

SAN FRANCISCO FIRE COMMISSION



Fire Commission Special Meeting January 28, 2026, 5:00 p.m.

City Hall, 1 Dr. Carlton B. Goodlett Place, Room 400 ■ San Francisco ■ California ■ 94102

AGENDA

This meeting will be held in person at the location listed above. Members of the public attending the meeting in-person will have an opportunity to provide public comment. Members of the public participating remotely may access the meeting and participate remotely by following the instructions below. Members of the public may address the Commission for up to three minutes per item.

PUBLIC COMMENT CALL-IN:
1 (415) 655-0001
MEETING ID: 2662 148 8498

Ensure you are in a quiet location.

Speak clearly and turn off background sounds (television, phones, radios)

Wait for the item you would like to address to be called. When prompted, press *3 to be added to the queue. The system will notify you when you are in line. Callers will hear silence when waiting for your turn to speak. Operator will unmute.

You may also watch live at www.sfgovtv.org

Item No.

1. ROLL CALL

President	Paula Collins
Vice President	Allan Low
Commissioner	Stephen A. Nakajo
Commissioner	Armie Morgan
Commissioner	Marcy Fraser
Chief of Department	Dean Crispen

Ramaytush Ohlone Land Acknowledgement

The San Francisco Fire Commission acknowledges that we are on the unceded ancestral homeland of the Ramaytush Ohlone who are the original inhabitants of the San Francisco Peninsula. As the indigenous stewards of this land, and in accordance with their traditions, the Ramaytush Ohlone have never ceded, lost, nor forgotten their responsibilities as the caretakers of this place, as well as for all peoples who reside in their traditional territory. As guests, we recognize that we benefit from living and working on their traditional homeland. We wish to pay our respects by acknowledging the Ancestors, Elders, and Relatives of the Ramaytush Ohlone community and by affirming their sovereign rights as First Peoples.

2. GENERAL PUBLIC COMMENT

Members of the public may address the Commission for up to three minutes on any matter within the Commission's jurisdiction that does not appear on the agenda. Speakers shall address their remarks to the Commission as a whole and not to individual Commissioners or Department

personnel. Commissioners are not to enter into debate or discussion with a speaker. The lack of a response by the Commissioners or Department personnel does not necessarily constitute agreement with or support of statements made during 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 14, 2026.

4. FIRE DEPARTMENT OPERATING BUDGET - FISCAL YEARS 2026-2027 and 2027-2028 *[Discussion]*

Presentation from Mark Corso, Deputy Director of Finance and Planning on the Fire Department's operating budget for Commission review and discussion. Discussion of SFFD base budget and budget structure, as well as issues and priorities.

5. RESOLUTION 2026-01 – EMS Equipment Donation *[Discussion and possible action]*

Presentation from Mark Corso, Deputy Director of Finance and Planning, on a resolution recommending that the Board of Supervisors authorize the San Francisco Fire Department (SFFD) to accept a donation of EMS Equipment valued at \$100,000 from the Arlette Green Trust for the Department's EMS Division.

6. AMENDMENTS TO AMENDED RULES OF ORDER, INCLUDING BUT NOT LIMITED TO RULE 6 SPECIAL MEETINGS *[Discussion and possible action]*

Discussion and possible action to amend the Commission's Amended Rules of Order, including but not limited to Rule 6 regarding Commission special meetings. The Amended Rules of Order are available on the Fire Commission web site at <https://sf-fire.org/media/3926/download?inline>.

7. FIRE COMMISSION ANNUAL STATEMENT OF PURPOSE 2026 *[Discussion and possible action]*

Discussion and possible action to adopt the 2026 Annual Statement of Purpose. Encourage and support the administration in the creation, improvement and maintenance of physical facilities housing department functions which are up-to-date, and supportive of the health, safety and welfare of members of the department

8. ADJOURNMENT

**SAN FRANCISCO FIRE COMMISSION
NOTICE OF COMMISSION PROCEDURES**

Commission Meeting Schedule and Location

Between January 1, 2026, and June 30, 2026, the Fire Commission will meet regularly on the 2nd Wednesday of each month at San Francisco City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102. The meeting will take place in Room 416 at 9:00 a.m. This rule shall sunset on July 1, 2026, unless extended or shortened by action of the Fire Commission. After that time, the Fire Commission will meet regularly on the 2nd and 4th Wednesday of each month at San Francisco City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102. The second Wednesday will be in Room 416 at 9:00 a.m. and the fourth Wednesday will be in Room 400 at 5:00 p.m.

Commission Office

The Fire Commission Office is located at 698 Second Street, Room 220, San Francisco, CA 94107. The Fire Commission telephone number is (415) 558-3451. The web address is <https://sf-fire.org/fire-commission>. Office hours are from 7:30 a.m. to 4:00 p.m., Monday through Friday.

Remote Public Participation and Comment

It is possible that the Fire Commission may experience technical challenges that interfere with the ability of members of the public to participate in the meeting remotely. If that happens, the Fire Commission will attempt to correct the problem but may continue with the meeting as long as people attending in-person, and anyone who has received a disability accommodation to offer remote public comment, are able observe and offer public comment. Remote public comment is available upon request for individuals who cannot attend in person due to disability under the disability-related modification or accommodation procedure outlined below.

Language Access

Per the Language Access Ordinance (Chapter 91 of the San Francisco Administrative Code), Chinese, Spanish and or Filipino (Tagalog) interpreters will be available upon request. Meeting Minutes may be translated, if requested, after they have been adopted by the Commission. Assistance in additional languages may be honored whenever possible. To request assistance with these services please contact the Commission Secretary at (415) 558-3451, or fire.commission@sfgov.org at least 48 hours in advance of the hearing. Late requests will be honored if possible.

Information on Disability Access

Wheelchair-accessible entrances are located on Van Ness Avenue and Grove Street. Please note the wheelchair lift at the Goodlett Place/Polk Street is temporarily not available. After multiple repairs that were followed by additional breakdowns, the wheelchair lift at the Goodlett/Polk entrance is being replaced for improved operation and reliability. We anticipate having a functioning lift after the completion of construction in May 2025. There are elevators and accessible restrooms located on every floor. The closest accessible BART station is the Civic Center Station at United Nations Plaza and Market Street. Accessible MUNI lines serving this location are: #42 Downtown Loop, and #71 Haight/Noriega and the F Line to Market and Van Ness and the Metro Stations at Van

Ness and Market and at Civic Center. For information about MUNI accessible services call (415) 923-6142. There is accessible curbside parking adjacent to City Hall on Grove Street and Van Ness Avenue and in the vicinity of the Veterans Building at 401 Van Ness Avenue adjacent to Davies Hall and the War Memorial Complex. For more information about MUNI accessible services, call (415) 701-4485.

To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Commission Secretary at least two business days before the meeting at (415) 558-3451 to make arrangements. Late requests will be honored, if possible.

To assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical-based products. Please help the city to accommodate these individuals.

Policy on use of Cell Phones, Pagers, and Similar Sound-Producing Electronic Devices at and During Public Meetings

The ringing and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at Fire Commission meetings. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic device.

Documents for Public Inspection

Documents referred to in this agenda, if not otherwise exempt from disclosure, are available for public inspection and copying at the Fire Commission Office. If any materials related to an item on this agenda are distributed to the Fire Commission after distribution of the agenda packet, those materials, if not otherwise exempt from disclosure, are also available for public inspection at the Fire Commission Office, 698 Second Street, room 220, San Francisco, during normal office hours. Documents referred to in this agenda will also be available online at the Fire Commission web site: <https://sf-fire.org/fire-commission>, under the "Fire Commission Meetings" section.

Know Your Rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the sunshine ordinance or to report a violation of the ordinance, contact the sunshine ordinance task force. You may contact the Sunshine Ordinance Task Force Administrator, as follows: Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, Phone: (415) 554-7724, Fax: (415) 554-5784, E-mail: sotf@sfgov.org. Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's Web site at <http://www.sfgov.org>.

San Francisco Lobbyist Ordinance

Individuals and entities that influence or attempt to influence local policy or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Campaign and Governmental Conduct Code sections 2.100 – 2.160) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone (415) 581-2300, fax (415) 581-2317 and Web site: <http://www.sfgov.org/ethics/>.

FIRE COMMISSION REGULAR MEETING
DRAFT MINUTES

January 14, 2026, 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=51560

President Fraser called the meeting to order at 9:02 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	
Chad Law	Prevention	
Marc Kasper	Division of Training	
Garrett Miller	ESER Project Manager	
Adrienne Sims	Chief of Staff	
Tony Molloy	ADC EMS	
April Sloan	ADC CP	
Assistant Chief		
Nicol Juratovac	Division II	

RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT

President Fraser read the land acknowledgment.

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 December 10, 2025.

Commissioner Morgan moved to approve the minutes from December 10, 2025, and Commissioner Low 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 December 10, 2025, including budget, academies, special events, communications, and outreach to other government agencies and the public.

