the motion. The Motion passed.

Commissioner Low moved to defer 2025 Fire AB 2.08 to the January 2026 meeting, and President Fraser Seconded. President Fraser, Commissioner Nakajo, Commissioner Morgan, and Commissioner Low voted in favor of the motion. The Motion passed.

There was no public comment.

8. ADJOURNMENT

Meeting adjourned at 11:23 a.m.