

FIRE COMMISSION REGULAR MEETING

DRAFT MINUTES

March 11, 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, 3.11.26](#) is now available.

President Collins called the meeting to order at 9:02 a.m.

1. ROLL CALL

Title	Name	
President	Paula Collins	Present
Vice President	Allan Low	Present
Commissioner	Stephen A. Nakajo	Excused
Commissioner	Armie Morgan	Present
Commissioner	Marcy Fraser	Present
Chief of Department	Dean Crispen	Present
Deputy Chief – Operations	Patrick Rabbitt	
Deputy Chief – Administration	Sayumi Brannan	
Support Services	Michael Mullin	
Homeland Security	Erica Arteseros-Brown	
Fire Marshal	Chad Law	
Division of Training	Marc Kasper	
ESER Project Manager	Garreth Miller	
Chief of Staff	Adrienne Sims	
Assistant Deputy Chief, EMS	Tony Molloy	
Assistant Chiefs		
Division 2	Nicol Juratovac	
Division 3	Frank Cercos, IV	
Staff		
EMS Section Chief, Administration	Michael Mason	

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 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.

There was no public comment.

3. APPROVAL OF THE MINUTES [Discussion and action]

Discussion and possible action to approve meeting minutes.

- Minutes from Regular Meeting on February 11, 2026.

Commissioner Fraser moved to approve the minutes from February 11, 2026, and Vice President Low Seconded. President Collins, Vice President Low, Commissioner Morgan, and Commissioner Fraser 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 regular Fire Commission meeting February 11, 2026, including budget, academies, special events, communications, and outreach to other government agencies and the public.

Chief Crispin attended several events: Hearts in SF, San Francisco General Hospital (SFGH) Foundation's annual fundraising gala; Black History Month closing ceremony celebration at City Hall; the Bayview Black History Month celebration; and Lunar New Year event and parade. Chief Crispin thanked Commissioners Low and Fraser and the Asian Firefighters Association (AFA) for participating in the Lunar New Year celebration. After approval by the Mayor and Board of Supervisors (BOS), the Fire Code went to the Building Standards Commission for approval. Chief Crispin attended a BOS ceremony to honor retired IT Director Jesus Mora; the Department Pinning Ceremony; and a Nob Hill walk with Supervisor Sauter. Chief Crispin thanked Commissioners Morgan and Fraser for attending the Pinning Ceremony. Chief Crispin attended the San Francisco Recreation & Parks Rangers graduation; Career Day at Sunset Elementary School; the San Francisco Future reception with Mayor Lurie; ESER Bond 2026 meeting; a meeting with the General Consul of Indonesia; two Iftar celebrations; and a site visit with Mayor Lurie to observe Community Paramedicine (CP) calls. The Department continued working with the Mayor's budget office on reducing the Department budget by \$15 million. The 137th Recruit Academy is in their seventh week of training. Approximately 150 people were interviewed for the upcoming 138th Recruit Academy which begins August 3. This academy will have approximately 50-53 people. Chief Crispin attended a Los Bomberos meeting which welcomed David Crespin as the incoming President. At a meeting with four station stewards from Station 49, Chief Crispin discussed the selection process for the CD4 position. Chief Crispin attended a Technical Advisory Council meeting with Fire Marshal Law and Supervisors Sherrill and Sauter to discuss the formation of an advisory group that would address financial hardship related to the Sprinkler Ordinance. Chief Crispin threw the first pitch at the Flame Youth Baseball League (YBL). He thanked Lieutenant Donny Bendo for organizing the YBL. Chief Crispin attended the Street Safety Initiative meeting with Chief Rabbitt. Chief Crispin reported a couple of accidents involving a fatality and injury. The Department is planning for the upcoming Fédération Internationale de Football Association (FIFA). He thanked Chief Brown for her work. At the Department Staff Meeting, the Department conducted future planning. Chief Crispin presented several General Orders (GOs): 26 A-010, Bridges Home Reunification and Relocation Assistance Program; 26 A-013, OES Regional Task Force (RTF); and 26 A-017, CBMT Module 5 Live Fire. Chief Crispin's report is attached: [Chief's report](#).

