SAN FRANCISCO FIRE COMMISSION

Fire Commission Regular Meeting
Wednesday, July 10, 2019 - 9:00 a.m. – 12:00 p.m.

City Hall, 1 Dr. Carlton B. Goodlett Place, Room 416 ■ San Francisco ■ California ■ 94102

AGENDA

Item No.

1. ROLL CALL

President	Stephen A. Nakajo
Vice President	Francee Covington
Commissioner	Michael Hardeman
Commissioner	Ken Cleaveland
Commissioner	Joe Alioto Veronese
Chief of Department	Jeanine Nicholson

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 and 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.

3. APPROVAL OF THE MINUTES *[Discussion and possible action]*
Discussion and possible action to approve meeting minutes.

- Minutes from Regular Meeting on June 26, 2019

4. CHIEF OF DEPARTMENT'S REPORT *[Discussion]*
REPORT FROM CHIEF OF DEPARTMENT, JEANINE NICHOLSON
Report on current issues, activities and events within the Department since the Fire Commission meeting on June 26, 2019, including budget, academies, special events, communications and outreach to other government agencies and the public.

REPORT FROM OPERATIONS, DEPUTY CHIEF VICTOR WYRSCH
Report on overall field operations, including greater alarm fires, Emergency Medical Services, Bureau of Fire Prevention & Investigation, Homeland Security and Airport Division.

5. UPDATE FROM ASSISTANT DEPUTY CHIEF SANDRA TONG *[Discussion]*
Assistant Deputy Chief Sandra Tong to provide an update and overview of the EMS Division.

6. PROPOSED COMMISSION RULES TO PROVIDE AN ADMINISTRATIVE APPEAL IN CERTAIN DISCIPLINARY CASES [*Discussion and Possible Action*]
Deputy City Attorney Brad Russi to provide an overview of proposed Commission rules to provide an administrative appeal of Commission decisions in disciplinary cases involving more than a 10-day suspension; possible Commission action to adopt such proposed rules.

7. POTENTIAL CHARTER AMENDMENT CONCERNING FIRE DEPARTMENT DISCIPLINARY PROCESS [*Discussion and Possible Action*]
Deputy City Attorney Brad Russi to provide an overview of a draft amendment to the City Charter to modify the disciplinary process for members of the Fire Department; possible Commission action to recommend draft Charter amendment.

8. COMMISSION REPORT *[Discussion]*
Report on Commission activities since last meeting on June 26, 2019.

9. AGENDA FOR NEXT AND FUTURE FIRE COMMISSION MEETINGS *[Discussion]*
Discussion regarding agenda for next and future Fire Commission meetings.

10. ADJOURNMENT

FIRE COMMISSION REGULAR MEETING
DRAFT MINUTES

Wednesday, June 26, 2019 – 5:00 p.m.
City Hall, 1 Dr. Carlton B. Goodlett Place, Room 400, San Francisco, California, 94102

The Video can be viewed by clicking this link:
http://sanfrancisco.granicus.com/MediaPlayer.php?view_id=180&clip_id=33553

President Nakajo called the meeting to order at 5:03 p.m.

1. ROLL CALL

Commission President	Stephen Nakajo	Present
Commission Vice President	Francee Covington	Present
Commissioner	Michael Hardeman	Present
Commissioner	Ken Cleaveland	Arrived at 5:15
Commissioner	Joe Alioto Veronese	Present
Chief of Department	Jeanne Nicholson	Present
Victor Wyrsch	Deputy Chief -- Operations	
Jose Velo	Deputy Chief --Administration	
Sandy Tong	EMS	
Dan DeCossio	Bureau of Fire Prevention	
Tony Rivera	Support Services	
Michael Cochran	Homeland Security	
Joel Sato	Training Division	
Assistant Chiefs		
Bob Postel	Division 2	
Lorri Kalos	Division 3	
Staff		
Mark Corso	Deputy Director of Finance	
Clement Yeh	Medical Director	
Olivia Scanlon	Communications and Outreach	

2. PUBLIC COMMENT

There was no public comment.

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

Discussion and possible action to approve meeting minutes.

- Minutes from Regular Meeting on June 12, 2019.

Commissioner Veronese asked to be excused from the vote since he was not at the June 12, 2019 meeting. Commissioner Hardeman Moved to approve the above meeting Minutes. Vice President Covington Seconded. Motion to approve above Minutes was unanimous. (3-0)

There was no public comment.

4. PRESENTATION ON OVERVIEW OF DEPARTMENT FACILITIES
Charles Higueras, JFIP/ESER Program Manager with the Department of Public Works to provide an overview and update on status of Department Facilities undergoing ESER renovations and information regarding the Fire Chief's residence.

Charles Higueras with Department of Public Works and Program Manager of the Earthquake Safety and Emergency Response bond program introduced himself as well as his two project managers, Magdalena Ryor and Sherry Katz and he presented the attached PowerPoint: https://sf-fire.org/sites/default/files/COMMISSION/Fire%20Commission%20Support%20Documents%202015/ESER%20Bond%20Program%20Presentation.pdf

He provided a little background on the legacy of the ESER bonds including the following: "We've passed two bond programs since 2010, both with resounding support from the voters of San Francisco. We're among the highest, in the sense, embraced bond programs that have been advanced to the voters in I think modern history. So, I think that speaks very well to the support for our first responders, Fire Department certainly, as well as other projects in service to the needs of San Franciscans. In these two particular bond programs, we've, in a sense, dedicated approximately 150 million dollars, to fire facilities. Corollary to that there has been funds spent on the emergency firefighting water system, which is, of course, an asset dedicated for the Fire Department's use. But as you can see, we've also been in service to other first responder imperatives among different departments." He also touched on the liquidated damages against the builder for delays on certain projects, a status update on Station 35 and focus scope projects which include alternation projects meant to address the deficiencies of the defects at all the fire stations that present the possibility of some imposition on the readiness of firefighters to deploy from these stations. He also touched on the upcoming 2020 bond, where if passed by the voters, will provide 275 million dollars to focus on doing more robust interventions that are meant to improve the seismic worthiness of the most vulnerable stations, including apparatus bay doors, Bureau of Equipment relocation and a Training Center at a new location yet to be determined, which the city's Real Estate Division is working very diligently to find an appropriate site. He had Joe Chin, the project manager for the Public Health and Safety Bond speak regarding the Ambulance Deployment Facility.

