

**FIRE COMMISSION REGULAR MEETING
MINUTES**

October 8, 2025, 9:00 – 12:00 p.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=50911

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 | Excused |
| Chief of Department | Dean Crispen | Present |
| Patrick Rabbitt | Deputy Chief – Operations | |
| Sayumi Brannan | Deputy Chief – Administration | |
| Michael Mullin | Support Services | |
| Erica Brown | Homeland Security | |
| Chad Law | Prevention | |
| Garreth Miller | ESER Project Manager | |
| Adrienne Sims | Chief of Staff | |
| Tony Molloy | ADC EMS | |
| April Sloan | ADC Community Paramedicine | |
| Assistant Chiefs | | |
| Brook Baker | Division II | |
| Michael I. Thompson | Division III | |
| Staff | | |
| Mark Corso | CFO | |

RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT

President Fraser read the land acknowledgment.

2. GENERAL PUBLIC COMMENT

An unidentified male speaker made public comment regarding the Federal government and fire.

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

Discussion and possible action to approve meeting minutes.

- Minutes from Regular Meeting on September 24, 2025.

Vice President Collins moved to approve the minutes from September 24, 2025, and Commissioner Nakajo Seconded. President Fraser, Vice President Collins, and Commissioner Nakajo voted in favor of the Motion. Commissioner Morgan was absent from the meeting and abstained from voting. The Motion passed.

There was no public comment.

4. CHIEF OF DEPARTMENT'S REPORT *[Discussion]*
REPORT FROM CHIEF OF DEPARTMENT, DEAN CRISPEN

Report on current issues, activities, and events within the Department since the Fire Commission meeting on September 24, 2025, including budget, academics, special events, communications, and outreach to other government agencies and the public.

Chief Crispin attended several events: meet and greet at Station 49 with the upcoming 137th Suppression Academy; Mission Street Conditions Working Group; Dreamforce 2025 Coordination Meeting; EMS and Community Paramedicine Chiefs meeting at Station 49; Flag Raising Ceremony for the People's Republic of China; Groundbreaking Ceremony for the Tenderloin Children's Playground; Asian Firefighting Association Gala; Live Fire Drill at Treasure Island; and the 2025 California Firefighters Memorial Ceremony, honoring line of duty deaths including Steven Silvestrich and Brian Kyono. Chief Crispin also attended a celebration of life for Retired Battalion Chief Marcus Gonzales; St. Anthony's 75th Community Block Party; Greenway Ice Cream Pop Up; ceremony for retired member Edmond "Beaver" Bordenave on receiving a medal of honor from France. Chief Crispin attended the Olympic Club's Fleet Week Softball, Basketball, and Skeet Shooting Tournament and Award Ceremony. Chief Crispin issued eight General Orders, including H3L1 interviews, seasonal flu vaccine, company based modular training, open house day, and H33 Rescue Captain vacancy awards. The 136th Recruit Academy Class is in its 11th week. Chief of Staff Sims and Director Corso conducted a staffing analysis for the Mayor's Budget Office. The ESER Bond 2026 will be approximately \$575 million. The Department will request funding for three new fire stations (Stations 2, 7, and 40), and station repairs such as roofing. Despite the reduced schedule for Fleet Week, the Department is supporting the event with suppression and safety resources. Chief Crispin thanked Chief Brown and Lieutenant Mauberret for their work. Chief Crispin's report is attached: <https://sf-fire.org/media/3904/download?inline>.

Commissioner Nakajo thanked Chief Crispin for his report. He was pleased to receive his flu shot at Station 38, and meet some members. He thanked the Physician's office for organizing the flu clinic.

Commissioner Morgan thanked Chief Crispin for his report and inquired how many rescue dogs were in the Department. Chief Crispin responded that there are currently six rescue dogs. Commissioner Morgan was pleased to learn about the ESER Bond.

Vice President Collins inquired if the public was aware of the state of Station 2 which she toured with Commissioner Low. Chief Crispin responded that the community has expressed concern about that station because they are aware of its seismic and construction issues.