Commissioner Morgan thanked Chief Crispin for his report, and asked how task force training was funded. Chief Crispin asked Chief Miller to respond. Chief Miller that initial training is funded by the Department. Upon certification as a heavy rescue resource, trainings would be funded by the State of California. Commission Morgan inquired if the State and City had similar certification processes. Chief Miller responded that both

processes were similar. Commissioner Morgan thanked the Department and Local 798 for supporting Black History Month.

Commissioner Fraser thanked Chief Crispen for his report. She congratulated him on the Regional Task Force. Commissioner Fraser inquired if there would be follow-up with people in the reunification program. Chief Crispen responded there is follow-up with the receiving city once people are placed in a community. Commissioner Fraser inquired about the Next Door Night and Bridges Home shelters. Chief Crispen responded that Section Chief Mason would speak about those places in his report.

President Collins expressed admiration for the Department's participation in Black History Month events. She inquired about the status of the Department budget which was approved by the Fire Commission at the February meeting. Chief Crispen responded that the Department is now negotiating with the Mayor's budget office on the request to reduce the budget by \$15 million. He will update the Fire Commission on any developments. President Collins commented that Department could work with countries like Indonesia on tsunami preparedness. Chief Crispen responded that the Department has met with the Consul Generals of Indonesia and Japan. Other emergency services departments and NERT have worked with the Department on tsunami preparation.

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 reported that the Department responded to 15,804 calls for service in January, and 14,414 calls in February, an increase of 1921 calls. In 2025, there were 369,000 total responses. The Department will continue to monitor these calls. Building alarm activations decreased in January and February, after an all-time high of 2100 activations. Chief Rabbitt thanked the Bureau of Fire Prevention (BFP) for working to reduce nuisance and unnecessary alarms. There were 896 outside fires in January and February. Chief Rabbitt, Chief D'Arcy, Chief Cannon, and the Department of Emergency Management (DEM) are working on updating the emergency protocols at SFO. There were two greater alarm fires: a second alarm at 2401 Ingalls Street near a recycling factory, and a second alarm at 79 Exeter Street at a single-family residence. Chief Rabbitt and Chief Kasper are working on live fire module training. Chief Rabbitt is working with Chief Miller and Assistant Chief Cercos on the RTF. Per GO 26 A-013, there will be 30 members deployed at a time. The Bureau of Equipment (BOE) is conducting inventory of Department equipment that would support the RTF. As the largest agency in Northern California, the Department would be the second RTF in California. Fire Marshal Law has been working with the Public Information Officer (PIO) on lithium-ion battery awareness and safety. Chief Rabbitt and Fire Marshal Law have been working with the Hoarding Task Force run by the Health and Human Services (HSS) Department to document and identify any hoarding conditions. The Airport responded to 772 incidents in January and February, and are in test mode for their new computer aided dispatch system. Two Aircraft Rescue Firefighting (ARFF) apparatus will arrive in September, and a second Moose Boat in the spring. Chief D'Arcy is working with City IT to upgrade Station 3's classroom. The Department continued using Cal-Jac funds to support training. Chief Rabbitt acknowledged Chief Kasper, Specialist Ryan, and Santa Rosa Junior College for working on an instructional service agreement (ISA) with City College of San Francisco. The Department estimates approximately \$800 million annually of non-general fund revenue which will directly support training. The 137th Recruit Academy Class is in the seventh week. The Division of Training conducts weekly trainings with the Fire Reserves including trainings

with Fire Boat 3 and Truck 12. NERT continued their LISTOS program, and is planning the annual citywide drill in April. NERT trained 141 community members in January. Chief Rabbitt's report is attached: [Chief Rabbit's report](#).

Commissioner Fraser thanked Chief Rabbitt for his report. She inquired about the increase in call volume. Chief Rabbitt responded that calls continue to increase. Commissioner Fraser commended Chief Rabbitt for managing the call increase, including medical calls at the airport. Commissioner Fraser was on a flight that required Department assistance. She inquired about how hoarding complaints are processed. Chief Rabbitt asked Fire Marshal Law to respond. Fire Marshal Law responded that the Department is responsible for enforcing the Fire Code, so hoarding complaints from SRO building owners are referred to the Department of Public Health (DPH). The Hoarding Task Force, comprised of other City agencies such as DPH, the Department of Building Inspection (DBI), and the Department of Homelessness and Supportive Housing (HSH), tries to address accountability and follow up. DPH and building owners handle clean up. If the hoarding problem persists, the Department issues a notice of violation. Unfortunately, this process tends to be a cycle, so the Fire Marshal has asked for the City Attorney's assistance in terms of Fire Code enforcement. Commissioner Fraser was pleased that the Department is trying to address the problem which potentially is a hazard for members.