Commissioner Veronese asked if there was a savings in switching from the folding apparatus bay doors to the roll-up doors and if the Department was satisfied in case of a power outage. Sherry Katz responded that they operate manually in the event of a power outage. He also confirmed that there were approximately $470,000 dollars in liquidated damages and those funds do not go back exclusively to the Fire Department. He also confirmed that when a new station is built, the taxpayers pay for all appliances (stove, dishwasher, and refrigerator) and repairs to appliances, except for the refrigerator and the members are responsible for outfitting the stations with silverware, glassware, dishware and things of that sort. Commissioner Veronese suggested that the next time one of these contracts is written up, that they add a liquidated damages provision that compensates the Fire Department for its damages, as the firefighters are suffering themselves in having to temporarily house at other stations.

Commissioner Cleaveland thought it was a great report.

Vice President Covington agreed with Commissioner Veronese that some consideration should be given to the Department in future legal documents in terms related to liquidated damages. She also complimented his team on the work that's been done thus far using the ESER Bond monies, including Station 5 and other stations that have either been rebuilt or upgraded and members are happy to have a new home where everything works as it's supposed to, as the members work extremely hard making sure that the citizens and visitors of the city are safe.

President Nakajo confirmed that the ESER 2020 bond, that the Board of Supervisors supported unanimously and if passed by the voters will be for $628.5 million dollars and a portion of that will be dedicated to the SFFD. Mr. Higueras confirmed that they will continue to work on a variety of projects within ESER 2014, most specifically Fire Station 35, hose tower projects and work around generators. President Nakajo agreed that having a celebration on the delivery of the floating barge from Singapore would be a great idea. There was clarification on the Focus Scope projects which includes the Public Health and Safety bond of approximately 42 million dollars' worth of very specific and focused improvements at a variety of stations.

5. CHIEF OF DEPARTMENT'S REPORT *[Discussion]*

REPORT FROM CHIEF OF DEPARTMENT, JEANINE NICHOLSON

Report on current issues, activities and events within the Department since the Fire Commission meeting on June 12, 2019, including budget, academies, special events, communications and outreach to other government agencies and the public.

Chief Nicholson's report covered events and activities since the last meeting n June 12, 2019. She stated that she, Chief Wyrsch and Chief Velo are continuing their station meetings and they have less than five left to visit. With regards to the budget, she explained that it is not yet finalized, and that tonight is add-back night, so she'll be scurrying down to the second floor after the commission meeting to continue to advocate for the Department and at the next Commission meeting she will have the final-final in terms of they were allocated in the budget. She mentioned that she had two productive meetings with Dr. Colfax from the Department of Public Health and some of his high-level staff and members of the EMSA where they are committed to working on pilot programs, as well as additional budget-asks together. She added that she and Mary Ellen Carroll, head of DEM presented at the Hospital Council, where they put forward some solutions and she is hoping that they can work together with them in terms of EMS Prevention, pilot programs and similar things to improve the system. She touched on the upcoming paramedic captain's exam that they are hoping to have in November and also working on seeing if they can change the current exam practice which is to have the exam list last for three years and extending it for one to having a two-year list, with the possibility of extending it for one year, with the exception of the lieutenant's list, which is always a really big list. She thinks it would benefit the Department to have the tests more frequently and although it would have a small financial impact on the Department, she stated the benefit will outweigh that. She talked about the new Chase Center and the impacts and concerns they are potentially facing when that center opens, and how they are addressing those concerns. She mentioned the Pride Parade that is coming up this weekend, as well as activities scheduled for the July 4th holiday. She added that they met with former Assistant Chief, Dave Franklin who now works for OES in the state to talk about mutual aid, support and readiness as well as IMT resources and training.

Commissioner Cleaveland thanked her for her report and confirmed that they work with the Department of Human Resources to decide how often to administer promotional testing. He also confirmed that the Department if advocating for an emergency lane around the Chase Center neighborhood, but that request has not yet been granted.

Commissioner Hardeman confirmed that there will be 54 recruits in the next academy class and that they are currently conducting interviews and she plans on having a handle on it the first couple of weeks in July.

There was no public comment.

REPORT FROM ADMINISTRATION, DEPUTY CHIEF JOSE VELO
Report on the Administrative Divisions, Fleet and Facility status and updates, Finance, Support Services, Homeland Security, Training within the Department.

Chief Velo reported on events since the last meeting on June 12, 2019. He mentioned that they sent out a General Order advertising for members to apply for committees and workgroups and they had a lot of interest from the member and have already received 218 applicants. He added that another project they are working on is the fire ground decontamination policy and they delivered to every single apparatus, a decon kit which contains a bucket with a brush, special soap, wipes, and a mask. He added that they are doing this in combination with other policies they have to help the firefighters prevent cancer. He touched on the Division of Training, the high-rise drill and the upcoming active shooter training that will take place in October. He mentioned that the Department's Training Division has been accredited with the State for another five years. He touched on NERT, the Listos Program, Homeland Security and the Tall Building Safety Strategy Summit. He also stated that there was an update on the Drone Policy, as they received notice from FEMA that language needs to be added and then it will be sent to Cal OES for final approval. His report is attached: https://sf-fire.org/sites/default/files/COMMISSION/Fire%20Commission%20Support%20Documents%202015/admin%20report%20%282%29_1.pdf

Commissioner Cleaveland thanked Chief Velo for his well done and brief report and confirmed that Listos means ready in Spanish and it is a state program that started in Southern California.