President Fraser thanked Chief Crispen for his report. She was pleased that former members were honored. President Fraser inquired if the lithium-ion battery safety presentation was an actual class. Chief Crispen responded that lithium-ion battery safety will be the theme at the upcoming open house on October 11. She was pleased the Chief attended St. Anthony's 75th Block Party. She has worked with that community in the past.

An unidentified male speaker made public comment regarding Fleet Week.

Secretary Aguas-Aclan announced a correction to agenda item #3. The meeting minutes from September 24, 2025, were from a regular Commission meeting.

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 September 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 a decrease in First Amendment activities, but members are still training for it. Calls for service have increased by 7500 calls in the last two years (September 30, 2023, to September 30, 2025). As the fleet ages, there will be increased maintenance costs. Building alarm activations increased by 150 calls this month, the highest monthly total for the whole year. The Bureau of Fire Prevention is investigating this significant increase by monitoring smoke and heat detectors. There were 365 outside fires. These fires are challenging to fight in terms of wind, topography, and access. Chief Rabbitt has been working with Chief Cannon and the Department of Emergency Management (DEM) to update responses to the Computer-Aided Dispatch System. There were 11 working fires in September, including two 1-alarm fires on Leavenworth Street and Crestline Drive. The latter fire was a three story above ground/four stories below ground building off of Burnett Avenue. Companies successfully used vertical and horizontal ventilation to fight this fire in a downslope building. The Bureau of Fire Investigation began school inspections for the 2025-2026 school year. Chief Rabbitt is also reviewing lockdown procedures during active attacker incidents and working on joint trainings with SFPD. R1 and R2 inspections will be completed by the end of the year. There was an arrest related to a trash fire. The Airport responded to 573 incidents and conducted their annual full-scale exercise simulating a failed takeoff. Chief Rabbitt thanked President Fraser for attending. The Division of Training produced approximately \$38,000 in California Joint Apprenticeship Committee (CJAC) funds. These funds were used for media training and other training courses. Section Chief Treff has been training the 28th H3L1 Recruit Class. The 136th Recruit Academy Class trained on radio communications, ladder extensions, and auto extrication. The Fire Reserve logged over 120 hours in drills and training. Chief Kasper is working on a training program similar to the Department's field training. Over 400 community members received NERT training. Chief Rabbitt's report is attached: <https://sf-fire.org/media/3878/download?inline>.

Commissioner Morgan thanked Chief Rabbitt for his report. He commended Captain Tom from NERT for training 400 community members.

Commissioner Nakajo thanked Chief Rabbitt for his report. He commended members for their hard work and service.

Vice President Collins inquired if fires in sloped buildings have led to any changes in fire codes. Chief Rabbitt responded that to his knowledge, there has not been any code changes. Fighting fires in sloped buildings require special strategies and tactics in terms of resources and hose lines. Chief Rabbitt will work with the Fire Marshal on presenting these methods at a future meeting.

President Fraser thanked Chief Rabbitt for his report. She commented on the increase of dispatches and motor vehicle accident calls, and appreciated learning about NERT.

There was no public comment.

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

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

Chief Molloy reported that call volume remained consistent, but he anticipated a surge in the coming months due to the flu and COVID-19. EMS averaged 13 Code 3 returns per day in September. APOT times continued to improve with a delay of 34 minutes. Medic to Follow events in September were down by 80%, with more room for improvement. Narcan administration remained the same as last month. There were two cases of cardioversion in September, including a cardiac arrest incident at City Hall. Sheriffs performed CPR and used an Automated External Defibrillator (AED) machine. The patient was able to move around during transport. EMS and CP members at Station 49 commemorated the anniversary of 9/11 at Station 49. EMS recognized an employee of the Zuni Café who helped a guest in cardiac arrest. The 28th H3L1 Class at Treasure Island has 16 members, two of which started their L2 Academy. Chief Sloan reported that CP responded to over 1700 calls in September, an average of 58 per day, with a response time of approximately 18 minutes. There were 32 involuntary psychiatric holds, 16% of which went to a hospital. Otherwise, patients either took non-ambulance transport such as the Geary Stabilization Unit, or declined services. CP requested SFPD assistance less than 1% of the time. Community Paramedic Captains had a total of 90 engagements in September, including overdose survivors. All medics completed Advanced Life Support (ALS) service training. Chief Mason has been working with the Department of Public Health (DPH) and the Substance Abuse and Mental Health Services Administration. (SAMHSA) regarding Buprenorphine and 5150 modules. The Center for Innovations in Community Safety (CICS) did a site visit and ride along with the Street Crisis Team and EMS-6. Dr. Graterol, the Department Medical Director, researched the effectiveness of 5150 holds, and presented his findings at the American College of Emergency Physician's Forum in Salk Lake City. Chief Molloy's and Chief Sloan's reports are attached: <https://sf-fire.org/media/3877/download?inline>.

