Fire Commission Regular Meeting

Minutes
October 14, 2026, 9:00 a.m. - 12:00 p.m.

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

The video of the Regular Meeting, 10.14.26 is now available.

President Collins the meeting to order at 9:04 a.m.

Secretary Aguas-Aclan announced that public comment would be modified to two minutes per person due to the audience size.

1. Roll Call

Title	Name	Attendance
President	Paula Collins	Present
Vice President	Allan Low	Present (arrived 9:07am)
Commissioner	Stephen A. Nakajo	Present
Commissioner	Armie Morgan	Present
Commissioner	Marcy Fraser	Present
Chief of Department	Dean Crispen	Present
Deputy Chief—Operations	Patrick Rabbitt	
Deputy Chief – Administration	Sayumi Brannan	
Deputy Chief—EMS and Community Paramedicine (CP)	Garreth Miller	
Support Services	James O'Connell	
Homeland Security	Erica Brown	
Prevention	Chad Law	
Division of Training	Marc Kasper	
ESER Project Manager	Matthew Schwartz	
Workforce Development	Dustin Winn	
Assistant Deputy Chief, EMS	Emily Anderson	
Assistant Deputy Chief, CP	April Sloan	
Division 2	Nicol Juratovac	
Division 3	David Thompson	
Staff		
Chief's Aide/Public Information Office	Phillip Roliz	

Ramaytush Ohlone Land Acknowledgement

President Collins read the land acknowledgment.

2. General Public Comment
Members of the public may address the Commission for up to two 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.

There was public comment from a female speaker regarding the Sprinkler Ordinance.

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There was public comment from a female speaker regarding the Sprinkler Ordinance.

There was online public comment from a female speaker regarding peer counselors.

There was online public comment from a male speaker regarding a fire incident.

3. Approval of the Minutes [Discussion and action]

Discussion and possible action to approve meeting minutes.

- Minutes from Special Meeting on September 30, 2026.

Vice President Low moved to approve the minutes from September 30, 2026, and Commissioner Fraser Seconded. President Collins, Vice President Low, and Commissioners Nakajo, Fraser, and Morgan, 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 special Fire Commission meeting on September 30, 2026, including budget, academies, special events, communications, and outreach to other government agencies and the public.

Chief Crispen attended Los Bomberos' Latino Heritage Month event, and the Meritorious Award Ceremony for 75 members for their actions during eight incidents from 2024-2025. Chief Crispen thanked the Commissioners for attending the award ceremony. Command Staff addressed the H-3 Level 2 Academy. Chief Crispen attended the 75th Anniversary celebration of the San Francisco Fire Credit Union. Chief Crispen reported that Captain Brandon Tom of the Neighborhood Emergency Response Team (NERT) was honored by Supervisor Alan Wong and the Board of Supervisors (BOS). Supervisor Jackie Fielder honored Los Bomberos for their service. Los Bomberos also received the Rosario Anaya Community Leader Award during the Latino Heritage Month celebration. Battalion Chief (BC) Matthew Alba received the Spiritus Magnus or "Greater Spirit" Award for his advocacy for cancer treatment and family support. Supervisor Wong honored Engine 14 members and AMR staff who delivered a baby on Crossover Drive. The Seventh Day Adventist Church visited Station 38 to thank members for responding to the greater alarm at their location. Chief Crispen acknowledged Firefighter Eric Stiveson for responding to that incident. Chief Crispen reported that that 138th Recruit Academy Class is in its 11th week with a total of 48 recruits. EMS Academy 35 concluded on October 2, with three paramedics. H3 Level 2 Class 16 is in week three. Finance Director Mark Corso will provide a budget update at the next meeting. Chief Crispen reported that the Fire Code Technical Advisory Council (TAC) has held two meetings, with four meetings remaining. After 90 days, the Fire Code TAC will provide the Fire Marshal recommendations on potential exemptions such as financial hardship and relocation. Chief Crispen thanked Assistant Deputy Chief (ADC) Erica Brown and Lieutenant Mark Mauberret for helping plan Fleet Week events. In preparation for the upcoming El Nino, the Department is working with the California Office of Emergency Services for resource planning. The National Guard is also ready to assist. Deputy Chief Rabbitt has formed a task force that includes ADC Brown and Lieutenant Mauberret. The task force will hold an exercise prior to king tides occurring in November. Chief Crispen's report is attached: Chief's report.

Commissioner Nakajo thanked Chief Crispen for his report. He appreciated Chief Crispen's acknowledgement of the NERT commendation. Commissioner Nakajo enjoyed learning about the various classes and academies. He inquired when the Fire Code TAC will conclude and submit a report to Fire Marshal Law. Chief Crispen responded that Fire Code TAC meets twice a month, and are scheduled to submit recommendations 90 days after the first meeting.