Commissioner Veronese thanked Chief Velo for his decon policy as it shows he cares about the members and asked how it was going to be enforced. Chief Velo responded that it is associated with a General Order. Chief Nicholson added that there is going to be a learning curve and they will make enforcement happen at the Chiefs' level. Chief Velo added that the driving force of this policy is Captain Julie Mau. Commissioner Veronese suggested having a reporting mechanism whereby they can keep a record of whether or not the decontamination policy had been adhered to after each particular fire.

Commissioner Hardeman thanked Chief Velo for his report and noticed how extremely busy he and the group that works under him have been and that they have accomplished a lot. He confirmed that because of the end of the fiscal year, they will expect more retirements than usual.

Vice President Covington thanked Chief Velo for his report and stated she was also heartened to see the Listos training going on which includes gas shut-offs, electrical shut-offs, extinguisher training, and basic first aid. She confirmed that there was an option to go from Listos to NERT. She stated that NERT is such a valuable resource for the citizens of San Francisco with all of the training modules and she suggested offering incentives to people to go from Listos to the regular NERT program. She complimented Chief Velo on the decontamination policy and acknowledged the good job done by Captain Julie Mau. She also suggested that Captain Neal Cavallini present at a future commission meeting with his Best in Show he was recognized at the recent confab of firefighters.

President Nakajo thanked Chief Velo for his comprehensive report and acknowledged Chief Sato and his staff for the wonderful graduation ceremony held the beautiful Scottish Rite auditorium with such a lively group of parents, family, and friends. He was also impressed with Chief Nicholson's speech. He touched on different items throughout the report including the fire reserves, Department physician, the division chiefs and Chief Ali's report as well as Captain Cavallini's report. Homeland Security Chief Cochrane's report and the clothing depot report. He described his involvement at the high-rise drill and thanked Chief Wyrsch and the training staff that spent time with him at that drill.

There was no public comment.

6. COMMISSION REPORT *[Discussion]*
Report on Commission activities since last meeting on June 12, 2019

Vice President Covington stated she was unable to attend the graduation because she was attending the mayor's Women Summit, which she said was excellent and that the Department had quite a wonderful crew there who were chatting it up with all of the attendees. She added that it was good to see women members of the Department talking to the citizens about the kinds of work they do, as well as recruiting anyone who would be interested in getting more information. She also attended the Juneteenth parade and celebration which had a very good turnout from the Department as well as an event with the mayor and lots of political luminaries which gave her an opportunity to mingle with many of the decision makers in the city and to share with them some of the department's needs.

Commissioner Cleaveland mentioned that he also missed the graduation ceremonies from the academy because his father died, and he had to go to Kansas City and deal with that. President Nakajo stated that Commissioner Cleaveland had the condolences of his fellow commissioners and the members of the Department in terms of the loss of his father.

Commissioner Veronese stated that since the last meeting, he also missed the graduation as he was honored to be asked by the governor to represent the state at a climate summit in Italy. He stated that he did go to a couple of 9-1-1 calls that the Department responded to including the one on 8th Street as well as the drowning of the young 14-year-old boy at Crissy Field. He also met with Supervisor Stefani, along with Mr. Corso to rally support for the Department's budget items.

Chief Nicholson asked that the meeting be adjourned in honor of Captain William Murray and Captain Jerry Keohane who both passed away the past week.

There was no public comment.

7. AGENDA FOR NEXT AND FUTURE FIRE COMMISSION MEETINGS ***[Discussion]***
Discussion regarding agenda for the next and future regular meetings.

- Chief Tong to present on EMS Division w/ Dr. Yeh and Captain Pang
- Charter Amendment/Discipline matters
- Add Narcan administration in future reports

There was no public comment.

8. ADJOURNMENT President Nakajo adjourned the meeting in the memory of retired Captains' William Murray and Jerry Keohane at 6:51 p.m.

RULES FOR ADMINISTRATIVE APPEALS

The following rules shall govern administrative appeals from disciplinary determinations by the Fire Commission, in accordance with California Government Code Section 3254(b). These rules shall apply only to final disciplinary determinations by the Fire Commission on verified complaints filed by the Chief of the San Francisco Fire Department ("SFFD").

1. **Right to Appeal.** The Member shall have a right to appeal the Commission's final decision imposing discipline to a Hearing Officer. The appeal shall not stay or delay implementation of the Fire Commission's decision.

2. **Deadline to File an Appeal.** The Notice of Appeal must be in writing and contain a statement specifying each basis for the appeal. The Member must file and serve the Notice of Appeal to the Commission Secretary and counsel for the SFFD no later than 5:00 p.m. on the date that is 30 calendar days after the Commission's findings of fact are served on the Member. The date of service shall be the date appearing on the proof of service accompanying the findings of fact. If the 30th day falls on a Saturday, Sunday, or legal holiday, the deadline to file the appeal shall be the next business day. Filing and service of the Notice of Appeal must be by personal delivery, electronic delivery, or by other means calculated to effect delivery on or before the 30th day. Failure to comply with the foregoing requirements shall result in forfeiture of the Member's right to an appeal.

3. **Appeal Hearing Officer.** The Hearing Officer for administrative appeals shall be an Administrative Law Judge ("ALJ") from the California Office of Administrative Hearings ("OAH"). Within seven (7) calendar days of receipt of a Notice of Appeal, the Commission Secretary shall contact the OAH and request the assignment of an ALJ as the neutral Hearing Officer for the appeal. When OAH has assigned a Hearing Officer, the Commission Secretary shall notify the parties of the identity of the assigned Hearing Officer.