Vice President Low inquired which party reports a hoarding issue. Chief Rabbitt responded that members responding to a call involving hoarding reports it to the chain of command. He and the Fire Marshal inform the Hoarding Task Force. Vice President Low suggested that one City Agency lead and coordinate the abatement process because of the burden on landlords. Fire Marshal Law responded that the lead agency is the City Attorney's Office of Code Enforcement because tenant rights are involved. Vice President Low inquired if there was a lead agency that can help prevent hoarding. Fire Marshal Law responded that the Hoarding Task Force provides a unified response among City agencies which promotes accountability. Fire Marshal Law commented that most hoarding cases involve adults living in a space for 40 or more years. Vice President Low asked how the increase in calls affects the budget. Chief Rabbitt responded that the Department has minimum staffing levels for field units, and is working on minimum staffing at Station 49.

Commissioner Morgan thanked Chief Rabbitt for his report. He asked how many members retired in 2025, and if it was difficult to fill those positions. Chief Crispin responded that there were fewer retirements than expected. There are potentially 60 members retiring in June 2026. The final numbers depend on budget contract negotiations and possible salary increases. Commissioner Morgan asked how many electric vehicles fires occurred. Chief Rabbitt will get the exact number and report back to the Fire Commission, as well as information on gas and diesel vehicles.

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 Divisions.

Chief Molloy reported there was a slight increase in EMS call volume in January and February. February was the busiest month in the last six months. There were over 900 calls with Ambulance Patient Offload Time (APOT) delays between 30 minutes to two hours. EMS is in the 90th percentile for transfer of care, at 39 minutes. The goal is 30 minutes. Chief Molloy announced the upcoming APOT Summit on March 24. He was pleased that

Commissioner Fraser will be attending. Chief Molloy reported a 94% success rate in January and February for video laryngoscopy. There was a 47% success rate in cardiac arrest data. EMS continues to work towards a goal of 50% success rate. Chief Molloy reported that ambulances were on standby at the MLK celebration and Superbowl week. Lieutenant Samuel Schow has been chosen as the Substance Use Response Coordinator. Chief Molloy thanked Chief Mason for securing the grant funding this position. There was a badge pinning ceremony on February 24. EMS is evaluating two gurneys with the ability to hold up to 700 pounds. Chief Mason reported that call volume daily averages were the same in January and February. With Chief Cannon's help, Community Paramedicine (CP) is monitoring response times which were longer in February. CP will be certifying/recertifying community paramedics. Chief Mason thanked paramedics for transporting 28.3% of clients to non-hospital locations like a shelter, sobering center, or acute mental healthcare drop in. 20% of CP call volume was from SFPD, while CP called SFPD for 1% of calls. The State Council on Developmental Disabilities (SCDD) led a training on developmental disability-related conditions. Dr. Graterol, the CP Medical Director, published his abstract on bystander Narcan outcomes at the National Emergency Medicine Conference. Chief Mason acknowledged Community Paramedic Tony Acosta for working on this project. Chief Sloan represented the California Fire Service at the Emergency Medical Services Administrators Association of California (EMSAC). EMSAC is helping to address operational challenges in the 9-1-1 system. The Next Door Pilot Program utilizes unused shelter beds. There are approximately 8000 unhoused people in the City, but only 3000 shelter beds. With the help of HSH, CP receives shelter beds for the night. The following morning, CP Captains can direct clients to other services. Chief Molloy's and Chief Mason's reports are attached: [EMS and CP Report](#).