Commissioner Fraser thanked Chief Crispen for his report. She inquired if the Department had any representation on Fire Code TAC. Chief Crispen responded that Supervisor Sherrill is TAC Chair, while Captain Tracy O'Keeffe is TAC Vice Chair. Commissioner Fraser inquired if TAC meetings were open to the public. Chief Crispen responded yes, and that SFGovTV recorded meetings.

Vice President Low inquired if TAC meetings would conclude around January 2027, and if a report would be submitted. Chief Crispen responded yes, unless meetings are extended. After 90 days, TAC will submit a report of recommendations for the Fire Marshal. Chief Crispen does not know what the recommendations might be. An extension would be necessary if recommendations were not submitted after 90 days. Vice President Low was in favor of receiving a TAC update once a report has been submitted. Chief Crispen agreed with Vice President Low.

President Collins asked for Commission feedback as to when the Commission would receive another TAC update. Commissioner Fraser commented that she did not see value in a TAC update before their report.

There was remote public comment from Ms. Amelia Harmon regarding peer counselors.

Report From Administration, Deputy Chief Sayumi Brannan.

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

Chief Brannan reported that ADC Erica Brown in Homeland Security helped execute a safe 4th of July celebration, and coordinated with the Disaster Committee Workgroup to hold Battalion Control 100, a disaster training session. At the One City Day, Department members held NERT preparedness, Stop the Bleed, and Hand Only CPR sessions. Chiefs Crispen and Rabbit observed Battalion Chief sessions at various battalion stations. Chief Brannan reported that ADC Winn would be presenting the Department's plan to support the Department on the Status of Women (DOSW). Captain Hashim Anderson from Outreach, Recruitment, and Development (ORD) organized an outreach event for Stonewall Sports Medical Training and the Eastern Park Apartments Life Line distribution event. Life Line is a program that distributes cards with an individual's emergency contact and medical history in different languages. The cards help first responders get patient information. ORD worked with the San Francisco Unified School District (SFUSD) to hold a CPR/Stop the Bleed training for teachers and paraprofessionals. Captain Anderson organized the Bay Area Training Academy Career Expo; the Department of Human Resources (DHR) Career Center; and City College Fire Science recruitment event. Chief Brannan reported that the Department is organizing a recruitment symposium for women. The Life Line Bridge Outreach Unit is working with the Department of Public Health (DPH) to create cards in various languages educating people topics such as premise hazards, and medical outreach. Technical Training Specialist Chelsea Nelson from the Behavioral Health Unit (BHU) helped organize a Firefighter Family Orientation and presented the Lighthouse Wellness app. BHU's Peer Navigators present to the H2 Academy and Fire Reserves. Dr. Chang and Nurse Practitioner Stephanie Phelps from the Office of Employee Health (OEH), have been administering flu vaccines to members. ADC James O'Connell from Support Services completed 127 service orders in July and August, and hired a new electrician. Earthquake Safety and Emergency Response (ESER) ADC Matthew Schwartz, completed demolition, site grading, and test piles for the new Division of Training site. Chief Brannan's report is attached: Chief Brannan's report.

Commissioner Nakajo thanked Chief Brannan for her report, and acknowledged ADCs O'Connell and Scwartz for their work. Commissioner Nakajo inquired about ADC Winn's report. Chief Brannan responded that ADC Winn would be speaking about workforce development later in the meeting. Commissioner Nakajo asked ADC Winn how the five projects on the Women's Agenda Department Action Plan were initiated and identified. ADC Winn responded that Chiefs Crispen and Brannan assigned him approximately 20 projects, and that the top five projects fell under the Women's Agenda Department Action Plan. ADC Winn's presentation later in the meeting would have more details.

Commissioner Morgan inquired if the flu vaccine is mandatory. Chief Brannan responded that the flu vaccine is voluntary and are offered at different stations. Members can also receive the vaccine from their provider. Commissioner Morgan inquired the size of bedrock at the new Division of Training changed the budget for the foundation. Chief Brannan asked ADC Schwartz to respond. ADC Schwartz responded that they are working on

surface issues. The Department is working with the Department of Public Works (DPW) and the contractor on how this affects the budget. ADC Schwartz will provide an update at a future meeting.

President Collins commented that adjustments and changes usually add to the budget.

There was no public comment.

Brief Out Report from Operations, Deputy Chief Patrick Rabbitt

> Summary on the Operational Divisions, including greater alarm fires, Bureau of Fire Prevention & Investigation, Training within the Department, and Airport Division since the last meeting on September 30, 2026.