4. **Communications; Service on Other Party and Commission.**

    a. Unless otherwise specified in these rules, once a Hearing Officer is assigned, the parties shall submit all written communications, briefs, and other filings to the Hearing Officer directly and concurrently carbon copy (for communications) or serve (for briefs or other filings) the opposing party and the Commission Secretary with a copy by U.S. Mail, personal delivery, or other means agreed to by the parties. The parties shall provide a courtesy hard copy of all briefs and other filings to the Commission Secretary for the Commission files.

    b. The OAH requires e-filing pursuant to its Electronic Filing and Naming Guidelines. Information about those procedures is available on the OAH website, currently (https://www.dgs.ca.gov/oah/Home/SecureFileTransfer.aspx). The parties shall familiarize themselves with those procedures and shall ensure they submit materials in compliance with the OAH requirements.

    c. The parties and their representatives may not have *ex parte* communications with the Hearing Officer. The Hearing Officer may not have *ex parte* communications with members of the Commission or SFFD regarding the matter or issues on appeal. Any communications from a party to the Hearing Officer regarding the appeal shall be in writing, with a copy concurrently served on the opposing party

and Commission Secretary by U.S. Mail, electronic delivery, personal delivery, or other means agreed to by the parties and the Commission Secretary.

5. **Discovery.** Except as specified elsewhere herein, no discovery is permitted for the appeal. Discovery was available prior to the trial before the Commission, under the Commission's Procedural Rules Governing Trial of Disciplinary Cases, Section VIII. The appeal is limited to the evidentiary record made before the Fire Commission, unless the Hearing Officer has ordered the Record on Appeal to be augmented pursuant to the procedures herein.

6. **Appeal Submissions.**

   a. Transmission of Record on Appeal: Within thirty (30) calendar days of the timely filing of a Notice of Appeal, the Commission Secretary shall submit the Notice of Appeal and the following materials to the Hearing Officer by personal delivery or other means calculated to effect delivery within the thirty (30) day period, with copies to the parties by the same means:

      i. Decision letter from the Commission;

      ii. Commission's Findings of Fact; and

      iii. Record of the Fire Commission proceedings, including the charging documents, the reporter's transcript, and all exhibits.

   b. Augmenting the Record: Upon a showing of good cause, the Hearing Officer may grant a party's motion to augment the Record on Appeal with the following: (1) any document that was part of the Commission proceeding that was not included in the Record on Appeal prepared by the Commission Secretary; (2) any document or testimony that was excluded from the Commission proceeding based on an evidentiary ruling of the Commission or as a result of a decision by the Commission denying a request by the Member for more time to put on the Member's case, provided that the Member identified to the Commission, on the record, the specific document or testimony the Member wished to be considered; or (3) any newly-discovered evidence that was unknown to the party at the time of proceedings before the Commission, despite that party's diligent investigation and efforts to discover all relevant evidence. A party must file any motion to augment the record within fourteen (14) calendar days of the date of the Commission Secretary's transmission of the Record on Appeal. The other party may file an opposition within fourteen (14) calendar days of the filing of any such motion. The Hearing Officer may allow an oral argument on any such motion. The Hearing Officer shall rule on the motion within a reasonable time, not to exceed thirty (30) days from the later of either submission of the opposition brief or the date of any oral argument. The Hearing Officer shall provide a written decision to the Commission Secretary for distribution to the parties, which shall include the basis for the Hearing Officer's evidentiary ruling(s).

      i. If the Hearing Officer grants a motion to augment the Record on Appeal with a document that was part of the Commission proceeding, the Commission Secretary shall submit the document consistent with the Hearing Officer's decision, within not more than fourteen (14) calendar days of that decision.

ii. A Member challenging a ruling by the Commission to exclude documentary or testimonial evidence must show that the ruling was erroneous and prejudicial. If the Hearing Officer, on motion by the Member, makes such findings, the Hearing Officer shall allow limited discovery for the introduction and authentication of such evidence, as well as such related subject matter as the Hearing Officer may approve. Such discovery and evidence shall be part of the Record on Appeal.

iii. If the Hearing Officer grants a motion to augment the Record on Appeal with newly-discovered evidence that was unknown to the party at the time of proceedings before the Commission, the Hearing Officer shall allow limited discovery for the introduction and authentication of such evidence, as well as such related subject matter as the Hearing Officer may approve. Such discovery and evidence shall be part of the Record on Appeal.

c. Certification of the Record: Upon completion of the procedures described in subparagraphs a. and b. above, the Commission Secretary shall certify that the Record of Appeal is final.

d. Briefing on the Merits of the Appeal:

i. Scope of Evidence. In their briefing, the parties may rely only on evidence in the Record on Appeal, as prepared by the Commission Secretary, and as augmented per any decision of the Hearing Officer on a motion to augment the Record. Neither party may submit new or additional evidence in the briefs.

ii. Appellant's Opening Brief: The Member shall file and serve the Opening Brief on the Hearing Officer and SFFD no later than twenty-one (21) calendar days after the Commission Secretary certifies that the Record on Appeal is final. Any basis for appeal not stated in Appellant's Opening Brief is waived.

iii. Response Brief: SFFD shall file and serve its Response Brief no later than twenty-one (21) calendar days after the Member files and serves the Opening Brief.

iv. Appellant's Optional Reply Brief: The Member may file a Reply Brief no later than seven (7) calendar days after SFFD files and serves its Response Brief.

v. The parties must file and serve the briefs pursuant to Paragraphs 4(a) and (b).

vi. If one of the preceding deadlines falls on a Saturday, Sunday, or legal holiday, the due date shall be extended to the next business day.

vii. Either party may request to continue any one of the foregoing deadlines for good cause by filing and serving with the Hearing Officer (1) a stipulated request with the other party; or (2) a motion to continue, as soon as reasonably possible after learning of the circumstances leading to the request for a continuance. The Hearing Officer may allow the other party an opportunity to respond or oppose a motion under (2) above. The

Hearing Officer may decide the motion, in the Hearing Officer's discretion, and grant additional time not to exceed sixty (60) calendar days.

