

**FIRE COMMISSION REGULAR MEETING  
MINUTES**

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**July 23, 2025, 5:00 p.m.**

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

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The meeting video can be reviewed by clicking the link below:  
[https://sanfrancisco.granicus.com/MediaPlayer.php?view\\_id=180&clip\\_id=50492](https://sanfrancisco.granicus.com/MediaPlayer.php?view_id=180&clip_id=50492)

President Fraser called the meeting to order at 5:01 p.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
Sayumi Brannan	Deputy Chief – Administration	
Simon Pang	Deputy Chief – EMS and Community Paramedicine	
Michael Mullin	Support Services	
Patrick D’Arcy	Airport	
Marc Kasper	Training	
Garreth Miller	ESER Project Manager	
Adrienne Sims	Chief of Staff	
Tony Molloy	ADC EMS	
April Sloan	ADC Community Paramedicine	
Assistant Chiefs		
Michael I. Thompson	Division II	
William Storti	Division III	

**RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT**

President Fraser read the land acknowledgment.

**2. GENERAL PUBLIC COMMENT**

There was public comment from an unidentified male speaker, regarding child trafficking.

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

Discussion and possible action to approve meeting minutes.

- Minutes from Regular Meeting on July 9, 2025.

Commissioner Low moved to approve the minutes from July 3, 2025, and Commissioner Nakajo Seconded. President Fraser and Commissioner Low voted in favor of the motion. Vice President Collins and Commissioner Morgan were absent from the meeting and abstained. 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 July 9, 2025, including budget, academies, special events, communications, and outreach to other government agencies and the public.

Chief Crispin reported that the Board of Supervisors approved a \$15.9 billion budget. The Department lost three civilian positions, and deactivated Quick Response Vehicle 1 and EMS-6 Delta. The 136<sup>th</sup> Recruit Academy Class will begin on July 28. The 27<sup>th</sup> H3 Academy graduates on July 25 with 16 new members. Chief Crispin highlighted several General Orders (GO). GO 25 A-69 restructured the Community Paramedicine (CP) Division. The CP Division handles over 20,000 calls a year, diverting individuals from emergency rooms. EMS-6 has taken over the now demobilized Street Overdose Response Team (SORT). Three CP captains will manage daily neighborhood street team operations. GO 25 A-70 requested fire suppression officers to participate on the interview panel for the upcoming 137<sup>th</sup> Recruit Academy Class, while GO 25 A-77 was a job posting for a lieutenant at the Bureau of Equipment (BOE). Go 25 A-72 issued a new auto extrication manual. Members perform one or two extrications per day. Chief Crispin reported that Microsoft Copilot has partnered with the City to improve efficiency, which can help improve the Department's payroll, training, operations, and data collection processes. Command Staff is working with a hiring consultant to fill the Human Resources Director position. Jesusa Bushong retired after 33 years of service. In preparation for the 2028 ESER Bond, Chief Crispin met with DPW Director Carla Short regarding rebuilding Battalion 10 stations. Chief Crispin attended several events: a ride along with the Street Crisis Response Team (SCRT) to observe de-escalation skills and wellness checks; and a meeting with public safety agencies regarding ICE incidents. Chief Crispin met with the Guardians of the City, a foundation of retired members from public safety agencies, to discuss a possible relocation of the SFFD Fire Museum. He also met with Executive Director Shireen McSpadden of the Department of Homelessness and Supportive Housing (HSH) to discuss proper storage of micro mobility devices such as scooters and bicycles with lithium-ion batteries. Chief Crispin did a ride along with SCRT; met with Michael Smith, the Irish General Counsel; attended the Christmas in July event hosted by Local 798; and the American Legion's 94<sup>th</sup> Anniversary Dinner. SFFD Flame held a youth fishing trip. Emmy award winning journalist, Kris Van Cleave interviewed Battalion Chief Matt Schwartz about lithium-ion batteries. BC Schwartz is the hazardous materials chief, and helped write the lithium-ion battery fire manual. Chief Crispin's report is attached <https://sf-fire.org/media/3715/download?inline>.

Commissioner Nakajo thanked Chief Crispin for his report, and congratulated the Chief and Mark Corso for getting the budget approved. He acknowledged HR Director Bushong's 33 years of service, and appreciated the Chief's ride along with the SCRT teams. Commissioner Nakajo inquired about the reconfiguration of the street teams, and if this was a recent development. Chief Crispin replied that this new configuration happened recently. Neighborhood street teams will direct patients to the appropriate care and request SCRT assistance if needed. Commissioner Nakajo inquired if the SORT is

now under EMS-6. Chief Crispen responded that SORT members have been reassigned mostly to SCRT to support neighborhood street teams. EMS-6 will now follow up on overdoses.