Chief Rabbitt reported on General Order (GO) 26A-78, regarding the position of Professional Standards Officer and the Professional Standards Division. This division will handle employee conduct; internal investigations; complaint management; policy and procedural compliance; corrective and disciplinary processes; professional standard training; and identification and reduction of organizational risk. Chief Rabbitt reported that the Professional Standards Division will help improve accountability and strengthen the Department's professionalism and transparency.

Commissioner Fraser thanked Chief Rabbitt for his report. She expressed support for the Professional Standards Division, and thanked Chief Rabbit for his work.

Commissioner Nakajo thanked Chief Rabbitt for his report. He was pleased to learn about the Professional Standards Division.

President Collins inquired if Commissioner Nakajo's questions would be addressed. Chief Brannan responded that ADC Winn's report would address those questions during his presentation on Workforce Development and Women's Agenda Action Plan.

There was no public comment.

5. Presentation from the Asian Firefighters Association (AFA) [Discussion]
Clarence Hom, President of the Asian Firefighters Association (AFA), to present the group's activities and goals.

Captain Clarence Hom, President of the Asian Firefighter's Association (AFA), reported that Firefighter Wylie Low was the first Asian American member. Bernie Lee established AFA in 1976. Capain Hom reported that AFA currently has over 300 active members, including retired Department members. AFA promotes community, commitment, and camaraderie, and is open to everyone. Captain Hom highlighted several AFA events, including Kimochi, Black History Month, and Lunar New Year. He thanked Chief Crispen for helping serve teriyaki burgers at Kimochi. Captain Hom invited the Commissioners to the upcoming Lunar New Year Parade in February 2027. AFA participated in events such as the Nihonmachi and Autumn Moon festivals, and Pistahan in honor of Filipino History Month. Captain Hom acknowledged Commissioner Nakajo as a co-founder of Nihonmachi and Kimochi. He reported that AFA will be helping at the upcoming Self-Help for the Elderly turkey carving event on Thanksgiving Day along with the San Francisco Police Department (SFPD) and the San Francisco Sheriff's Office. Captain Hom invited Commissioners to participate in the upcoming Cooking for Toys event on December 4, and Chinatown Toy Giveaway on December 13. AFA provides mentorship to members by holding off site trainings and workouts, community outreach, and team building events. Captain Hom reported that AFA worked SFPD Officer Jason Johnson to hold a youth

career academy for ages 12-20 to commemorate the 11th anniversary of Operation Genesis. Captain Hom acknowledged AFA member Paramedic Nicholas Koo who received the Paramedicine Provider of the Year award, and AFA member Captain Tyson Yee who received the Coalition of Asian Americans of Government Employees Public Safety Award. Captain Yee is a NERT and Fire Reserves Instructor. Captain Hom played a video showcasing AFA's activities. He reported that AFA participated in various philanthropic activities by donating to Life Lines and the newly formed San Francisco Asian Law Enforcement Association. AFA worked with Los Bomberos to donate used turnouts to the Iverson Fire Department, a volunteer department in the Philippines. Captain Hom's report is attached: AFA's report.

Commissioner Nakajo thanked Captain Hom for his report, and acknowledged Captain Hom and the AFA Board members for their work. Commissioner Nakajo acknowledged past and present AFA members including Norman Caba, John Choy, Patty Yuen, Stan Lee, and Paul Chen. Commissioner Nakajo commented that AFA has members from various Asian American communities: Japanese American, Chinese American, and Filipino American. He thanked Command Staff for supporting AFA. Captain Hom thanked Chief Crispen and Commissioner Nakajo for their support.

Commissioner Morgan thanked Captain Hom for his report and for AFA's community work.

Commissioner Fraser thanked Captain Hom for his report, and his work with AFA. She appreciated learning about AFA's history and community events and has enjoyed attending the Lunar New Year Parade and the Chinatown Night Market which had an AFA presence. Commissioner Fraser commented that she is interested in seeing more women represented in AFA.

Vice President Low also commented that he would like to see more women represented in AFA. He asked Captain Hom how the Fire Commission could best support AFA. Captain Hom responded that Commissioners could continue to support Command Staff.

President Collins thanked Captain Hom for his report, and asked him to keep the Commission updated on AFA's activities.

There was no public comment.

6. Community Acknowledgement [Discussion]
Deputy Chief Patrick Rabbitt to acknowledge civilians who assisted in rescue operations during a boat accident on July 14, 2026.