7. **Appeal Hearing Date and Continuances**. The Hearing Officer shall set a hearing date in consultation with the parties for no later than thirty (30) calendar days following the date for submission of the Optional Reply Brief. If a party wishes to request a continuance of the hearing date, that party must submit a written request to the Hearing Officer as soon as reasonably possible after learning of the circumstances establishing good cause for a continuance. The request must propose three dates when the party and representative will be available, with the objective of setting the hearing for a date as soon as reasonably possible. The opposing party may file a response by the close of business the following day, stating any objection to the request and indicating whether that party is available on any of the three proposed dates. The Hearing Officer shall decide whether the matter should be continued, and if so, set a new date for the hearing when the parties and representatives are available.

8. **Appeal Hearing Time and Location.** The hearing shall be conducted in person, although a party or the representative may appear telephonically with the approval of the Hearing Officer. No later than seven (7) calendar days before the hearing date, the Fire Commission Secretary shall, in consultation with the Hearing Officer or OAH staff, reserve an appropriate location to accommodate the hearing and shall notify all parties of the time and location of the hearing.

9. **Closed/Open Hearing.** The appeal hearing shall be conducted in closed (non-public) session unless the Member requests open (public) session, in which case the appeal hearing shall be open. If the Member requests open session, the Hearing Officer shall close portions of the appeal hearing to the extent necessary to protect the privacy interests of third parties, e.g., medical information, or to comply with other laws making some of the material in the record confidential.

10. **Representatives.** Each party may have a representative of the party's choice at the appeal hearing.

11. **Court Reporter**. The Commission shall provide a court reporter to record and prepare a stenographic transcript of the appeal hearing. The Commission shall order the transcripts and provide a complete copy to both parties and to the Hearing Officer if requested.

12. **Rights and Responsibility at the Appeal Hearing**

    a. Rights and Responsibilities of the Parties.

       Each party shall have the right to make an oral argument and respond to questions from the Hearing Officer, directly or through a representative.

    b. Role and Responsibilities of the Hearing Officer.

       The Hearing Officer shall independently reexamine the entire Record on Appeal prior to the appeal hearing.

       The Hearing Officer shall preside at the appeal hearing and exercise all powers relating to the conduct of the appeal hearing.

       The Hearing Officer may record the appeal hearing with an audio recorder provided by the Commission Secretary.

The Hearing Officer shall issue a written decision (see Paragraph 14 below).

13. **Standard of Review.** The Hearing Officer shall review the Commission's decision for abuse of discretion, as defined in Code of Civil Procedure section 1094.5 and case law construing that statute.

14. **Decision by the Hearing Officer.** The Hearing Officer shall decide the appeal based on the Record on Appeal, the briefs, and the arguments of the parties at the appeal hearing. Not later than sixty (60) calendar days after the appeal hearing, the Hearing Officer shall prepare and issue a written decision that determines the issues on appeal, including factual determinations relating to whether the Commission abused its discretion. The Hearing Officer shall submit the decision to the Commission Secretary, who shall serve the decision on the parties along with written notification that the decision is final. If the Hearing Officer reverses the Commission's decision or reduces the discipline imposed by the Commission, the Hearing Officer shall remand the case to the Commission for further action consistent with the decision. The decision of the Hearing Officer shall be final and binding on the Member, SFFD, and the Commission.

15. **Public Meeting Laws.** The appeal hearing is not subject to public meeting requirements under the Ralph M. Brown Act, Government Code section 54950 *et seq.*, or the San Francisco Sunshine Ordinance, Administrative Code Chapter 67.

A8.343 ~~*FINE, SUSPENSION AND DISMISSAL*~~ *DISCIPLINARY PROCEEDINGS* **IN POLICE AND FIRE DEPARTMENTS**

(a) Fire Department. Members of the uniformed ranks of the fire ~~*or the police*~~ department guilty of any offense or violation of the rules and regulations of ~~*their respective departments*~~ *the department*, shall be liable to be punished by reprimand, or by fine not exceeding one month's salary for any offense, or by suspension for not to exceed three months, or by dismissal, *as determined by the chief of the fire department*; ~~*after trial and hearing by the commissioners of their respective departments*~~; provided, however, that *a member subject to such disciplinary determination by the chief may appeal the determination to the fire commission. The fire commission shall adjudicate all such appeals in accordance with rules and procedures that comply with applicable law. The member shall be entitled, upon any such appeal hearing, to appear personally and by counsel; to have a public trial; and to secure and enforce, free of expense, the attendance of all witnesses necessary for the member's defense.* ~~*the chief of their respective departments chief of the fire department for disciplinary purposes may suspend such member for a period not to exceed 10 days for violation of the rules and regulations of his the department. Any such member so suspended shall have the right to appeal such suspension to the fire commission or to the police commission, as the case may be, and have a trial and hearing on such suspension. Written notice of appeal must be filed within 10 days after such suspension and the hearing of said appeal must be held within 30 days after the filing of said notice of appeal.*~~ If the commission shall reverse or alter the finding of the chief, it shall order that the member affected be paid salary for the time of the suspension received or altered. ~~*In the event the chief should exercise such power of suspension, the member involved shall not be subject to any further disciplinary action for the same offense; provided, that where the Department of Police Accountability has sustained a*~~

~~*complaint and recommended discipline in excess of a 10-day suspension, the Chief of Police may not exercise his or her power of suspension under this section without first meeting and conferring with the Director of the Department of Police Accountability and affording the Director an opportunity to verify and file charges with the Police Commission pursuant to Section 4.136. If the Director of the Department of Police Accountability verifies and files charges, the Police Commission shall conduct a trial and hearing thereon, and the Chief of Police may not suspend the member pending the outcome of the Police Commission proceedings on the charges except as provided in Section A8.344.*~~

(b) Members of the uniformed ranks of the police department may be disciplined as provided in this subsection (b).