Chief Crispin held a press conference with Local 798 to announce PFAS free turnouts. He attended a community meeting at Fort Mason regarding the sprinkler ordinance; the H3L1 and H3L2 graduation ceremonies; the Winter Walk ribbon cutting ceremony; and the 136th Recruit Academy's run at Headquarters. Chief Crispin attended the City EMT Cohort 10 Graduation; The SF Fire Youth Academy end of year celebration; the Diamond Heights Community Association holiday event; and the 9910 Cohort 9 Academy. The Department welcomed the new IT Director, Ron Dibiase and new Chaplain, Father Armando Guitierrez. Chief Crispin attended the City Hall Kwanza celebration; the FLAME Championship basketball game and award ceremony; and press conference regarding involuntary medication administration. Chief Crispin thanked FEMA for their grant of \$2,557,000 which funded 1100 coats and 580 pairs of pants for the 136th Recruit Academy Class. The Department is working on raising an additional \$5 million to ensure all members have 2 sets of PFAS free turnouts. Chief Crispin thanked Local 798, the San Francisco Firefighters Cancer Prevention Foundation (SFFCPF), State legislators, and the Fire Commission for their support. Chief Crispin reported that the PG&E outage was being investigated. The Department responded to approximately 800 calls that day, including three working fires, and several elevator outages. Chief Crispin thanked BC Cannon, Rescue Captain Arthur King, and the Department of Emergency Management (DEM) for their work during the outage. Maintaining civilian staffing, specifically IT staff, and a sufficient fleet continues to be a budget priority. The Department extended 53 offers for the upcoming 137th Recruit Academy Class which begins on January 26. Preparation is underway for the 138th Recruit Academy Class beginning on July 27. H3L1 Academy 29 and H3L2 Academy 15 begin on March 30. The Capital Planning Committee approved voting on the 2026 ESER Bond in June 2026, and allocated 2020 ESER Bond funds to the rebuilding of Station 7. Chief Crispin thanked Chiefs Rabbit and Kasper for issuing General Order (GO) 25 A-119 regarding cooperative training between Suppression and EMS. Chief Crispin thanked President Fraser and the Commissioners for supporting Command Staff and his new administration. During Chief Crispin's first year as Chief of Department, Medic to Follow events and APOT alerts were at five-year lows. The Department participated in mutual aid to the Palisades and Altadena fires; collaborated with SFPD; reorganized the Community Paramedicine Division; integrated training between Suppression and EMS.; and secured plans to build a new Station 13 on Sansome Street. Other accomplishments included confirming construction of a new Division of Training facility; obtaining PFAS free turnouts; and securing cancer screenings. Chief Crispin's report is attached: <https://sf-fire.org/media/4023/download?inline>.

Vice President Collins commended Chief Crispin for his service and leadership during his first year as Chief of Department.

Commissioner Low inquired about victim services and city resources, especially if there is a language barrier. Supervisor Connie Chan's office contacted Commissioner Low about this topic. Chief Crispen responded that the Department contacts the Red Cross to help displaced people due to fire. The Department also ensures a building is secure before leaving an incident. Chief Crispen acknowledged there can be language barriers, but the Department does its best to communicate with victims. The Red Cross and Human Services Agency (HSA), work with victims regarding housing. Commissioner Low inquired if HSA could take a more active role in finding long-term housing for people displaced by the fire at 48 Golden Gate Avenue. Chief Crispen responded that the Department does work with HSA as an intermediary, by documenting any displacements which in turn are shared with the Red Cross and HSA.

President Fraser thanked Chief Crispen for his report and agreed with Commissioner Low's concerns. President Fraser referenced last year's fire in Southern California where many people are still experiencing housing issues.

Commissioner Nakajo thanked Chief Crispen for his report and wished everyone a happy new year. He enjoyed hearing about the Department's accomplishments in the last year, and looks forward to a successful 2026 and beyond.

Commissioner Morgan thanked Chief Crispen for his report, and for his work during the first as Chief of Department. Commissioner Morgan was pleased about the new turnouts and drill schedule, and wished the Department luck on the ESER Bond.

Vice President Collins inquired if the recent PG&E outages will inform future responses. Chief Crispen responded that an investigation is being conducted regarding PG&E's communication with the City. He commented that PG&E's challenge is upgrading their infrastructure. The Department was able to coordinate and communicate with PG&E to ensure the safe reenergizing of the system. The second power outage in the Balboa area was unexpected, but Chief Crispen commented that the Department was able to respond.

President Fraser was pleased at the Department's accomplishments in 2025. She thanked DEM for responding to the power outage. President Fraser asked for the location of the substation fire. Chief Crispen responded that the fire was at an above ground substation at 8th and Mission streets. Fortunately, no members were hurt, and the fire was safely extinguished. President Fraser inquired why the number of PFAS free coats and pants did not match. Chief Crispen asked Chief Mullin to respond. Chief Mullin responded that FEMA's funding covered 1100 coats and 580 pants. The Department plans to purchase more turnouts to have 1100 complete sets (coats and pants).

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 December 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 the Department continued training with local law enforcement agencies on civil unrest operations as there was an increase in First Amendment activities. There were approximately 184,000 calls for service, an increase in over 9500 calls. There were 2167 building alarm responses. The Bureau of Fire Prevention (BFP) will work with buildings to reduce any unnecessary activations and monitor calls. There were over 530 outside fires, mostly due to seasonal changes. Chief Rabbit has been working with Chief Cannon and DEM to dispatch the necessary resources. There were 12 working fires in December, including 2 greater alarms at 50 Golden Gate and 261 Niagara avenues, respectively. The Type 3 multi-unit residential building at 50 Golden Gate was a 3rd alarm fire in a void attic space. The 2nd alarm fire at 261 Niagara occurred later that day at a single-family home. Water supply was challenging as the initial hydrant had low volume and pressure. The Hazmat Unit responded to a fuel tank fire on 16th and Guerrero streets. On December 15, there was an MCI incident involving a cable car that stopped abruptly on the tracks. Chief Rabbitt has been working with Rescue Captains (RC) Oscar Thadeo and Jeffrey Covitz on the Tactical EMS Group providing active attacker drills to schools. BFP has completed residential inspections. There were 597 incidents at the airport. Chief D'Arcy is working on procuring aircraft rescue firefighting apparatus and upgrading Airport Fire Station 3's training classroom. Chief Rabbit, Chief D'Arcy, and BC Cannon have been working on the City's response plan for incidents at SFO. Chief Rabbitt congratulated Captain Novo and his staff on training the 136th Recruit Academy Class. Chief Kasper and Captain Wehrman developed standard Notice to Improve and Performance Improvement Plan templates which will be incorporated into the Department's Managing Employee Performance Manual. Training Specialist Neal Narayan produced a cancer prevention podcast featuring cancer survivors Leonel Tingin and Christina Zammarchi; SFFCPF member, Adam Wood; and Department Physician Steven Chang. The 137th Recruit Academy Class starts on January 26. The Department will begin detailing companies to the Fire Reserves during their Thursday evening drills. Rescue Squad 2 conducted an auto extrication drill with the Fire Reserves on December 11. A rope rescue awareness training is scheduled for February 17. Over 200 people received NERT training in December. Chief Rabbitt's report is attached: <https://sf-fire.org/media/4014/download?inline>.

Commissioner Low inquired if the Department needs to work with DPW regarding water supply and low water pressure. Chief Rabbitt responded that the low-pressure hydrant was the last one at the end of the hydrant grid and not within DPW's scope. Fortunately, the third arriving engine provided an adequate, alternative supply. Chief Crispen commented that PUC manages the Department's water supply and is present at all greater alarms. If needed, low pressure hydrants can be augmented.

Vice President Collins asked what caused the cable car accident. Chief Rabbit responded that the Department does not have SFMTA's accident report but will follow up.

Commissioner Nakajo thanked Chief Rabbitt for his report. He inquired about the origins of the greater alarm fire on Guerrero Street. Chief Rabbitt responded that the site was a former gas station. Residual fuel in a gas tank sparked after contact with an excavator. Commissioner Nakajo commended members for responding to that incident. He enjoyed the recent graduation ceremony, and was pleased to see three Supervisors, the Chaplain, and the Chancellor of City College in attendance.

Commissioner Morgan thanked Chief Rabbitt for his report. He congratulated all the graduates and was sorry to have missed the ceremony. Commissioner Morgan inquired if the two greater alarms were at the same time. Chief Rabbitt responded that the fire on Golden Gate Avenue was at 3:15 am, while the fire on Niagara Avenue was around 10:30am. Commissioner Morgan was concerned about water supply. Chief Rabbitt responded that the water supply system is robust with over 8000 hydrants, cisterns, an auxiliary/emergency water system, and portable hydrants in case of pipe failure. The Department is working on an emergency water connection to Lake Merced.

President Fraser thanked Chief Rabbitt for his report. She was concerned by the increase in calls over the last two years and appreciated the update on the airport. President Fraser requested a presentation on the water system. Chief Crispen responded that he would be happy to do so at a future meeting. Chief Rabbitt responded that Chief Miller, the ESER Bond Project Manager, and Captain James McGuigan, the water supply officer, could provide that information.

There was no public comment.

President Fraser announced that agenda item #5 would be heard before the report from EMS and Community Paramedicine.

5. REPORT ON MAYOR'S CENTRALIZED PERMITTING INITIATIVE *[Discussion]*

Report from Permit SF Director, Elizabeth Watty, and Mayor's Lead, Florence Simon, regarding the Mayor's centralized permitting initiative, launching in February 2026.