Commissioner Morgan inquired if the street team restructure would ease the budget. Chief Crispen responded that SORT teams were reassigned because of widespread Narcan availability in the community. The Department decided SORT's resources are best utilized to support neighborhood street teams and SCRT units. Commissioner Morgan was pleased Chief Crispen acknowledged Jesusa Bushong's service to the Department, and congratulated her on her retirement.

President Fraser thanked Chief Crispen for his report. She suggested that a lithium-ion battery public safety education campaign sponsored by battery manufacturers be established. Chief Crispen concurred, and is in favor of having signage in multi-unit SRO buildings, and stronger enforcement measures. President Fraser was pleased with the Department's policy on wellness.

There was public comment from an unidentified male speaker, regarding child trafficking.

REPORT FROM ADMINISTRATION, DEPUTY CHIEF SAYUMI BRANNAN  
Report on the Administrative Divisions, Fleet and Facility status and updates, Finance, Support Services, and Homeland Security.

Chief Brannan provided an Administration update for June 2025, including Homeland Security; Outreach, Recruitment, and Development (ORD); Health, Safety and Wellness (HSW); Behavioral Health (BHU); the Office of Employee Health (OEH); Investigative Services Bureau (ISB); Support Services (SS); and Earthquake Safety and Emergency Response (ESER).

Chief Brannan reported that Homeland Security is working on Fleet Week. Homeland Security will be hosting military personnel at the Treasure Island training facility and Urban Search and Rescue on October 8. Chief Brannan invited the Commissioners to this event. Firefighters Christina Padilla and Samantha Mar began search dog handler training. Homeland Security and the Department of Public Health (DPH) hosted a CHEMPACK program orientation regarding counter measures in case of a nerve agent attack. Lieutenant Hashim Anderson from ORD worked with the Asian Firefighters Association (AFA) to organize the Youth Career Academy; organized a recruitment booth at the Pride Parade; held a Community Outreach Recruitment and Education Committee (CORE) meeting; and attended a career fair in the Bayview district. City College of San Francisco provided summer internships for two cohorts, one of which were also enrolled in the NERT Program. Assistant Chief William Storti greeted H-2 candidates taking their entrance exams. Calls to the BHU regarding career concerns, general stress, and family/marital issues continued to increase. Thus, the BHU is seeking more peer navigators for night and weekend duty. A list of peer navigators is available on the daily Fire Bulletin. OEH completed 30 return-to-work clearances, screening and evaluation candidates for the upcoming H-2 Recruit Academy. OEH also completed one promotional exam, 15 end of probation exams, and annual TB and hearing

screenings. Participation in the annual wellness exam program has increased. ISB completed background investigations for 20 candidates in the EMS Academy. 56 members completed pre-employment, promotional, and end of probation alcohol and drug testing. ISB is converting past background files to digital format. Captain Carter created a DMV compliant questionnaire. ADC Michael Mullin from Support Services completed 84 of 87 service orders. Annual fire alarm inspections at Headquarters were completed, while fiber optic cable testing and internal wiring installation continues. ADC Garreth Miller from ESER helped design a standpipe near the pier. Chief Brannan congratulated Captain Kotter on his retirement and thanked him for 27 years of Department service. Chief Brannan along with Commissioner Nakajo, Chief of Staff Sims, Captain Tom from NERT, and ADC Brown met with the Japanese Consulate and Japanese fire department to discuss disaster preparedness. Chief Brannan met with the Planning Commission and the Parks and Recreation Commission regarding the design for Station 13. More to follow at the August meeting. Chief Brannan reported that 63 members retired at the end of this fiscal year. Chief Brannan's report is attached <https://sf-fire.org/media/3712/download?inline>.

Commissioner Nakajo thanked Chief Brannan for her report. He inquired about the length of the ESER Bond section of Chief Brannan's report. Chief Brannan responded that the ESER section was briefer because some of the projects have been completed.

Commissioner Morgan thanked Chief Brannan for her report, and inquired about the replacement for Captain Kotter. Chief Brannan responded that potential candidates have been interviewed, and will report back at the next meeting.