(1) The chief of the police department for disciplinary purposes may suspend such member for a period not to exceed 10 days for violation of the rules and regulations of the department. Any such member so suspended shall have the right to appeal such suspension to the police commission, and have a trial and hearing on such suspension, in accordance with rules adopted by the commission. In the event the chief should exercise the power of suspension set forth in this subsection (b)(1), the member involved shall not be subject to any further disciplinary action for the same offense, provided, that where the Department of Police Accountability has sustained a complaint and recommended discipline in excess of a 10-day suspension, the chief may not exercise his or her power of suspension under this section without first meeting and conferring with the Director of the Department of Police Accountability and affording the Director an opportunity to verify and file charges with the police commission pursuant to Section 4.136. If the Director of the Department of Police Accountability verifies and files charges, the police commission shall conduct a trial and hearing thereon, and the chief of police may not suspend the member pending the outcome of the police commission proceedings on the charges except as provided in Section A8.344.

(2) Except as provided in subsection (b)(1), any such member shall be liable to be punished by reprimand, or by fine not exceeding one month's salary for any offense, or by suspension for a period exceeding 10 days and not to exceed three months, or by dismissal, after trial and hearing as provided in this subsection (b)(2). As part of such trial and hearing, the police commission may designate a single commissioner to preside over the taking of evidence, who shall also have the authority to approve any settlement upon which the parties may mutually agree, and to conduct such other functions relating to the settlement of a case as the commission may by rule provide. After the taking of evidence, the commissioner who presided over the taking of evidence and two other commissioners shall conduct a hearing to determine whether the charges shall be sustained and what penalty, if any, shall be imposed in connection with any charges that are sustained. In the event that one or more charges is sustained, the member shall have the right to appeal that decision, and the nature of any penalty imposed, to a panel of three other commissioners, who shall previously have taken no part in the proceedings, or in any other proceedings arising out of the same facts. The commission may adopt rules concerning appearances of members or their representatives; the taking of evidence; the settlement of cases; the imposition of discipline; the filing, hearing, and resolution of appeals; and other matters related to the imposition of discipline under this subsection, but such rules shall provide that the member shall bear the burden of showing legal or factual error on appeal, under such standard of review as the commission may by rule prescribe.

(3) Subject to the foregoing, members of the uniformed ranks of ~~either~~ *the police* department shall not be subject to dismissal, nor to punishment for any breach of duty or misconduct, except for cause, nor until after a fair and impartial trial before the commissioners of the~~ir respective~~ *police* department~~s~~ *as set forth in this Section A8.343*, upon a verified complaint filed with such commission setting forth specifically the acts complained of, and after such reasonable notice to them as to time and place of

hearings as such commission may, by rule, prescribe. The accused shall be entitled, upon hearing, to appear personally and by counsel; to have a public trial; and to secure and enforce, free of expense, the attendance of all witnesses necessary for his defense.

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Conefrey, Maureen (FIR)

From: Aguas-Aclan, Kathy (FIR)
Sent: Friday, June 28, 2019 11:35 AM
Subject: General Order 19 A-43 Position of Water Supply Officer, Support Services

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 19 A-43
June 28, 2019

From: Chief of Department
To: Distribution List "A"
Subject: Position of Water Supply Officer, Support Services
Reference: Rules & Regulations, Section 402
Enclosure: None

Officer Endorsement:
Section 1108 – R & R_____

1. The Department is advertising for the position of Water Supply Officer, Division of Support Services.

2. The Water Supply Officer works under the supervision of, and reports directly to, the Assistant Deputy Chief of the Division of Support Services. The Water Supply Officer will be responsible for oversight and facilitation of all efforts related to the PUC's management of the Auxiliary Water Supply System, (AWSS), including maintenance of existing systems and new construction projects. The Water Supply Officer will also be responsible for the management of the Portable Water Supply System (PWSS) assets, and lead strategic planning efforts with the emerging Water Committee. The position of Water Supply Officer is a 5 day/40-hour work week position.

3. Minimum Requirements:

   - Knowledge and understanding of the SFFD's emergency water supply system
   - Knowledge and understanding of the City's contracting, bidding and purchasing system
   - Ability to work with common office software products, such as Microsoft Word, Excel and PowerPoint

4. All interested Permanent H-20 Lieutenants and H-30 Captains should submit a General Form and updated Promotional Qualification Form (PQF) to the Assistant Deputy Chief—Division of Support Services no later than close of business, Friday, July 12, 2019.

GENDER ANALYSIS OF COMMISSIONS AND BOARDS

City and County of San Francisco
London N. Breed
Mayor

Department on the Status of Women
Emily M. Murase, PhD
Director

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Executive Summary

In 2008, San Francisco voters overwhelmingly approved a City Charter Amendment (section 4.101) establishing as City policy for the membership of Commissions and Boards to reflect the diversity of San Francisco's population, and that appointing officials be urged to support the nomination, appointment, and confirmation of these candidates. Additionally, it requires the San Francisco Department on the Status of Women to conduct and publish a gender analysis of Commissions and Boards every two years.

The *2019 Gender Analysis of Commissions and Boards* includes more policy bodies such as task forces, committees, and advisory bodies, than previous analyses, which were limited to Commissions and Boards. Data was collected from 84 policy bodies and from a total of 741 members mostly appointed by the Mayor and Board of Supervisors. These policy bodies fall under two categories designated by the San Francisco Office of the City Attorney.[1] The first category, referred to as "Commissions and Boards," are policy bodies with decision-making authority and whose members are required to submit financial disclosures to the Ethics Commission. The second category, referred to as "Advisory Bodies," are policy bodies with advisory function whose members do *not* submit financial disclosures to the Ethics Commission. This report examines policy bodies and appointees both comprehensively as a whole and separately by the two categories.

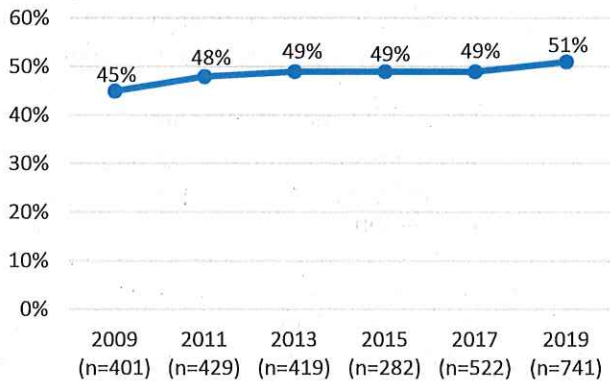
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

Key Findings

Gender

- Women's representation on policy bodies is 51%, slightly above parity with the San Francisco female population of 49%.
- Since 2009, there has been a small but steady increase in the representation of women on San Francisco policy bodies.