Vice President Collins thanked Chief Molloy for his report, and inquired about the location of AED machines at City Hall, and if the public is aware. Chief Molloy responded that the Department worked with DEM on the PulsePoint app which identifies the nearest AED locations. Vice President Collins suggested that the Department help spread awareness of AED locations in City Hall. Chief Crispen responded that the Department can work with the City Hall Public Safety Director to improve signage and communication regarding AEDs.

Commissioner Morgan appreciated the Pulse Point app, and is grateful for the Department's work. He inquired if 5150 calls were increasing or decreasing. Chief Sloan responded that calls are slightly higher than last year.

Commissioner Nakajo thanked Chiefs Molloy and Sloan for their reports. He was pleased about the improvement in APOT times, and thanked members for recognizing the Zuni Café employee who helped at a cardiac arrest call.

President Fraser inquired if any hospitals were not part of APOT numbers. Chief Molloy responded that every hospital would receive a Department ambulance, and thus enter APOT times. Hospitals can review APOT times and identify any problems. President Fraser inquired if 5150 calls have remained the same, and if SFPD requests Department help. Chief Sloan responded that 5150 calls have increased slightly, and that SFPD requests Department assistance for any behavioral health calls that do not involve transport to jail. President Fraser inquired if SFPD calls have increased or decreased. Chief Sloan responded that calls have slightly increased to 28%.

There was no public comment.

5. PRESENTATION ON CANCER SCREENING TESTING *[Discussion]*

Presentation from Battalion Chief Matthew Alba regarding cancer screening testing.

Chief Alba recounted his personal story of dealing with oligodendroglioma, a brain tumor. Since that time, he has dedicated himself to advocating for early cancer detection, and improving coverage for current cancer screenings. The City has allocated \$500,000 for a pilot cancer screening program for active firefighters 40+ years old with 5+ years of service. The Board of Supervisors (BOS) approved a six-month behested payment waiver for cancer screening, allowing for solicitation of private donations. Chief Alba is working with Local 798 and the San Francisco Firefighter's Cancer Prevention Foundation (SFFCPF) to solicit donations. The pilot program would begin in July 2026, and provide advanced diagnostic screening, imaging, and possibly ultrasounds. As the Chief of Health, Safety, and Wellness (HSW), Chief Alba is developing the pilot's infrastructure, finalizing screening modalities, securing a vendor, and ensuring follow ups. Success would be measured by the number of members screened, health outcomes, cost metrics, and sustainability. Chief Alba thanked the Fire Commission for allowing him to present, and appreciated their support. Chief Alba's report is attached: <https://sf-fire.org/media/3880/download?inline>.

Commissioner Nakajo thanked Chief Alba for his report and thanked Chief Crispen for his support of the pilot cancer screening program. Commissioner Nakako pledged his support for this program.

Commissioner Morgan thanked Chief Alba for his report and work on this pilot program. He also pledged his support. Commissioner Morgan was pleased that the behested payment legislation passed, and inquired how many cancer screening tests existed. Chief Alba responded that screenings range from a urine test to full body scans. There are other modalities such as skin exams, MRIs, and blood tests. Over 400 members have succumbed to cancer, so this pilot program will help address future exposures.