Fire Marshal Chad Law introduced the Permit SF Director Elizabeth Watty and Mayor's Lead, Florence Simon. The Permit SF program will consolidate all City agencies on one digital platform. The Department is looking forward to utilizing this program to review permits and process inspections. Ms. Watty discussed Open Gov, the software used for Permit SF. The current permitting system is paper based and not consistent across City agencies. With Permit SF, agencies can connect with each other and work in tandem. It is important for the Department to understand what permits or violations have been issued by the Department of Building Inspection (DBI). People will know the status of their applications. Fire permits will be one of the first to be rolled out in February. Ms. Watty thanked Department members for their support and work on Permit SF, in particular Assistant Fire Marshals Mary Tse and Kathleen Harold. Ms. Simon reported that she has

been working with Open Gov to roll out phase one of Permit SF which includes fire alarms; sprinklers; operational needs such as industrial ovens; and DBI permits. Over the next three years, Permit SF will expand to the whole City. Fire Marshal Law commented that Permit SF will improve the permit process and promote more collaboration with DBI. Ms. Simon provided the Fire Commission Secretary with a link to a video demonstrating the Permit SF program.

Vice President Collins was pleased to hear about Permit SF and congratulated all the parties involved in creating the program. Permit SF will hopefully break down silos and encourage people to do business in San Francisco.

Commissioner Low inquired if all City departments would eventually utilize Permit SF. Ms. Simon responded yes. Rolling out a couple of departments at a time, rather than all at once, allows the public to become accustomed to the program. The Department of Public Health and the Department of Public Works are a major part of the rollout plan.

Commissioner Low inquired if the City Attorney's office would be integrated. Ms. Simon responded not at this time, but it would be part of a future rollout. Commissioner Low inquired about accountability if a sister agency experiences delays that affect the Department. Ms. Simon responded that each department's workflow is visible on Permit SF. There are discussions about enforcing deadlines by providing notifications or setting up system lockouts if deadlines are not met. Ms. Watty responded that performance metrics would be reviewed to track key performance indicators which help define accountability in the Permit SF program.

Commissioner Nakajo thanked Ms. Watty and Ms. Simon for their report. He was pleased with the Fire Marshal Law's role in rolling out the Permit SF Program. Commissioner Nakajo appreciated all the work done to improve the permit process, and offered his support for Permit SF.

President Fraser thanked Ms. Watty and Ms. Simon for their report. She was excited about the rollout of Permit SF, and thanked everyone involved for their work.

There was no public comment.

Secretary Aguas-Aclan announced the meeting would resume with agenda item #4: Report from EMS and Community Paramedicine.

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 increased to 11,500 calls in December. There were 8740 ambulance dispatches. There were 900 RC dispatches, a slight decrease from last month. Chief Molloy commented this decrease was partly due to efforts to accurately code calls. Ambulance Patient Offload Times (APOT) delays increased slightly in December to 916 delays due to an increase in Medic to Follow events. Over 160 delays were over an hour long. There is an APOT Summit tentatively scheduled in March to help

address this issue. There were 176 Narcan administrations, the lowest in months. Chief Molloy reported EMS attempted 356 resuscitations, including 119 instances of bystander CPR. Chief Molloy thanked the Commissioners for attending the H3L2 Class 28 Graduation ceremony. He thanked Chiefs Kasper and Treff, EMS Captain Slimick, and Captain Draper for holding the annual RC training and MCI Drill. Chief Molloy commended Captain Scott Everhard for being the first member to respond to the cable car accident. Chief Molloy hosted the annual Santa Breakfast. Chief Sloan reported that CP responded to over 1600 incidents. There were 34 holds, a majority of which were for grave disability. 17% were taken to a hospital, 24% went to alternate destinations, and 58% remained in the community. The top destinations continue to be SOMA Rise, the Geary Stabilization Unit, and A Woman's Place. The Street Crisis Response Team (SCRT) called for SFPD assistance for less than 2% of the time. CP Captains responded to 310 incidents including 46 unique individual high utilizers; five overdose survivors; 15 Healthy Streets Operations Center (HSOC) calls; and 15 3-1-1 calls. The Breaking the Cycle Initiative is made of multiple departments in favor of permanent supportive housing and a higher level of care. Chief Sloan reported several notable incidents. A high utilizer showed comorbid medical and mental health conditions. After almost 100 EMS and CP calls, CP was able to help them obtain permanent supportive housing. The SCRT helped a distressed individual reunite with their family after a stay at the Geary Stabilization Unit. The SCRT helped another high utilizer secure a bed at a high acuity behavioral health site. Chief Molloy's and Chief Sloan's reports are attached: <https://sf-fire.org/media/4017/download?inline>.

Commissioner Nakajo thanked Chiefs Molloy and Sloan for their reports. He inquired if there was any progress on training members on workplace violence. Chief Crispen responded that at the EMS/CP Town Hall meeting, they identified 67 incidents of workplace violence. Attendees provided feedback. EMS is working with the Behavioral Health Unit (BHU), the Physician's office, IT, and the Division of Training to identify next steps. Chief Molloy is working on practical ways such as ambulance signage to remind the public that assaulting members is illegal. Chief Sloan responded that she is working with Gracie Jiu Jitsu on Gracie Medical Defense on defense training, and a train the trainer program. She is also working with SFPD's Risk Manager, Commander Jack Hart. Commissioner Nakajo was pleased to hear about the progress, and commented that the community has many professionals that can help with this issue. He was concerned about APOT delays, and looks forward to hearing about any progress.

Commissioner Morgan thanked Chiefs Molloy and Sloan for their reports, and asked for the definition of "LEMSA." Chief Molly responded it stood for "Local EMS Agency." He was also concerned that APOT delays had increased. Chief Molloy responded that factors such as the flu could have impacted APOT. Fortunately, call volume was at expected levels.

President Fraser thanked Chiefs Molloy and Sloan for their report. She commended members for their fine work, and is pleased the Department is working on members' well-being. President Fraser is looking forward to learning about the APOT Summit, and

would like to participate if possible. She asked about the working relationship between EMS and the Geary Stabilization Unit. Chief Molloy responded that they meet weekly with the Geary Stabilization Unit, and continue to promote alternate destinations for patient transport. President Fraser was pleased to learn about bystander CPR, and hoped that more training would be available in the future. Chief Crispen responded that the Department promotes hands-only CPR to schools and at community events.

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 2.08: Retroactive Sprinkler Installation for High-Rise Buildings Submittal & Umbrella Permit (2022).

Fire Marshal Law presented AB 2.08 which is a legacy bulletin based on the 1993 Sprinkler Ordinance. It required the retroactive installation of sprinklers in existing non-residential high-rise buildings. AB 2.08 does not apply to existing high-rise residential buildings.

Commissioner Low moved to adopt Administrative Bulletin 2.08, and Vice President Collins Seconded. President Fraser, Vice President Collins, Commissioner Nakajo, and Commissioner Low voted in favor of the motion. Commissioner Morgan stepped out of the hearing room. The Motion passed.

There was no public comment.

7. UPDATES REGARDING 2025 FIRE CODE *[Discussion and possible action]*

Fire Marshal Chad Law to present updates to the San Francisco Fire Department's 2025 Fire Code since the Fire Commission meeting on December 10, 2025, including the introduction of the 2025 Fire Code to the Board of Supervisors. Discussion and possible action to review and approve the 2025 Fire Code, as introduced to the Board of Supervisors on December 16, 2025. The Ordinance can be found on:

<https://sfgov.legistar.com/LegislationDetail.aspx?ID=7785974&GUID=7A212623-8894-4C48-B33E-68609FB29510&Options=ID|Text&Search=fire+code>

Fire Marshal law stated that California adopts a new fire code every three years and requires San Francisco to repeal and adopt a new local fire code. The Fire Commission approved a draft of the 2025 San Francisco Fire Code at the last meeting. Since that time, there have been several changes as follows: reduced the compact mobile food vendor fee to \$95; removed Sections 12, 1205.1.2.1, 1205.2.1.4, and 1205.2.1.5 regarding solar installations; extended compliance dates for the sprinkler ordinance compliance to January 1, 2030 (to obtain a permit), 2034 (to establish water supply), and January 1, 2035 (for overall completion of the previous two steps); and the addition of Section 1103.5.4 regarding determination of undue hardship. There are discussions of possibly establishing a Technical Advisory Committee to oversee Section 1103.5.4. Deputy City Attorney (DCA) Sarah Fabian clarified that this proposed committee has yet to be confirmed. It would potentially be a separate ordinance from the Fire Code.

President Fraser inquired who would appoint members of a Technical Advisory Committee. DCA Fabian responded that the committee is still being developed. Commissioner Low inquired if the Technical Advisory Committee would establish guidelines to amend the Fire Code. DCA Fabian responded that the committee would only deal with undue hardship. The Fire Marshal determines undue hardship.

Fire Marshal Law stated that the 2025 Fire Code was introduced on December 16, 2025. It is now in a 30-day hold which expires on January 15, 2026. The 2025 Fire Code next goes to the Land Use Committee for a hearing. That committee may advance the Fire Code with or without recommendations to the Board of Supervisors (BOS) for two full readings, and a majority vote to adopt it. The Mayor may approve or veto the Fire Code. The final step is approval by the California building Standards Commission.