10-Year Comparison of Representation of Women on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

[1] "List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute," Office of the City Attorney, https://www.sfcityattorney.org/wp-content/uploads/2016/01/Commission-List-08252017.pdf, (August 25, 2017).

Additional Demographics

- Out of the 74% of appointees who responded to the survey question on LGBTQ identity, 19% identify as lesbian, gay, bisexual, transgender, nonbinary, queer, or questioning, and 81% of appointees identify as straight/heterosexual.

- Out of the 70% of appointees who responded to the question on disability, 11% identify as having one or more disabilities, which is just below the 12% of the adult population with a disability in San Francisco.

- Out of the 67% of appointees who responded to the question on veteran status, 7% have served in the military compared to 3% of the San Francisco population.

Proxies for Influence: Budget & Authority

- Although women are half of all appointees, those Commissions and Boards with the largest budgets have fewer women and especially fewer women of color. Meanwhile, women exceed representation on Boards and Commissions with the smallest budgets and women of color reach parity with the population on the smallest budgeted Commissions and Boards.

- Although still underrepresented relative to the San Francisco population, there is a larger percentage of people of color on Commissions and Boards with both the largest and smallest budgets compared to overall appointees.

- The percentage of total women is greater on Advisory Bodies than Commissions and Boards. Women are 54% of appointees on Advisory Bodies and 48% of appointees on Commissions and Boards. However, the percentages of people of color and women of color on Commissions and Boards exceed the percentages of people of color and women of color on Advisory Bodies.

Appointing Authorities

- Mayoral appointments include 55% women, 52% people of color, and 30% women of color, which is more diverse by gender and race compared to both Supervisorial appointments and total appointments.

Demographics of Appointees Compared to the San Francisco Population

	Women	People of Color	Women of Color	LGBTQ	Disability Status	Veteran Status
San Francisco Population	49%	62%	32%	6%-15%*	12%	3%
Total Appointees	51%	50%	28%	19%	11%	7%
10 Largest Budgeted Commissions & Boards	41%	55%	23%			
10 Smallest Budgeted Commissions & Boards	52%	54%	32%			
Commissions and Boards	48%	52%	30%			
Advisory Bodies	54%	49%	28%			

*Sources: 2017 American Community Survey 5-Year Estimates, SF DOSW Data Collection & Analysis, 2019, *Note: Estimates vary by source. See page 16 for a detailed breakdown.*

II. Gender Analysis Findings

Many aspects of San Francisco's diversity are reflected in the overall population of appointees on San Francisco policy bodies. The analysis includes 84 policy bodies, of which 823 of the 887 seats are filled leaving 7% vacant. As outlined below in the summary chart, slightly more than half of appointees are women, half of appointees are people of color, 28% are women of color, 19% are LGBTQ, 11% have a disability, and 7% are veterans.

Figure 1: Summary Data of Policy Body Demographics, 2019

Appointee Demographics	Percentage of Appointees
Women (n=741)	51%
People of Color (n=706)	50%
Women of Color (n=706)	28%
LGBTQ Identified (n=548)	19%
People with Disabilities (n=516)	11%
Veteran Status (n=494)	7%

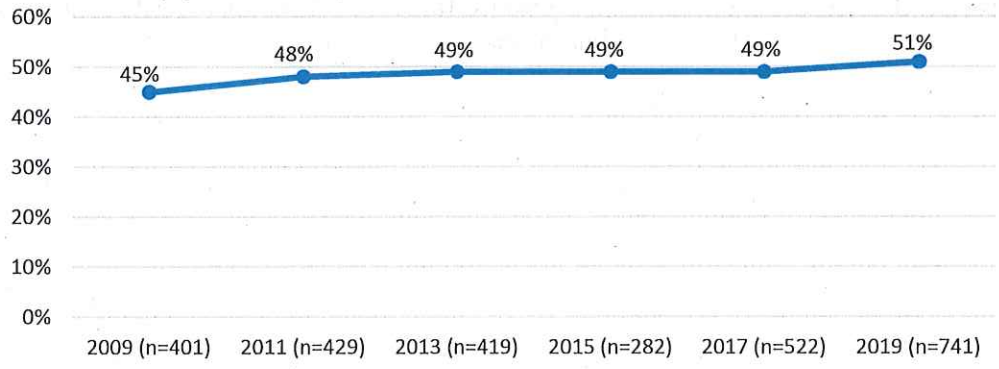
Source: SF DOSW Data Collection & Analysis.

However, further analysis reveals underrepresentation of particular groups. Subsequent sections present comprehensive data analysis providing comparison to previous years, detailing the variables of gender, race/ethnicity, LGBTQ identity, disability, veteran status, and policy body characteristics of budget size, decision-making authority, and appointment authority.

