

**FIRE COMMISSION REGULAR MEETING
MINUTES**

June 25, 2025, 5:00 p.m.

City Hall, 1 Dr. Carlton B. Goodlett Place, Room 400 ■ 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=50306

President Fraser called the meeting to order at 5:02 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	Excused
Chief of Department	Dean Crispen	Present
Patrick Rabbitt	Deputy Chief – Operations	
Sayumi Brannan	Deputy Chief – Administration	
Simon Pang	Deputy Chief – EMS and Community Paramedicine	
Michael Mullin	Support Services	
Chad Law	Prevention	
Marc Kasper	Training	
Garreth Miller	ESER Project Manager	
Adrienne Sims	Chief of Staff	
Tony Molloy	ADC EMS	
Assistant Chiefs		
Nicol Juratovac	Division II	
William Storti	Division III	
Staff		
Mark Corso	CFO	

RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT

President Fraser read the land acknowledgment.

President Fraser announced that agenda item #5 would occur after agenda item #3.

2. GENERAL PUBLIC COMMENT

There was public comment from an unidentified male speaker regarding safety during the 4th of July.

There was public comment from Ms. Gladys Wong regarding street rezoning.

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

Discussion and possible action to approve meeting minutes.

- Minutes from Regular Meeting on June 11, 2025.

Vice President Collins moved to approve the minutes from June 11, 2025, and Commissioner Nakajo Seconded. Commissioner Morgan was absent from the meeting and abstained. President Fraser voted in favor of the Motion. The Motion passed.

There was no public comment.

5. CHIEF OF DEPARTMENT, DEAN CRISPEN, TO ACKNOWLEDGE RETIRED MEMBERS *[Discussion]*

Chief of Department, Dean Crispin, to recognize retired members Jim Gallagher and Tony Stefani for their dedication to the health, fitness, and safety of SFFD members.

Chief Crispin acknowledged all the retired Department members in attendance: Walter Villavicencio; Adam Wood; Joe Driscoll, Andrew Spinetti; Bill Long; Bill Carey; Gary Massetani; and Tim O'Brien. Chief Crispin introduced retired member Jim Gallagher, a native San Franciscan with 30 years of service. Chief Crispin praised his service and career to the Department, including his work organizing the Jim Gallagher Interstation Competition. Chief Brannan presented Mr. Gallagher with an honorary plaque. Mr. Gallagher was honored to receive the award, and acknowledged his fellow retired members who have helped him. Chief Crispin introduced retired member Tony Stefani, a 28-year veteran of the Department. As a cancer survivor, Mr. Stefani founded the San Francisco Firefighters Cancer Prevention Foundation (SFFCPF). SFFCPF is dedicated to cancer prevention and early detection in firefighters. Chief Rabbitt presented Mr. Stefani with an honorary plaque. Mr. Stefani was grateful to receive an award. He thanked the Chief and Fire Commissioners.

President Fraser was pleased to honor and acknowledge Mr. Gallagher and Mr. Stefani. She thanked them for their service. The Fire Commission, Command Staff, Mr. Gallagher, Mr. Stefani, and current and retired members in attendance took a picture.

An unidentified male speaker commented that apricot seeds and Vitamin C prevent cancer.

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 June 11, 2025, including budget, academies, special events, communications, and outreach to other government agencies and the public.

Chief Crispin reported that 74 candidates are being interviewed for the upcoming H3L1 and H3L2 academies which begin in September and October. There will be approximately 20 candidates in this class. The Division of Training held a Rapid Intervention Crew (RIC) training for engines, trucks, and rescue squads. The 133rd Academy Class is in driver academy training, including Code 3 training. Thanks to the passing of the behested payment legislation, the Department will be working with private companies for the next six months to request donations of fire apparatus. The Mayor's

budget is complete, while the Supervisor budget is near completion. The Department maintained uniformed positions, but there was a reduction in civilian FTEs and elimination of six warehouse employees. The Department received \$3 million for fleet, and \$4.1 million for facilities. The Department secured funding for Academy Classes for the next two years as well as H3L1 and H3L2 classes. Thanks to Mayor Lurie's legislation, Station 13 will relocate to 447 Battery Street. The Department will be working with Related California. Chief Crispen attended several events: Interfaith Prayer Session; Quarterly Staff Meeting; Civil Service Commission ceremony honoring Jesusa Bushong's retirement; City EMT Graduation; and a budget presentation to the Board of Supervisors (BOS) Finance Committee. Department members staffed the Emergency Operations Center (EOC) during First Amendment activities. Chief Crispen attended the Station 2 Press Conference to announce the cancer testing budget. Mayor Lurie and the BOS have allocated \$500,000 to Department cancer testing. The Department will work with the Cancer Prevention Foundation to raise more funds for testing. Chief Crispen attended the 3rd Annual Juneteenth Parade with Command Staff. He thanked the Black Firefighters Association (BFA) and Commissioner Morgan for attending the parade. Chief Crispen attended the EMS Advancement Academy at Treasure Island. Chief Crispen's report is attached: <https://sf-fire.org/media/3697/download?inline>.

Commissioner Morgan asked what "EOC" stands for. Chief Crispen replied that it stand for Emergency Operations Center. The Department of Emergency Management (DEM) supervises the City-wide EOC. DEM requested that various departments including SFFD be part of EOC staff. Department members typically staff the Operations and Medical sections.

Commissioner Nakajo thanked Chief Crispen for his report and was pleased he acknowledged retired members Jim Gallagher and Tony Stefani. Commissioner Nakajo congratulated Jesusa Bushong on her upcoming retirement, and thanked her for 33 years of Department service.

Vice President Collins thanked Chief Crispen for his report. She was pleased that Related California is working with the Department on the new location of Station 13. She looks forward to hearing about its progress.