Chief Rabbitt recognized the heroic actions of three civilians during a boat fire on July 14, 2026. What began as a fire response, quickly became a marine rescue. Winds gusting at 22 mph, and an outgoing tide were challenges. Captain Aaron Anfinson and Jeff DeJong of the vessel Bass Tub and Justin Marceline of the vessel Kahia were the first rescuers to arrive on scene in the Bay. They did not hesitate to assist people in the water by giving out flotation devices, or pulling people out of the water. Chief Rabbitt expressed admiration for the coordination among public safety agencies, private charter boats, and private vessels, which helped rescue 17 people. Chief Rabbitt presented a Department commemorative coin to recognize all three people. He thanked them for their bravery, professionalism, and service to others. Mr. Marceline spoke about his experience as he helped rescue victims. The Commissioners and Command Staff took a photo with Mr. Anfinson, Mr. DeJong, and Mr. Marceline.

President Collins commended Mr. Marceline for his heroic actions.

There was no public comment.

7. San Francisco Fire Department Action Plan in Support of the Department on the Status of Women (DOSW) [Discussion]
Deputy Chief Sayumi Brannan and Assistant Deputy Chief (ADC) Dustin Winn to report on the Department's plan to support the Department on the Status of Women (DOSW).

ADC Winn reported that he has been working on five projects: the Women's Agenda Action Plan; Lactation Policy; Management Training with the Department of Human Resources (DHR) and Division of Training; Career Track; and Racial Equity Action Plan. Over the next three years, this plan will build a baseline, execute findings, and evaluate the results. ADC Winn worked with Christina Padilla and Maiko Bristow of the United Fire Service Women (UFSW) on this plan. The revised lactation policy provides reasonable breaks for members to set a pumping schedule or a modified assignment upon request. ADC Winn reported that there will be a four-day development program with DHR to train supervisors and civilians on this new policy. ADC Winn reported that he has been working with BC Neal Cavallini and Lieutenant Andrew Murtagh on career track documents that 1) describe every possible position for each Civil Service position, and 2) guide members on how to achieve a position in terms of requirements, trainings, and testing. ADC Winn has been working with BC Cantrez Triplett and Captain Anderson on the Racial Equity Plan. Per the City's mandate that City departments work with the Office of Racial Equity, SFFD can choose priorities based on workforce data, staff feedback, size, and resources. ADC Winn reported that the Racial Equity Plan now includes addressing gender diverse employees, and that the Department will designate racial equity leaders, share its plan, and report annually. ADC Winn reported that a pregnancy and family resource guide has recently been added to the plan. There will be an update on this guide at a future meeting. ADC Winn's report is attached: ADC Winn's report.

Commissioner Nakajo thanked ADC Winn for his report, and commented that this plan is comprehensive and ambitious. He inquired if all five projects will be executed simultaneously or sequentially. ADC Winn responded that the five projects are Department priorities and are taking place concurrently. Commissioner Nakajo inquired which members are leading each project. ADC Winn responded that Battalion Chief Cavellini and Lieutenant Murtagh are working on the Career Track project. ADC Winn is working with ADC Marc Kasper on the managerial program. BCs Triplett and Alba are working on the lactation policy. BC Triplett and Captain Anderson are working on the Racial Equity Action Plan. The position of Workforce Development Chief is five months old. Chief Brannan commented that ADC Winn has been working with other members in the field to carry out these projects. She would provide more updates at future meetings.

Commissioner Morgan thanked ADC Winn for his report and congratulated him on his new position.

Commissioner Fraser thanked ADC Winn for his report, and congratulated him on his new position. She looks forward to hearing an update on how the plan is progressing, and how conditions have changed prior to this plan.

Vice President Low commended ADC Winn for taking on this initiative, and inquired how the Department will measure the plan's progress. ADC Winn responded that the Career Track plan provided updates to manuals published in 2000. Final edits to the new manual with each Civil Service category will be ready soon. Vice President Low inquired how data would be compiled on any gaps or deficiencies. Chief Brannan responded that they are collecting data on demographics and gender. Chief Brannan reported that there is a woman in every single position in the Department except for fireboat pilot and engineer. The Department plans to work with affinity groups and committees to help address other deficiencies.

President Collins inquired how management training would work. ADC Winn responded that the Department and DHR will be conducting the training. Chief officers and various

Command Staff would teach half of the content, while DHR handles the other half. Chief Brannan commented that courses would be offered to all employees including civilians.

Chief Crispen reported that ADC Winn has been promoted to the position of Assistant Chief, and that BC Triplett would be promoted to ADC Winn's position as ADC of Workforce Development.

There was no public comment.

8. Adjournment

Meeting adjourned at 11:18 a.m.