

**FIRE COMMISSION SPECIAL MEETING  
MINUTES**

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**August 21, 2025, 9:00 a.m.**

SFFD Headquarters, 698 Second Street, Room 102,  
San Francisco California, 94107

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President Fraser called the meeting to order at 9:06 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	Present (arrived 9:16 a.m.)

**2. CASE NO. 2025-02: HEARING AND DELIBERATIONS ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT**  
*[Discussion and possible action]*

On June 3, 2025, Chief of Department Dean Crispen filed a Verified Complaint with the Commission recommending termination for the following violations:

1. SFFD Rules & Regulations Article 3904, Active Participation in Other Employment, Business or Enterprise
2. SFFD Rules & Regulations Article 3905, Familiarity With the Rules
3. SFFD Rules & Regulations Article 3909, False Reports
4. SFFD Rules & Regulations Article 3924, Acts Detrimental to the Welfare of the Department
5. SFFD Rules & Regulations Article 3925, Disobedience
6. SFFD Rules & Regulations Article 3926, Insubordination
7. SFFD Rules & Regulations Article 4002 Off Duty Conduct
8. SFFD Rules & Regulations Article 4004, #4, Investigation Process, Cooperating with Investigation

This case may be heard in Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b).

There was no public comment related to agenda item #2.

**3. VOTE ON WHETHER TO CONDUCT ITEM 2 IN CLOSED SESSION (San Francisco Administrative Code Section 67.10(d)) AND DELIBERATE ITEM 2 [Action]**

Members of the public may comment on all matters pertaining to Agenda Item 2 and whether to consider the matter in closed session. [Government Code 54957(b), Administrative Code §67.15(b)]

Vice President Collins moved to conduct item 2 in closed session. Commissioner Morgan Seconded. President Fraser, Commissioner Nakajo, and Commissioner Low voted to pass the motion. The motion passed unanimously.

Commission convened in closed session at 9:16 a.m.

Also present in closed session were Chief of Department Dean Crispen, Commission Secretary Kathy Aguas-Aclan, Commission staff member Maureen Conefrey, Deputy City Attorney Hugo Cabrera, Deputy City Attorney Carlos Almendarez, Deputy City Attorney Tina Saladino, Jonathan Leos Sanchez from the City Attorney's office, Court Reporter Suzanne Andrade, and Member.

**4. VOTE ON WHETHER TO DELIBERATE ITEM 2 IN CLOSED SESSION**  
*[Action]*

Also present in deliberations were the Fire Commissioners, Deputy City Attorney Hugo Cabrera, Commission Secretary Kathy Aguas-Aclan, and Commission staff member Maureen Conefrey.

Commissioner Nakajo moved to deliberate item 2 in closed session. Commissioner Low Seconded. President Fraser, Vice President Collins, and Commissioner Morgan voted to pass the motion. The motion passed unanimously.

Commission reconvened in open session at 11:22 a.m.

**5. REPORT ON ANY ACTION TAKEN ON ITEM 2 HELD IN CLOSED SESSION (California Government Code Section 54957.1(a) AND San Francisco Administrative Code Section 67.12(B))** *[Discussion and possible action]*

By a vote of 5-0, the Fire Commission voted unanimously to uphold the Chief's recommendation of termination for violation of Rules and Regulations 3904, 3905, 3909, 3924, 3925, 3926, 4002, 4004, #4.

**6. VOTE TO ELECT WHETHER TO DISCLOSE ANY OR ALL DISCUSSION ON ITEM 2 HELD IN CLOSED SESSION (San Francisco Administrative Code Section 67.12(a))** *[Action]*

Commissioner Morgan moved not to disclose any discussion on item 2 held in closed session. Vice President Collins Seconded. President Fraser, Commissioner Nakajo, and Commissioner Low voted to pass the motion. The motion passed unanimously.

**7. ADJOURNMENT**

President Fraser adjourned the meeting at 11:25 a.m.