President Fraser thanked Chief Crispen for his report, and for honoring retired members. She thanked Jesusa Bushong for her service.

There was no public comment.

REPORT FROM OPERATIONS, 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 Administrative update for May 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 acknowledged Jesusa Bushong for her service to the Department. Lieutenant Hashim Anderson from ORD presented at Bethel Church's career event. ORD had an informational and recruitment table at The Bike Rodeo at the Stonestown Galleria. Ruth Asawa School of the Arts students visited Station 39 to learn about fire and EMS career opportunities. ORD presented to Mission High School as well. At the Division of Training, (DOT), Assistant Chief Michael Thompson led an H2 informational class, and Lieutenant Ariana Wilson held a career informational session. In HSW, the Storm Stick is going to be administered to decon firefighters more efficiently. In BHU, Lieutenant Matt Scola has been working with ORD to develop a career development program for members throughout their career. Dr. Chang and Stephanie Phelps from OEH processed 40 return to work requests and new hire screenings for the upcoming recruit academy class. In ISB, Captain Collin Carter conducted conditional offer, promotional, and end of probation alcohol and drug testing, thirteen DOJ live scans, and 63 background investigations. Chief Mike Mullin in Support Services completed 102 service orders. The BOS will be introducing legislation regarding planning code map amendments and street vacations. Chief Miller from ESER gave a public outreach presentation regarding DOT plans to the Bayview Neighborhood Association; Public Works project management; Bureau of Architecture; Bureau of Landscape Architecture; and DLR Group, the executive architect. Public Works reported an increase of \$150,000 in project spending. Chief Brannan, Fire Marshal Law, ADC D'Arcy, Battalion Chiefs McKinney and Cavellini, and Captain Francisco attended a tabletop exercise with the SFFD Hornblower Safety Team, Coast Guard, and SFPD. Chief Brannan congratulated Jesusa Bushong and June Waechtler on their upcoming retirements. Chief Brannan's report is attached: <https://sf-fire.org/media/3695/download?inline>.

Commissioner Morgan was pleased the Department will be using the Decon Storm Sticks. Chief Brannan replied this decon method is easier than the previous method of scrubbing gear.

President Fraser inquired about page 11 of Chief Branna's report regarding ORD's partnership with SFGOVTV to produce a video series. Would the videos be available to the public? Chief Brannan responded that once the videos are ready, it would be posted on the Department's web site and social media accounts. President Fraser looks forward to hearing more about it.

There was no public comment.

6. PRESENTATION FROM THE BLACK FIREFIGHTERS ASSOCIATION (BFA)
[Discussion]

Captain Antione Davis; Captain John Smith; Firefighter Nicholas Thurston; and Firefighter Daniel Williams to provide an update of the Black Firefighters Association (BFA), including a year-end review of their Youth Academy and upcoming events.

Captain Antione Davis, BFA President, reported that the BFA originated in 1972 thanks to the City's first African American firefighter, Earl Gage, Jr. His service to the Department which began in 1955 paved the way for increased Department diversity. From its original mission of advocating equitable hiring and promotional practices, the BFA has grown into a community institution. The BFA has approximately 170 active members. Firefighter Daniel Williams, the BFA Youth Academy Administrator for the last two years, has been an SFFD Firefighter for four years. FF Williams reported there were 27 cadets in the Youth Academy mentorship program. Cadets must be San Francisco high school students attending a San Francisco Unified School District (SFUSD) school. The 34-week program consists of Saturday meetings which provide academic and mental health support as well as teaching fire/EMS skills. This year, cadets visited Swinerton Construction which led to one cadet securing a summer internship. Half of the Youth Academy's nine graduating high school seniors received college scholarships to schools like the University of California, Berkeley, and Benedict College. Three graduates decided to pursue a fire/EMS career. Applications for the next Youth Academy open in July. There will be a fall and spring cohort. Captain Davis reported that the City EMT Program is a comprehensive stipend-based training program for people 18-24 years old in preparation for EMS or medical careers. Partnering with SFFD, the program has an 84% graduation rate. Captain Davis thanked Chief Crispen and Commissioner Nakajo for their support. Firefighter Thurston, a nine-year member at Station 43, handles recruitment. His community workouts throughout the City have helped recruit approximately 60 candidates. Other recruitment efforts include informational booths at community events and social media advertising. Captain John Smith, BFA Vice President, discussed BFA's membership development and leadership practices. BFA conducts in-house training to develop, recruit, and train the next generation of BFA leaders. Captain Smith has also developed a network of therapists to help with short-term treatment before transitioning to the employee assistance program and BHU's supplemental program.

Vice President Collins thanked Commissioner Nakajo for supporting the BFA, and Captain Davis for his report. She was pleased that the meeting included retired and current members, showing the Department's commitment to strong leadership and mentorship. The BFA has the Fire Commission's support.

Commissioner Morgan commended BFA's commitment to youth. He was pleased that BFA is doing community outreach and advocating for members' mental health. Commissioner Morgan said he would be happy to help BFA in any way possible.

Commissioner Nakajo enjoyed the BFA's presentation, and commended Captain Davis, Captain Smith, Firefighter Thurston, and Firefighter Williams for their service to the BFA and the Department. Commissioner Nakajo inquired if the Youth Academy is open to all San Francisco high school students. Captain Smith responded that cadets must be a SFUSD student and reside in San Francisco. Commissioner Nakajo was also pleased that the meeting included retired and current members.

President Fraser thanked Captain Davis and his team for their work. She was inspired by their presentation, and commitment to fellowship and building relationships.

There was no public comment.

6. ADJOURNMENT

President Fraser adjourned the meeting at 6:31p.m.