Commissioner Fraser thanked Chiefs Molloy and Mason for their reports. She inquired if 5150 holds were included in APOT times. Chief Molloy responded that all transports to an emergency room, including 5150 holds, are part of APOT times. Commissioner Fraser asked how many shelter beds were available at night. Chief Mason responded that CP works with HSH to identify open beds as they go unclaimed later in the day. Commissioner Fraser asked how many unhoused people are in the City. Chief Mason responded that there are approximately 8000 unhoused people in San Francisco. Commissioner Fraser is looking forward to an update on the new gurney.

Vice President Low asked how CP could better support unhoused people by offering more supportive housing. Chief Mason responded that given this issue's complexity, there is no clear solution. The Mayor's office and HSH continue working on breaking the cycle. Chief Molloy responded that the goal is to offer housing options besides shelter beds.

Commissioner Morgan thanked Chiefs Molloy and Mason for their reports. He inquired about the Substance Use Coordinator and whether there will be new hires in EMS and CP. Chief Molloy responded that a new CP cohort begins in May. The H3 Academy begins at the end of March. The Substance Use Coordinator will be housed at Station 49.

President Collins thanked Chiefs Molloy and Mason for their reports. She commented that the Department's ability to collaborate and work with other agencies showed excellent leadership skills. President Collins commented that all members should receive leadership training.

There was no public comment.

5. PRESENTATION FROM SAN FRANCISCO FIRE NER TAMID SOCIETY*[Discussion]*

Jeffrey Covitz, President of the San Francisco Fire Ner Tamid Society, to present on their activities and goals.

President Collins thanked Mr. Covitz for presenting to the Fire Commission. Affinity groups such as San Francisco Fire Tamid are important to the Department.

Mr. Covitz thanked President Collins for inviting San Francisco Fire Tamid to present at the meeting. Mr. Covitz is also a Paramedic Rescue Captain at Station 11. San Francisco Fire Tamid the Department's newest affinity group, and has been in existence for almost a year and a half. It was established in response to the events on October 7, 2023. As a safe space and positive environment for Department members who identify as Jewish, San Francisco Fire Tamid promotes friendship, community service, education, and resilience among the Jewish community in San Francisco. San Francisco Fire Tamid membership is not exclusively Jewish. The group welcomes anyone to join and has members from the Department and other Bay Area agencies related to public safety and service. San Francisco Fire Tamid offers complimentary CPR, AED and Stop the Bleed classes to the Jewish community in San Francisco. To date, over 100 people have attended classes. Last December, some of San Francisco Fire Tamid's board members attended a training hosted by the International Mass Casualty Management Seminar, Israel's national EMS Service. Mr. Covitz shared best practices from that training with Command Staff. San Francisco Fire Tamid has hosted social events including a Hanukkah feast in Chinatown, and the upcoming Passover Seder potluck. Mr. Covitz extended the invitation to the Fire Commissioners. Mr. Covitz showed a picture of Ner Tamid's Shabbat service for first responders. Mr. Covitz explained the meaning of their group name. Ner Tamid means "eternal light" signifying the light that appears above the Torah in every Jewish synagogue. The group name also represents the light outside of every firehouse which is always on. Mr. Covitz's report is attached: [Ner Tamid Fire Commission Presentation](#).

President Collins thanked Mr. Covitz for his report. She was pleased to learn about Ner Tamid's goals.

Commissioner Fraser thanked Mr. Covitz for his report. She was pleased to learn about Ner Tamid's activities, and that they attended the International Mass Casualty Management Seminar.

Commissioner Morgan asked for the meaning of Ner Tamid's name. Mr. Covitz responded that it means "eternal light" and was modeled after a similar group in New York City. Commissioner Morgan commended San Francisco Fire Tamid on their endeavors, and looks forward to breaking bread with the group in the future.

Chief Crispen asked Deputy Chief Erica Brown to the podium. Chief Brown acknowledged and dedicated the meeting to member Lieutenant Frank Lucier, who recently passed away. Lieutenant Lucier was the first NERT program coordinator, and served the Department for 23 years. Using disaster response models from Los Angeles and Japan, Lieutenant Lucier established NERT in 1990 in response to the 1989 Loma Prieta earthquake. NERT has expanded to all of San Francisco and has had five program coordinators.

President Collins appreciated the tribute to Lieutenant Lucier.

There was no public comment.

6. ADJOURNMENT

Meeting adjourned at 10:44 a.m.