President Fraser thanked Chief Brannan for her report and was pleased to hear about the wellness program.

There was no public comment.

##### **5. UPDATE ON THE CITY EMT PROGRAM *[Discussion]***

Attica Bowden, Founder and Executive Director of Dustys' Fishing Well and City EMT Program to provide an update on the City EMT Program.

Ms. Bowden reported that the City EMT Program began in 2020, with its first cohort of fifteen students in 2021. Ms. Bowden thanked the Black Firefighters Association (BFA) for hosting Cohorts 1 and 2. Presently, the City EMT program is interviewing for Cohort 10. There are two cohorts per year for approximately 16-17 weeks. Each student receives a stipend of \$11,200 and EMT certification. Out of 189 alumni, 164 people have passed the state license examination. Approximately 117 people applied to cohort 10. Typically, classes have at least 25 students, so Ms. Bowden and her team are exploring ways to expand the City EMT program and offer more programs. 10 alumni are currently completing background checks with the Department. Ms. Bowden commented that the City EMT Program encourages upward mobility within the Department and follows up with alumni after they graduate. Arlyn Rosales, a Cohort 2 alumni, served as an administrative assistant for the City EMT Program, participated in the 9910 Internship Program, and completed the 23<sup>rd</sup> H3L1 Academy. The 9910 Internship Program, a

partnership between the Department and City EMT Program, helps alumni gain 500 hours of ambulance service. To date, 70 alumni have participated in the 9910 Internship Program, 39 of which have begun careers in the Department. Kristine Hyson, the City EMT Program Director reported that there are three new programs: a wildland course, and Emergency Dispatch Test Prep Program, and free community CPR classes. With additional funding, the City EMT cohort can expand to 28 students. Ms. Bowden thanked Chief Crispin and the Fire Commission for their continued support.

Vice President Collins commended the City EMT Program, and inquired if cohorts are from the Bay Area. Ms. Bowden responded that most students are young adults that live locally, or have family that live locally. Vice President Collins was pleased that the City EMT Program is a visible organization that helps the City and Department.

Commissioner Nakajo thanked Ms. Bowden for her presentation, and congratulated the City EMT Program for their achievements in the last year. Commissioner Nakajo commended Ms. Hyson for her hard work, and commented that the Fire Commission will always support the City EMT Program.

Commissioner Morgan commended the City EMT Program for their great community work and for being role models for young women of color. He inquired if the program is expanding to the Bayview District. Ms. Bowden responded that the program has been expanded to include free BLS and CPR classes to the community. Commissioner Morgan thanked the BFA and Chief Crispin for supporting the City EMT Program.

President Fraser also commended the City EMT Program and commented that the 39 alumni will be helping many people over the course of their careers.

There was no public comment.

**6. VOTE ON WHETHER TO CONDUCT ITEM 7 IN CLOSED SESSION (San Francisco Administrative Code Section 67.10(d)) [Action]**

Secretary Aguas-Aclan read agenda item 7. Commissioner Low moved to conduct item 7 in closed session, 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.

Commission convened in closed session at 6:36 p.m.

**7. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION AND SETTLEMENT [Discussion and Possible Action]**

Conference with legal counsel to discuss existing litigation pursuant to Government Code Section 54956.9(a), (c), (d), and Administrative Code Section 67.10(d)(1) and recommendation to the Board of Supervisors for settlement approval or to take other action.

Existing Litigation:

*Kareim McKnight v. City and County of San Francisco, et al.*, U.S.D.C. Case No. 22-cv-04600  
WHO.

City to pay \$75,000 for dismissal of claims.

Present in closed session were Deputy City Attorney Sarah Fabian, Commission Secretary Kathy Aguas-Aclan, and the Fire Commissioners.

Commission reconvened in open session at 6:58 p.m.

**8. REPORT ON ANY ACTION TAKEN ON ITEM 7 HELD IN CLOSED SESSION (California Government Code Section 54957.1(a) AND San Francisco Administrative Code Section 67.12(B)) [Discussion and possible action]**

There was no action to report.

**9. VOTE TO ELECT WHETHER TO DISCLOSE ANY OR ALL DISCUSSION ON ITEM 7 HELD IN CLOSED SESSION (San Francisco Administrative Code Section 67.12(a)) [Action]**

Commissioner Low moved to not disclose all discussions on item 7 in closed session. 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.

**10. ADJOURNMENT**

President Fraser adjourned the meeting at 7:00 p.m.