President Fraser thanked Chief Alba for his report and for sharing his personal experience. She inquired about the cost of the pilot program and how a vendor will be chosen. Chief Alba responded that with a budget of \$500,000, the program will proceed with a tiered rollout utilizing a urine test. As the program progresses, more modalities such as an ultrasound will be added. President Fraser offered her support of the program.

Vice President Collins inquired if the Department could work with other fire departments that have a similar cancer screening program. Chief Alba responded that other fire departments do offer a comprehensive physical and cancer screenings. However, privacy issues pose a challenge to implement such a program at SFFD. Vice President Collins was please Chief Alba is organizing the pilot program.

Sina Riahi, the Treasurer of SFFD Local 798 Union, made public comment regarding California Assembly Bill 1181: Protecting Firefighters from Toxic Gear. Mr. Riahi hoped that this legislation along with the pilot cancer screening program would help reduce job-related fatalities.

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

Vice President Collins moved to conduct item 8 in closed session, and Commissioner Morgan Seconded. President Fraser, Vice President Collins, Commissioner Nakajo and Commissioner Morgan voted in favor of the Motion. The Motion passed.

There was no public comment.

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

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

There was no public comment.

Commission convened in closed session at 10:48 a.m.

8. PERSONNEL EXCEPTION. PUBLIC EMPLOYEE DISCIPLINE, CASE NO. 2025-02: COMMISSION DELIBERATIONS ON PROPOSED FINDINGS OF FACT, AND POSSIBLE APPROVAL OF FINDINGS OF FACT REGARDING COMMISSION'S DECISION ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT (Cal. Govt. Code § 54957(b); Admin. Code § 67.10(b)) [Action]

At a meeting on August 21, 2025, regarding the above-referenced matter, the Commission deliberated and reached a decision on employee termination. The Commission is now considering approving proposed Findings of Fact in relation to that decision.

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

Commission convened in closed session at 10:53 a.m.

9. CONFERENCE WITH LABOR NEGOTIATOR – COLLECTIVE BARGAINING. MEET AND CONFER WITH LABOR ON THE DEPARTMENT'S DISCIPLINARY APPEAL PROCESS AND LEGAL COMPLIANCE (Cal. Govt. Code § 54957.6; Admin. Code § 67.10(e)) [Discussion and Possible Action]

This item is for the Commission to meet in closed session with their labor negotiator and provide direction or bargaining with San Francisco Fire Fighters Union Local 798 (Union). The Union is not permitted to attend this closed session meeting.

City Negotiator: Employee Relations Director Ardis Graham- Department of Human Resources - City & County of San Francisco

Organization representing Firefighters: San Francisco Fire Fighters Union Local 798

Anticipated Issues Under Negotiation: Binding Arbitration of Administrative Appeals Rules

Also in closed session were Deputy City Attorney Hugo Cabrera, Deputy City Attorney Sarah Fabian, Deputy City Attorney Carlos Almendarez, Employee Relations Director Ardis Graham- Department of Human Resources - City & County of San Francisco, and Commission Secretary Kathy Aguas-Aclan.

Commission reconvened in open session at 11:31 a.m.

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

The Commission voted unanimously to approve the Findings of Fact.

11. VOTE TO ELECT WHETHER TO DISCLOSE ANY OR ALL DISCUSSION ON ITEM 8 HELD IN CLOSED SESSION (San Francisco Administrative Code Section 67.12(a)) [Action]

Vice President Collins moved to not disclose any discussions on item 8 in closed session. Commissioner Morgan Seconded. President Fraser, Vice President Collins, Commissioner Nakajo, and Commissioner Morgan voted in favor of the motion. The motion passed.

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

There was no action to report.

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

Commissioner Morgan moved to not disclose any discussions on item 9 in closed session. Vice President Collins Seconded. President Fraser, Vice President Collins, Commissioner Nakajo, and Commissioner Morgan voted in favor of the motion. The motion passed.

14. ADJOURNMENT

President Fraser adjourned the meeting at 11:35 a.m.