Commissioner Low inquired if the Technical Advisory Committee delays the process of approving the 2025 Fire Code. DCA Fabian responded no because the committee would be separate from the Fire Code which already addresses undue hardship. Commissioner Low was concerned about what defines undue hardship. Fire Marshal Law responded that his office determines undue hardship. The proposed Technical Advisory Committee would provide more transparency of what defines undue hardship. Chief Crispin responded that the Department and other stakeholders will be having ongoing discussions on this topic. Commissioner Low was concerned that the Fire Code amendments could create more delays and loopholes surrounding the definition of undue hardship. Fire Marshal Law responded that he believed building owners would have incentive to comply before costs go up.

Commissioner Nakajo commented that he wanted to move on this agenda item, and suggested that the creation of a Technical Advisory Committee involve discussions with contractors and building/land association members in the community. He made a motion to approve agenda item #7.

Vice President Collins asked for clarification on the role of the Technical Advisory Committee in determining undue hardship. Would the committee make recommendations to the Fire Marshal, or establish guidelines for establishing undue hardship? DCA Fabian responded that the committee is in the early stages of being established, and is not confirmed yet. Fire Marshal Law responded that the committee would potentially set guidelines.

Commissioner Morgan agreed with Commissioner Low regarding undue hardship. He was concerned about safety overall and commented that he was not in favor of the motion.

Vice President Collins was in favor more guidelines, but was concerned that another entity might be established to decide undue hardship. DCA Fabian responded that the proposed Technical Advisory Committee would not be deciding on a case-by-case basis, but rather come up with general guidelines for the City as a whole.

President Fraser is in favor of a committee establishing guidelines and parameters, but did not feel it was the Department's job to determine undue hardship.

Commissioner Nakajo commented that his understanding of the committee was that it was in the developmental stage. Fire Marshal Law responded yes. Commissioner Nakajo moved to approve the 2025 Fire Code, as introduced to the Board of Supervisors on December 16, 2025, and Vice President Collins Seconded. President Fraser, Vice

President Collins, and Commissioner Nakajo voted in favor of the motion. Commissioners Morgan and Commissioner Low voted against the motion. The Motion passed with 3 ayes and 2 nays.

Eric Schoonbaert from Luminalt Solar Energy Solutions made public comment regarding proposed amendments to the Fire Code.

8. OVERVIEW OF THE CITY'S BUDGET INSTRUCTIONS AND PROCESS FOR FISCAL YEARS 2026-2027 and 2027-2028 /Discussion/

Presentation from Mark Corso, Deputy Director of Finance and Planning, on the Fire Department's upcoming budget process. Overview of City's budget process and timelines, Mayor's Office Budget Instructions, and Fire Department budget updates and priorities for the upcoming budget process.

Deputy Director Mark Corso reported that budget projections and instructions were issued in December 2025. The Department deadline to submit a budget is February 23, 2026, with a balanced Mayor's budget due by June 1, 2026. There have been some changes that impact overall budget health, including Congressional Bill HR 1, the "Big Beautiful Bill" passed by the Federal government. The bill had an extremely negative impact to the city's finances, in the amount of approximately 400 million dollars over the next few years. Thus, there will be significant deficits in the upcoming budget process. City projections currently do not include recession. Over the next two years, the City projects a deficit of \$937 million (approximately \$296 million in year one, and \$640 million in year two). Last year's deficit was \$867 million. Thus, there were position deletions and restaffing reductions. Deputy Director Corso presented a chart illustrating the budget deficit. This year's budget instructions do not include target reductions, but departments must review budget submissions in totality and then revise deficit numbers. Reductions must align with the Mayor's priorities which include safe/clean streets, economic revitalization, and effective common-sense government. The Mayor is seeking \$400 million in reductions from all departments, and has asked departments to evaluate services, restructure to avoid redundancy, and identify savings. The Department will submit budget information in January, and a six-month report in early February. The Department will continue working with the Mayor's office as departmental budget updates are given. After the budget is submitted on June 1, the Department prepares for budget hearings in June. At the Fire Commission Special Meeting on January 28, Deputy Director Corso will present more details about the budget. At the Fire Commission Regular Meeting on February 11, the Commissioners will be asked to review and approve the budget for submittal to the Mayor's office. Additional special meetings may be called as needed to discuss budget. Deputy Director Corso is working with the Mayor's office on the Department's open position, particularly civilian positions. Chief Crispen thanked Deputy Director Corso for his work on the budget, and stated that the Department's priorities are staffing (in particular IT), apparatus, and facilities. Deputy Director Corso's report is attached: <https://sf-fire.org/media/4019/download?inline>.

President Fraser thanked Deputy Director Corso for his report, and wished him luck during this process. She also thanked her fellow Commissioners, Chief Crispen, and Command Staff, for their work and support. President Fraser commended Secretary Aguas-Aclan for completing her first year in this position, and appreciated her support and work.

Commissioner Low wished Deputy Director Corso good luck during the budget process.

Commissioner Morgan commented that the budget process is complicated, and thanked Deputy Director Corso for his work.

There was no public comment.

9. FIRE COMMISSION ANNUAL STATEMENT OF PURPOSE 2026 *[Discussion and possible action]*

Discussion and possible action to adopt the 2026 Annual Statement of Purpose.

President Fraser requested a motion to continue the 2026 Annual Statement of Purpose to the special meeting on January 28, 2026. Commissioner Low moved to continue the 2026 Annual Statement of Purpose to the special meeting on January 28, 2026, 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.

10. FIRE COMMISSION ELECTION OF OFFICERS *[Discussion and possible action]*

- a. Nomination and election of Commission President.

Commissioner Low moved to nominate Vice President Fraser as President, and Commissioner Morgan Seconded. Vice President Collins accepted the nomination. President Fraser, Commissioner Nakajo, Commissioner Morgan, and Commissioner Low voted in favor of the Motion. The Motion passed. The Commissioners thanked President Fraser for her service.

There was no public comment.

- b. Nomination and election of Commission Vice-President

Commissioner Nakajo moved to nominate Commissioner Low as Vice President, and Commissioner Fraser Seconded. Commissioner Low accepted the nomination. President Collins, Commissioner Nakajo, Commissioner Morgan, and Commissioner Fraser voted in favor of the Motion. The Motion passed.

11. ADJOURNMENT

Meeting adjourned at 12:11 p.m.



San Francisco Fire Department

Fiscal Years 2026-27 and 2027-28

Base Operating Budget Overview

Base budget as discussed at the Fire Commission meeting on January 28, 2026

PAGE #	DESCRIPTION
2	BREAKDOWN OF USES
3	BREAKDOWN OF USES BY FUNCTION/PROJECT
4	BREAKDOWN OF SOURCES
5	WORK ORDER DETAIL

Uses by Expenditure Type:

Type of Expenditure	FY25-26 Current	FY26-27 Base	Difference	FY27-28 Base
Salaries	391,321,365	400,777,775	9,456,410	413,483,191
Mandatory Fringe Benefits	101,837,302	110,307,952	8,470,650	119,331,168
Overhead and Allocations	260,770	260,770	-	260,770
Non-Personnel Services	2,963,890	2,772,925	(190,965)	3,031,091
Materials & Supplies	8,884,026	7,308,241	(1,575,785)	7,308,241
Capital Outlay	6,923,351	2,997,367	(3,925,984)	-
Services Of Other Depts	38,544,591	39,949,778	1,405,187	39,949,778
Programmatic Projects	3,975,000	3,475,000	(500,000)	2,975,000
Transfers Out	1,422,427	1,458,282	35,855	1,321,974
Grand Total	556,132,722	569,308,090	13,175,368	587,661,213

Breakdown of Personnel Costs:

Type of Expenditure	FY25-26 Current	FY26-27 Base	Difference	FY27-28 Base
Regular Salaries	286,821,679	300,846,236	14,024,557	313,548,262
Temporary Salaries	810,108	828,052	17,944	831,225
Premium Pay	44,036,801	44,127,031	90,230	44,127,126
Retirement Payout	500,001	500,001	-	500,002
Overtime	59,152,776	54,476,455	(4,676,321)	54,476,576
Grand Total	391,321,365	400,777,775	9,456,410	413,483,191

Uses by Project:

Project Title	FY25-26 Current	FY26-27 Base	Difference	FY27-28 Base
FD Operations	384,145,338	396,557,538	12,412,200	413,209,308
FD Airport Operations	37,834,057	38,759,694	925,637	40,127,450
FD Support Services	32,886,187	32,789,022	(97,165)	33,094,474
FD Administration	30,872,334	30,233,042	(639,292)	31,179,064
FD Prevention	23,394,049	24,268,993	874,944	25,298,784
FIR Crisis Response Team	13,653,389	14,093,381	439,992	14,567,899
FD Training	4,786,117	4,998,458	212,341	5,228,591
FD WO Port Fireboat Staffing	4,381,900	4,268,032	(113,868)	4,651,072
FD Investigation	3,737,487	3,891,955	154,468	4,051,401
FD Communications Center	3,697,408	3,870,342	172,934	4,030,845
FD EMS 6 Operations	2,868,882	2,959,314	90,432	3,121,218
FD OES Response & Mutual Aid	2,000,000	2,000,000	-	2,000,000
FD Firefighter Uniforms & Turn	1,727,980	1,727,980	-	1,727,980
FD Various Facility Maintenanc	1,145,927	1,203,223	57,296	-
FD FY26 NPS Coop Agmt-Presidio	1,024,427	1,060,282	35,855	923,974
FD WO Port Fire Prevention	588,277	610,910	22,633	635,816
Reinvestment Initiatives	572,328	586,473	14,145	600,990
FD Underground Storage Tank Mo	518,233	544,144	25,911	-
FD Station Roof Replacements	1,100,000	500,000	(600,000)	-
FD Cancer Screening Pilot	-	500,000	500,000	-
FD NERT Training Program	404,667	414,696	10,029	425,689
FD WO Port Plan Review Inspect	393,494	411,111	17,617	438,578
FD FY26 US Navy Coop Agmt	398,000	398,000	-	398,000
FD WO MTA Street Planning	319,674	331,960	12,286	345,489
EMS Equipment Replacement	324,090	324,090	-	324,090
FD WO Mayors ECN OEWD Staffing	289,900	302,092	12,192	315,494
FD Boiler System Repl Pr	350,000	300,000	(50,000)	-
FD City College ISA	300,000	300,000	-	300,000
FD WO Port RE Special Events	258,501	268,738	10,237	279,967
FD Generator Replacement Proj	500,000	250,000	(250,000)	-
FC Prevention Facility Renewal	225,000	225,000	-	225,000
FD Performing Work Orders	85,076	109,621	24,545	110,041
FD Exterior Envelopes	100,000	100,000	-	-
FD Apparatus Door Replacement	60,000	60,000	-	-
Prevention Community Developmt	50,000	50,000	-	50,000
FD Exhaust Extractors	40,000	40,000	-	-
FD Station Window Replacements	100,000	-	(100,000)	-
FIR Balboa MIP in Lieu Payment	1,000,000	-	(1,000,000)	-
FIR Opioid Response Team	-	(1)	(1)	(1)
Grand Total:	556,132,722	569,308,090	13,175,368	587,661,213

Uses by Expenditure Fund:

Fund Title	FY25-26 Current	FY26-27 Base	Difference	FY27-28 Base
General Operating Fund	489,957,789	503,351,642	13,393,853	523,168,691
Annual Fund	1,727,980	1,727,980	-	1,727,980
Continuing Fund	8,385,578	6,982,930	(1,402,648)	3,500,080
Work Order	16,804,891	17,027,562	222,671	17,815,038
Airport	37,834,057	38,759,694	925,637	40,127,450
Transfer Fund	1,422,427	1,458,282	35,855	1,321,974
Grand Total:	556,132,722	569,308,090	13,175,368	587,661,213

Work Order Detail:

Work Order	FY25-26 Current	FY26-27 Base	Difference	FY27-28 Base
ADM Permit Center	55,125	58,984	3,859	58,984
ADM-Real Estate 49 SVN Rent	346,040	358,480	12,440	358,480
Adm-Real Estate Special Svcs	73,866	77,515	3,649	77,515
Diversity Equity Inclusion	39,595	41,181	1,586	41,181
DT Citywide Public Cloud	121,593	121,593	-	121,593
DT Enterprise Tech Contracts	692,726	758,854	66,128	758,854
DT SFGov TV Services	191,186	191,186	-	191,186
DT Technology Infrastructure	6,173,180	6,090,967	(82,213)	6,090,967
DT Technology Projects	260,074	260,074	-	260,074
DT Telecommunications Services	912,741	912,741	-	912,741
Ef-Municipal Railway	20,000	20,000	-	20,000
Ef-PUC-Water	419,102	419,102	-	419,102
Ef-PUC-Water Charges	218,756	234,069	15,313	234,069
Ef-SFGH-Medical Service	261	261	-	261
GF-ADM-Digital Services	-	489,632	489,632	489,632
GF-Chs-Toxic Waste&Haz Mat Svc	21,534	21,534	-	21,534
GF-Con-Fast Team	387,000	387,000	-	387,000
GF-GSA-Facilities Mgmt Svcs	439,766	465,838	26,072	465,838
GF-HR-EMPLOYMENTSERVICES	517,028	546,210	29,182	546,210
GF-HR-Equal Emplymnt Opportuni	447,780	461,227	13,447	461,227
GF-HR-Workers' Comp Claims	16,401,445	16,491,755	90,310	16,491,755
GF-PUC-Light Heat & Power	1,425,959	1,652,521	226,562	1,652,521
GF-Purch-General Office	232,659	243,320	10,661	243,320
GF-Rent Paid To Real Estate	1,120,472	1,168,281	47,809	1,168,281
Human Resources Modernization	109,520	111,596	2,076	111,596
Is-Purch-Centrl Shop-AutoMaint	7,324,005	7,706,428	382,423	7,706,428
Is-Purch-Centrl Shop-FuelStock	1,236	1,293	57	1,293
Is-Purch-Reproduction	98,763	101,768	3,005	101,768
PUC Sewer Service Charges	284,552	340,439	55,887	340,439
Sr-DPW-Building Repair	208,627	215,929	7,302	215,929
Grand Total	38,544,591	39,949,778	1,405,187	39,949,778

Fire Department Sources:

Division	Description	Current FY25-26	FY26-27 Base	FY27-28 Base
FD City College ISA	Other Public Safety Charges	300,000	300,000	300,000
FD Communications Center	Exp Rec Fr EmergencyComcationAAO	188,000	188,000	188,000
FD Emergency Svc Revenue	Public Safety Sales Tax Alloc	48,620,000	50,310,000	51,690,000
FD Fire Suppression	OTI Fr 2S/PPF-PublicProtectnFd	1,422,427	1,458,282	1,321,974
FD NPS Coop Agmt-Presidio	Federal Direct Grant	1,024,427	1,060,282	892,721
FD US Navy Coop Agmt	US Navy Cooperative Agreement	398,000	398,000	398,000
FD NERT Training Program	Exp Rec Fr Admin Svcs (AAO)	50,000	50,000	50,000
FD OES Response & Mutual Aid	CA OES Disaster - State Share	2,000,000	2,000,000	2,000,000
FD Operations	Ambulance Billings	164,906,646	164,906,646	164,906,646
	AmbulnceContractualAdjst&Allow	-122,079,241	-122,079,241	-122,079,241
	Insurance Net Revenue	100,000	100,000	100,000
	Misc Hospital Service Revenue	20,000	20,000	20,000
	Other Fire Dept Charges	5,927,317	5,927,317	5,927,317
FD Performing Work Orders	Exp Rec Fr EmergencyComcationAAO	109,301	109,301	109,301
FD Prevention	False Alarm Response Fee	220,500	220,500	220,500
	Fire Code Reinspection Fee	215,077	216,403	216,403
	Fire Inspection Fees	2,319,653	2,306,352	2,306,352
	Fire Overtime Service Fees	2,500,000	2,500,000	2,500,000
	Fire Plan Checking	7,042,220	7,042,220	7,042,220
	Fire Pre-Applic Plan ReviewFee	268,846	276,427	276,427
	Fire Referral Inspection Fee	172,251	173,173	173,173
	Fire Residential Inspectn Fee	705,191	705,191	705,191
	Fire Water Flow Request Fee	215,154	221,630	221,630
	High Rise Fire Inspection Fee	2,507,344	2,513,600	2,513,600
	Other General Government Chrgre	1,500	1,500	1,500
	Other Public Safety Charges	10,000	10,000	10,000
	SFFD Orig Filing-Posting Fee	1,283,545	1,288,177	1,288,177
FD Support Services	SFFD Tx Coll Renewal Fee	1,231,434	1,231,434	1,231,434
	Exp Rec Fr Water Dept (AAO)	322,495	322,495	322,495
	Other City Property Rentals	300,000	300,000	300,000
FD Training	Other City Property Rentals	20,000	20,000	20,000
FD WO Mayors ECN OEWD Staffin	Exp Rec Fr Bus & Enc Dev (AAO)	263,730	263,730	263,730
FD WO MTA Street Planning	Exp Rec Fr Muni TransprtnAAO	319,959	329,128	329,128
FD WO Port Fire Prevention	Exp Rec Fr Port Commission AAO	597,276	613,401	613,401
FD WO Port Fireboat Staffing	Exp Rec Fr Port Commission AAO	4,370,958	4,463,340	4,463,340
FD WO Port Plan Review Inspect	Exp Rec Fr Port Commission AAO	402,247	416,597	416,597
FD WO Port RE Special Events	Exp Rec Fr Port Commission AAO	270,559	278,201	278,201
FIR Balboa MIP in Lieu Payment	Other Non-Operating Revenue	1,000,000	0	0
FIR Crisis Response Team	Exp Rec Fr CommMental Hlth AAO	10,470,861	10,470,861	10,470,861
Prevention Community Developm	SFFD Orig Filing-Posting Fee	50,000	50,000	50,000
Grand Total		140,067,677	140,982,947	142,059,078

Fiscal Years 2026-27 and 2027-28

Fire Department Base Budget Overview



San Francisco Fire Department
Fire Commission – January 28, 2026

Budget Process Timeline

<u>Date</u>	<u>Description</u>
December 2025	Budget Instructions released; Five Year Financial Plan Released
January 20th, 2026	Budget Programming Worksheet Due to MBO
Early February 2026	Controller six-month report issued
February 23rd, 2026	Budget Submissions Due from Departments
March-May 2025	Update to the Joint Report; Nine Month report update
June 1st, 2025	Mayor's Budget Submitted to Board of Supervisors
June 2025	Department Budget Committee Hearings
July 2025	Budget considered at Board of Supervisors

City Budget Projections

	Projection	Projection	Projection	Projection
	2026-27	2027-28	2028-29	2029-30
SOURCES Increase / (Decrease)	252.4	697.7	803.0	822.0
Uses				
Baselines & Reserves	(118.8)	(220.2)	(259.0)	(274.3)
Salaries & Benefits	(216.5)	(551.5)	(705.9)	(828.9)
Citywide Operating Budget Costs	(50.4)	(179.5)	(232.4)	(302.2)
Departmental Costs	(78.5)	(165.1)	(289.0)	(380.3)
USES Decrease / (Increase)	(464.2)	(1,116.2)	(1,486.3)	(1,785.6)
Subtotal Surplus / (Shortfall)	(211.8)	(418.5)	(683.3)	(963.7)
State & Federal Policy Impacts	(84.5)	(221.8)	(226.0)	(204.8)
Projected Surplus / (Shortfall)	(296.3)	(640.3)	(909.3)	(1,168.5)
Two-Year Deficit	(936.6)			

Budget Instructions Review

- Budget instructions are different this year as compared to previous years, where City Departments are not being asked to submit a target reduction (% or \$) as part of their submission
- Mayor's Office will be looking at budget submissions in totality, getting input from Departments, and then revising deficit numbers
- Implement shared budget reductions that align with Mayoral priorities over the next couple of years
- Mayor's Office is looking for \$400 million in on-going reductions as part of Departmental submissions

What is the Base Budget?

- The second budget year that was approved last year (FY26-27) rolls over to become the base budget in this year's budget cycle, with any known changes made by MYR/CON
- Assumptions of rates as currently known for salaries, fringe benefits, and centrally-loaded work orders
- All City Departments' base budgets incorporated into City fiscal projections
- Budget reductions are requested to be made in an on-going capacity off of the base budget
- Equipment and capital adjustments made

High Level Base Budget Overview

Current FY25-26	FY26-27 Base	Difference	FY27-28 Base
\$ 556,132,722	\$ 569,308,090	\$ 13,175,368	\$ 587,661,213

- High-level overview of Departmental base budgets over the next two years as compared to current year
- Largest drivers of increase due to salary and fringe benefit change assumptions (CPI placeholder for now for salaries)
- GF support - \$389,656,449 in FY26-27

High Level Budget Summary

Expenditure Summary By Fund

Fund	Current FY25-26	FY26-27 Base	Difference	FY27-28 Base
GF Operating Fund	489,957,789	503,351,642	13,393,853	523,168,691
Airport	37,834,057	38,759,694	925,637	40,127,450
GF Work Order Fund	16,804,891	17,027,562	222,671	17,815,038
GF Continuing Fund	8,385,578	6,982,930	(1,402,648)	3,500,080
GF Annual Fund	1,727,980	1,727,980	-	1,727,980
SR Transfer Grant	1,422,427	1,458,282	35,855	1,321,974
Grand Total	556,132,722	569,308,090	13,175,368	587,661,213

High Level Budget Summary

Expenditure Summary By Division

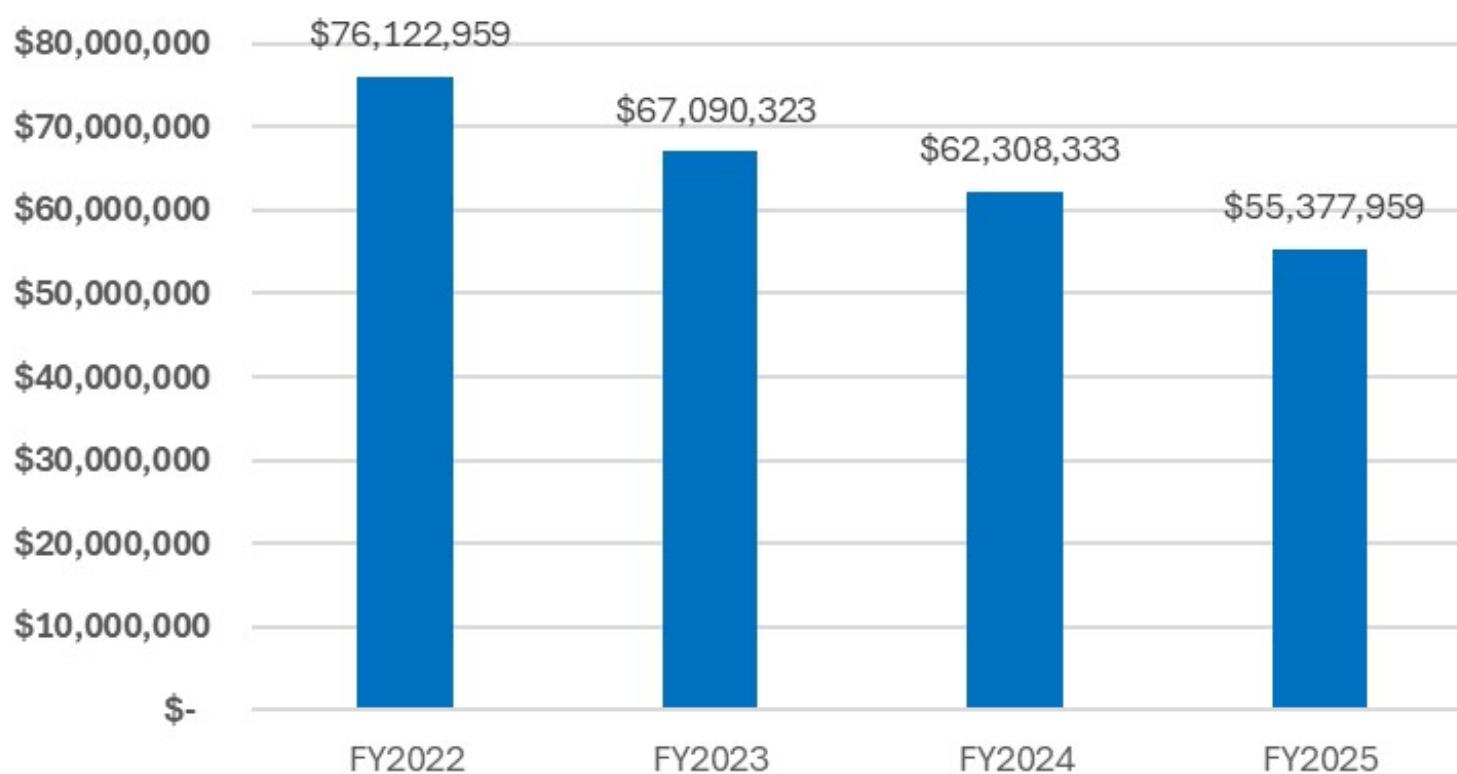
Fund	Current FY25-26	FY26-27 Base	Difference	FY27-28 Base
FIR Operations	407,765,017	419,880,574	12,115,557	437,329,269
FIR Airport	37,834,057	38,759,694	925,637	40,127,450
FIR Support Services	34,614,167	34,517,002	(97,165)	34,822,454
FIR Administration	31,453,828	31,353,226	(100,602)	31,814,185
FIR Prevention	25,518,895	26,468,804	949,909	27,589,128
FIR Training	5,086,117	5,298,458	212,341	5,528,591
FIR Capital Project & Grants	5,336,587	4,455,649	(880,938)	1,321,974
FIR Fireboat	4,381,900	4,268,032	(113,868)	4,651,072
FIR Investigation	3,737,487	3,891,955	154,468	4,051,401
FIR Nert	404,667	414,696	10,029	425,689
Grand Total	556,132,722	569,308,090	13,175,368	587,661,213

SFFD Base Budget Make-Up

- Status quo for staffing levels across the Department for operational functions
- Equipment funding removed and Capital funds adjusted, as both are re-evaluated each year as part of the annual process through the Mayor's Office (equipment/fleet) as well as Capital Planning Committee (capital projects)
- Assumption of continued hiring plan for the Fire Department over the next two years, including two H-2 Firefighter academies each fiscal year and backfill H-3 EMT/Paramedic academies to maintain EMS and Community Paramedicine levels

Impacts of Hiring Plan

Overtime Actual Expenditures by FY



- Hiring Plan has had material impacts to Department overtime levels as health of work force has recovered coming out of the COVID pandemic

SFFD Budgetary Constraints

- Given the Department's budget make-up is 90-91% salary and benefit costs, there is limited flexibility with regards to budgetary outlays
- Included in this are the items the Department must support to maintain operations (fuel, medical supplies, fire station utilities, etc.)
- With City's overall fiscal situation, it will be difficult to support the Department's aging infrastructure (facilities, fleet, equipment, etc.), and Department must rely on other funding sources
- Hiring freeze for civilian vacancies across the City

Next Steps

- Continue conversations with Mayor's Office on vacant staff positions
- Analysis of projected staffing levels over the next two years (including retirements and new hires)
- On-going review of existing Departmental revenues and new potential revenue opportunities
- Working through Department phase with Mayor's Office and continuing discussions as refined budget deficits are projected
- Continued advocacy for Departmental needs and priorities with City Hall (Mayor, Board of Supervisors, etc.)

Questions/Discussion



FIRE COMMISSION

City and County of San Francisco

Daniel Lurie, Mayor

Paula Collins, *President*
Allan Low, *Vice President*
Stephen A. Nakajo, *Commissioner*
Armie Morgan, *Commissioner*
Marcy Fraser, *Commissioner*



698 Second Street
San Francisco, CA 94107
Telephone 415.558.3451

Katherine Aguas-Aclan, *Secretary*

RESOLUTION 2026-01

RESOLUTION RECOMMENDING THAT THE BOARD OF SUPERVISORS AUTHORIZE THE SAN FRANCISCO FIRE DEPARTMENT TO ACCEPT A DONATION OF EMERGENCY MEDICAL SERVICES (EMS) EQUIPMENT VALUED AT \$99,931.61 FROM THE ARLETTE GREEN TRUST FOR THE DEPARTMENT'S EMS DIVISION.

WHEREAS, The Arlette Green Trust has gifted the San Francisco Fire Department (SFFD) with medical equipment valued at \$99,931.61 for video laryngoscope monitors and blades for use on SFFD apparatus; and,

WHEREAS, Given budgetary constraints, the Fire Department has been unable to procure video laryngoscopes for all of its ambulances; and

WHEREAS, By accepting this donation, the Fire Department will be able to supplement existing EMS equipment on its ambulances with the addition of 67 video laryngoscopes; and, therefore be it

RESOLVED, That the Fire Commission recommends the Board of Supervisors approve the donation and authorize the Chief of the Fire Department to accept the gift of office furniture valued at \$99,931.61 from the Arlette Green Trust for use by the San Francisco Fire Department; and be it

FURTHER RESOLVED, That the Fire Commission and Fire Department extend their gratitude to the Arlette Green Trust for the gift to the City and County of San Francisco in support of the Fire Department and public safety.

Adopted at the Special Meeting of the San Francisco Fire Commission January 28, 2026.

Ayes:
Nays:

Katherine Aguas-Aclan, Commission Secretary



SFFD DONOR DISCLOSURE/GIFT ACKNOWLEDGEMENT FORM

Thank you for your generous contribution to the San Francisco Fire Department. **Donors must complete and provide this form to the SFFD prior or at time of donation delivery.** Forms should be returned to:

Mail: San Francisco Fire Department
Attn: Finance Division
698 Second Street, San Francisco, CA 94107

Fax: 415-734-2102-Please include cover page with:
Attn: Donor Disclosure
Email: FireDonations@sfgov.org

Questions: Please call
Phone: 415-558-3553
Email: FireDonations@sfgov.org

PLEASE NOTE: In compliance with the San Francisco's Sunshine Ordinance*, IRS regulations and the City and County of San Francisco's donation policy the SFFD:

- **DOES NOT ACCEPT ANONYMOUS DONATIONS. DONOR INFORMATION MUST BE PROVIDED IN THIS FORM**
- **THIS FORM MUST BE COMPLETED IN ITS ENTIRETY FOR DONATIONS TO BE ACCEPTED.**
- **THE OFFICIAL DONOR WILL BE ACKNOWLEDGED ON THE SFFD WEBSITE AND OTHER PUBLIC TAX AND FINANCIAL DOCUMENTS AS REQUIRED BY LAW.**

Donation Information: Please indicate if the donation/gift is: _____ In-Kind Items _____ Cash/Monetary

Official Donor : _____ Date of Donation: _____
Individual, Organization, Company Month/Day Year

Gift/Donation Description: _____ Cash Value or Estimated Value of Items \$ _____

Contact Information: Please indicate if the contact information is: _____ Business/Corporate/Community Organization _____ Residence/Individual

First and Last Name: _____ Telephone: _____ Email: _____

Mailing Address: _____
Street _____ Apt./Suite _____ City _____ State _____ Zip _____

Financial Interest: The Sunshine Ordinance requires that a department receiving a gift of money, goods or services worth \$100 or more report any financial interest the donor has involving the San Francisco City government. Please check the appropriate box or boxes that describe your financial interest(s) in the City.

Contract with City Pending request for a City Contract, Grant, Permit or Other Entitlement for Use DESCRIBE: _____	Other Financial Interest No Financial Interest Grant from the City DESCRIBE _____	Lease of Space to or from the City City License, Permit or Entitlement for Use DESCRIBE _____
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*The San Francisco Sunshine Ordinance (San Francisco Administrative Code Chapter 67) as approved by the San Francisco voters in 1999, provides that SEC. 67.29-.6 Sources of Outside Funding. No official or employee or agent of the city shall accept, allow to be collected, or direct or influence the spending of , any money, or any goods or services worth more than one hundred dollars in aggregate, for the purpose of carrying out or assisting any City function unless the amount and source of all such funds is disclosed as a public record and made available on the website for the department to which the funds are directed. When such funds are provided or managed by an entity, and not an individual, that entity must agree in writing to abide by this ordinance. The disclosure shall include the names of all individuals or organizations contributing such money and a statement as to any financial interest the contributor has involving the City.

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AMENDED RULES OF ORDER

CHAPTER I – DEFINITIONS

- A. "Brown Act" shall mean the Ralph M. Brown Act, California Government Code §54590 et seq.
- B. "Charter" shall mean the Charter of the City and County of San Francisco.
- C. "Chief" shall mean the Chief of the San Francisco Fire Department.
- D. "Commission" shall mean the San Francisco Fire Commission.
- E. "President" shall mean the President of the Commission.
- F. "Presiding Officer" shall mean the President of the Commission, or in the absence of the President, the Vice President of the Commission. In the absence of both the President and Vice President, the Presiding Officer shall be the longest-serving member of the Commission present.
- G. "Secretary" shall mean the Fire Commission Secretary.
- H. "Sunshine Ordinance" shall mean the San Francisco Sunshine Ordinance, San Francisco Administrative Code Chapter 67.

CHAPTER II – PUBLIC PARTICIPATION

Rule 1. Open Meeting Policy

It is the policy of the Commission to conduct all official business through open and public meetings consistent with the Brown Act and the Sunshine Ordinance.

Rule 2. Public Participation Policy

It is the policy of the Commission to encourage and permit public comment on matters within the Commission's jurisdiction.

Rule 3. Public Comment

3.1. General Public Comment. The Commission shall include general public comment as an agenda item at each regular meeting of the Commission. During general public comment, each member of the public may address the Commission on matters within the Commission's jurisdiction that are not specifically agendaized for that meeting. Each member of the public may address the Commission once during general public comment, for up to three minutes. The Commission will apply this time limit uniformly to members of the public, although the Commission will extend additional time as an accommodation to a member of the public with a disability that impairs his or her

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ability to speak or to a non-English speaker with a translator. The Presiding Officer may limit general public comment to less than three minutes per speaker, depending on the number of speakers during general public comment and the number and anticipated duration of other agenda items.

The Commission will not discuss or take action on a matter raised during general public comment, but may ask questions for clarification, ask staff for factual information on the matter, or request staff to report back to the Commission at a later meeting. The Commission will calendar a matter raised during general public comment for a future meeting before engaging in substantive discussion or taking action on that matter.

3.2. Public Comment on Agenda Items. The Commission will provide for public comment on each item on the agenda, whether scheduled for discussion or action. Public comment on a discussion item may take place at any time during consideration of the item, at the discretion of the Presiding Officer. Public comment on an action item will take place before the Commission takes action. Persons addressing the Commission during public comment on an agenda item shall confine their remarks to the particular agenda item. For each agenda item, each member of the public may address the Commission once, for up to three minutes. The Commission will apply this time limit uniformly to members of the public, although the Commission will extend additional time as an accommodation to a member of the public with a disability that impairs his or her ability to speak or to a non-English speaker with a translator. The Presiding Officer may limit the public comment on an agenda item to less than three minutes per speaker, based on the nature of the agenda item, the number of anticipated speakers for that item, and the number and anticipated duration of other agenda items.

3.3. Speaker Identification. Individuals making public comment may be requested, but not required, to identify themselves.

3.4. Designated Public Comment Area. Members of the public wishing to address the Commission must speak from the public comment area designated by the Secretary. This area is near the front of the Commission Room on the Commission's right side and the audience's left. A microphone is located in the designated public comment area.

3.5. Addressing the Commission. Individuals wishing to speak during public comment must approach the public comment area on the side of the room where the designated public comment area is located. Speakers should form a line starting at the second row of chairs next to the designated public comment area. No one may interfere with another person who is addressing the Commission or in line to address the Commission. Individuals in line to address the Commission must remain behind the second row of chairs until it is their turn to make public comment, and only then may they approach the microphone to speak. Individuals should speak clearly into the microphone.

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3.6. Speaker Conduct During Public Comment. The Commission will not tolerate disruptive or inappropriate conduct during public comment. Speakers who use profanity or who engage in yelling, name-calling, or other disruptive or inappropriate behavior will be directed to cease any such conduct and may be asked to leave the meeting room.

3.7. Audience Activity During Public Comment. Although the Commission welcomes public comment, persons in the audience shall not express support or opposition to statements by Commissioners or persons testifying through their words or actions. Applause and boozing are prohibited. The Presiding Officer may request that audience members refrain from any conduct that causes unreasonable distractions or disruptions during the meeting.

3.8. Policy Prohibiting Discriminatory or Harassing Remarks Made at Public Meetings. The Commission follows the City and County of San Francisco Policy on Discriminatory or Harassing Remarks Made at Public Meetings of City Boards and Commissions. If any person makes discriminatory or harassing remarks at a Commission meeting that violates City policy prohibiting discrimination and harassment on the basis of specified protected characteristics, the Presiding Officer shall read the City's policy against discrimination and harassment into the record and state that comments in violation of City policy will not be condoned and will play no role in the Commission's decisions. The Presiding Officer shall further state that any City employee in the room who is offended by the discriminatory or harassing remarks is excused from attendance at the meeting, and that no City employee is compelled to remain in attendance where it appears likely that speakers will make further discriminatory or harassing comments. If speakers continue to make discriminatory or harassing remarks that violate City policy, the Presiding Officer shall remind the speaker of City policy, and then may recess the meeting temporarily. After this temporary interruption, speakers engaged in public comment shall be permitted to finish their allotted time.

3.9. Comment, Not Debate. During public comment, speakers shall address their remarks to the Commission as a whole and not to individual Commissioners, Fire Department personnel, or the audience. Commissioners, Fire Department personnel, and other speakers are not required to respond to questions from a speaker. Commissioners shall not enter into debate or discussion with speakers during public comment, although they may question speakers to obtain clarification. The Presiding Officer or the Commission may ask staff to investigate an issue raised during public comment and later report to a committee or to the Commission. The lack of a response by the Commissioners to public comment does not necessarily constitute agreement with or support of comments made during public comment.

3.10. Approaching Commissioners or the Chief During Proceedings. Members of the public may not approach the Commissioners or the Chief during Commission proceedings, unless invited to approach by the Presiding Officer or Chief. If a member

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of the public wishes to make an inquiry or provide correspondence or other materials to the Commission or the Chief, he or she shall present the inquiry or materials to the Secretary before or after the meeting, during a break in the meeting, or after requesting and receiving permission to do so during public comment.

3.11. Recording Commission Proceedings. Members of the public may record Commission meetings with an audio or video recorder or still or motion picture camera. Members of the public wishing to record Commission proceedings should position their equipment so that any noise or light from the equipment does not disrupt the Commission proceedings, and so the equipment does not obstruct any member of the public's view of or ability to participate in the proceedings. Generally, members of the public should keep recording equipment and cameras on the sides of the Commission Room, behind the second row of audience seating. Audio recorders may be placed on the Commission table before the meeting starts. The Presiding Officer may request that members of the public reposition their equipment to minimize disruption or obstruction of the meeting. No person may intentionally block or impede a member of the public's recording of Commission proceedings.

Rule 4. Written Communications

The Commission encourages members of the public to write to the Commission concerning issues within the Commission's jurisdiction. The Secretary shall list the following written communications in the next agenda: (1) written communications from members of the public addressed directly to the Commission; and (2) commendations and letters of recognition received by the Chief, if the Commission becomes aware of such communications. Communications shall also be kept and made available pursuant to the requirements of the Sunshine Ordinance.

CHAPTER III – MEETINGS AND ORGANIZATION

Rule 5. Regular Meeting Location and Times

Between January 1, 2026, and June 30, 2026, the Fire Commission will meet regularly on the 2nd Wednesday of each month at San Francisco City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102. The meeting will take place in Room 416 at 9:00 a.m. This rule shall sunset on July 1, 2026, unless extended or shortened by action of the Fire Commission. After that time, the Fire Commission will meet regularly on the 2nd and 4th Wednesday of each month at San Francisco City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102. The second Wednesday will be in Room 416 at 9:00 a.m. and the fourth Wednesday will be in Room 400 at 5:00 p.m.

Rule 6. Special Meetings

The Commission may hold a special meeting at any time at the call of the President or a majority of the members. Special meetings may be held at the Commission Room or

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elsewhere at Fire Department headquarters with 72 hours' notice or at an alternate location other than at Fire Department headquarters with 15 days' notice.

Rule 7. Closed Session

The Fire Commission may meet in closed session during a regular or special meeting, as authorized under the Brown Act and the Sunshine Ordinance. The Secretary shall post any action required to be reported after a closed session pursuant to the requirements of Administrative Code Section 67.12.

Rule 8. Meeting Procedures

The Commission shall conduct all meetings in conformance with the Charter, Brown Act and Sunshine Ordinance. The Commission will act by motion or resolution.

Rule 9. Commission Agenda

Before each meeting, the Secretary shall prepare an agenda that satisfies the requirements of the Brown Act and the Sunshine Ordinance. Each agenda shall specify the time and place of the meeting and contain a meaningful description of each item of business to be discussed and transacted. The Secretary shall post all agenda in compliance with the requirements and timelines of the Brown Act and Sunshine Ordinance.

For discipline cases heard by the Commission, both appeals from Chief's discipline and charges filed by the Chief, neither the agenda nor the minutes shall identify the accused member by name but shall list the Commission's File Number for the matter, the rank of the member, and the Rules allegedly violated.

Rule 10. Order of Business

Commission meetings shall proceed as set forth in the agenda, except that the Presiding Officer may call items out of order for any reasonable purpose. The Presiding Officer shall announce any change in the order of business as soon as possible.

Rule 11. Commission Action

The Commission will not discuss or take action on any item not appearing on the posted agenda, except as permitted under the Brown Act and Sunshine Ordinance.

Rule 12. Voting

Commission business shall be conducted only when a quorum is present (three Commissioners). Every official act of the Commission shall be adopted by majority vote of the Commission (three or more Commissioners), except that matters of procedure may be adopted by majority vote of the members present at a meeting, so long as the members present constitute a quorum.

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Rule 13. Minutes

The Secretary shall prepare draft minutes of each meeting in conformance with the requirements and timelines in the Brown Act and Sunshine Ordinance. The Secretary shall present the draft minutes for approval at the next regular meeting to the extent practicable. Once approved by the Commission, the Secretary shall post the minutes on the Commission website.

Rule 14. Officers

The Commission shall nominate and elect a President and Vice President at the second meeting in January of each year. The term of those officers shall commence on the first meeting in February. They shall serve a one-year term, or until a successor is elected.

Rule 15. Commission President

The President shall set the agenda for Commission meetings, call Commission meetings to order and preside at those meetings, and perform all other duties necessary or incidental to the office. The President may create committees to perform such advisory functions as the President shall determine and may appoint and remove members from such committees at his or her pleasure.

Rule 16. Commission Vice-President

In the absence or inability of the President to act, the Vice-President shall take the place and perform the duties of the President.

Rule 17. Secretary

The Secretary shall prepare and post agenda for all regular and special Commission meetings, attend all meetings, call the roll and agenda items at each meeting, and call and record all Commission votes. The Secretary shall keep a true and accurate record of all Commission proceedings and shall prepare draft minutes of the meetings. The Secretary shall assist the Presiding Officer as necessary to assure that meetings are orderly. The Secretary shall maintain a file of all written communications received by the Commission, and perform other duties as assigned.

Amended at the Regular Meeting on November 12, 2025

Ayes: 4

Nays: 0

FIRE COMMISSION

City and County of San Francisco

Daniel Lurie, Mayor

Paula Collins, *President*
Allan Low, *Vice President*
Stephen A. Nakajo, *Commissioner*
Armie Morgan, *Commissioner*
Marcy Fraser, *Commissioner*



698 Second Street
San Francisco, CA 94107
Telephone 415.558.3451

Katherine Aguas-Aclan, *Secretary*

ANNUAL STATEMENT OF PURPOSE

2026

The mission of the San Francisco Fire Department is to:

- Protect the lives and property of the people of San Francisco and its visitors from fires, natural disasters, accidents, hazardous material incidents, and other causes requiring a rapid and skilled response by land or water.
- Serve the needs of its most vulnerable residents through community paramedicine and save lives and reduce suffering by providing emergency medical services.
- Prevent harm through prevention services and education programs. and
- Provide a work environment that is free from harassment and discrimination, and values health, wellness, cultural diversity, and equity.

To this end, the Fire Commission will:

1. Set policy and support the administration to accomplish the mission of the Department.
2. Support the administration's efforts to enhance and support the collaborative work of department membership and public stakeholders in the delivery of fire suppression, fire prevention, and emergency medical services with the focus upon the common public good.
3. Encourage and support the administration to develop and implement systems to improve fiscal responsibility to enhance the budgeting process while maintaining and protecting essential public services including fire protection, fire prevention, and emergency medical services.
4. Encourage and support the administration to develop an effective physical fitness and wellness program to promote the health, safety, and welfare of the members of the department and the public.

5. Encourage and support the administration's succession plan, to include equitable career development and promotion.
6. Actively encourage and support recruitment and education in the communities to bring highly qualified applicants to the Department who reflect the City's historic diversity.
7. Continue to work with the administration and City Attorney's Office to review and, where necessary, revise official Department Policy and Procedures.
8. Contribute to the common good by conducting open meetings regularly and convening such additional meetings as deemed necessary to inform and educate the general public of the work of the Fire Commission and the San Francisco Fire Department.

Adopted at the Special Meeting of the San Francisco Fire Commission on January 28, 2026.

Ayes:
Nays:

Katherine Aguas-Aclan, Commission Secretary