A. Gender

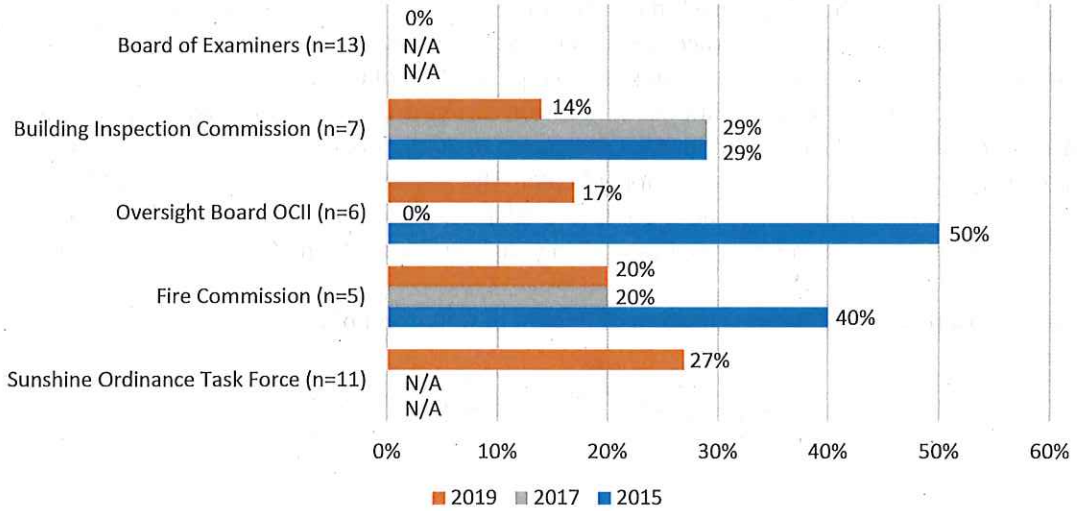
On San Francisco policy bodies, 51% of appointees identify as women, which is slightly above parity compared to the San Francisco female population of 49%. The representation of women remained stable at 49% from 2013 until 2017. This year, the representation of women increased by 2 percentage points, which could be partly due to the larger sample size used in this year's analysis compared to previous years. A 10-year comparison shows that the representation of women appointees has gradually increased since 2009 by a total of six percentage points.

Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

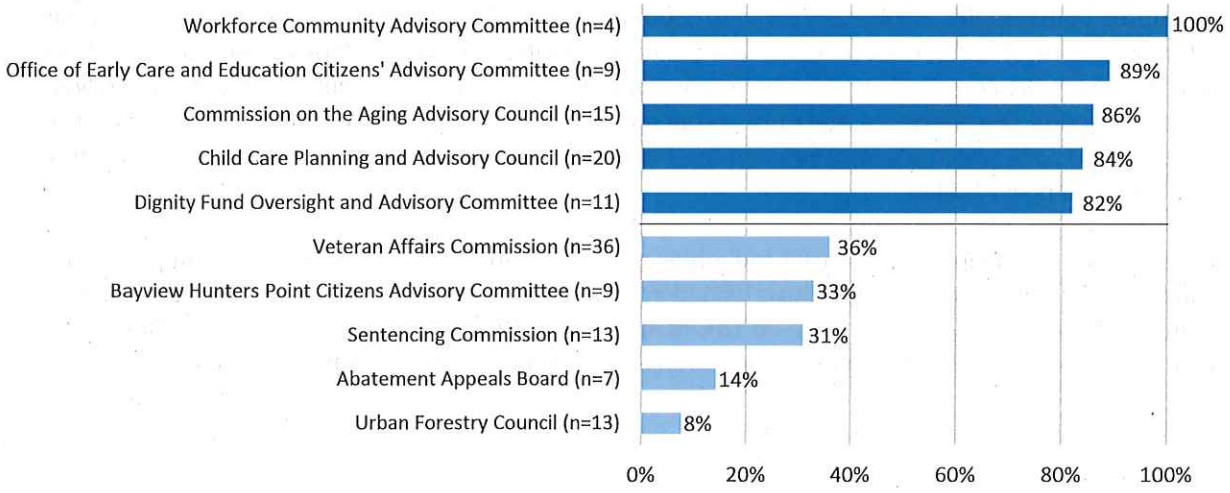
Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

In addition to Commissions and Boards, Advisory Bodies were examined for the highest and lowest percentages of women. This is the first year such bodies have been included, thus comparison to previous years is unavailable. Figure 9 below displays the five Advisory Bodies with the highest and the five with the lowest representations of women. The Workforce Community Advisory Committees has the greatest representation of women at 100%, followed by the Office of Early Care and Education Citizen's Advisory Committee at 89%. The Advisory Bodies with the lowest percentage of women are the Urban Forestry Council at 8% of the 13-member body and the Abatement Appeals Board at 14% of the 7-member body.

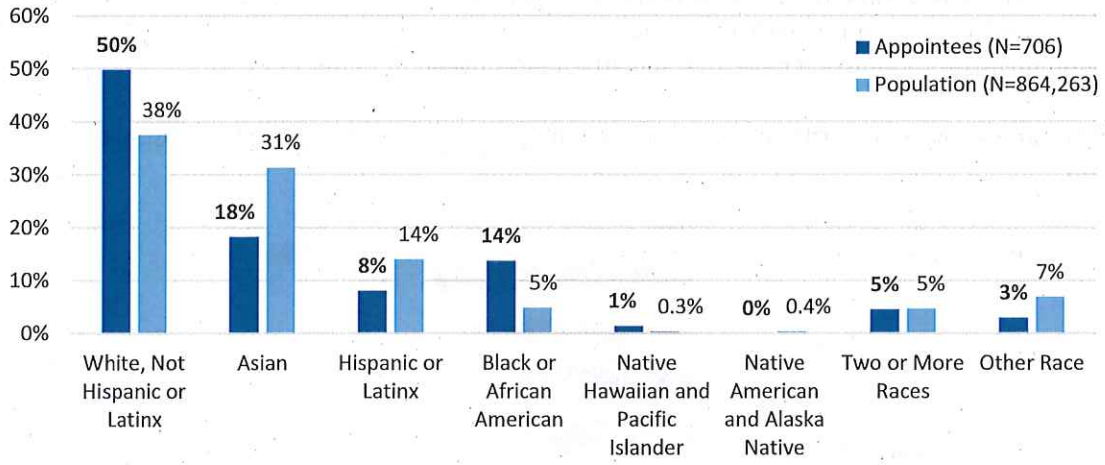
Figure 5: Advisory Bodies with the Highest and Lowest Percentage of Women, 2019



Source: SF DOSW Data Collection & Analysis.

Americans and Alaska Natives in San Francisco of 0.4%, none of the surveyed appointees identified themselves as such.

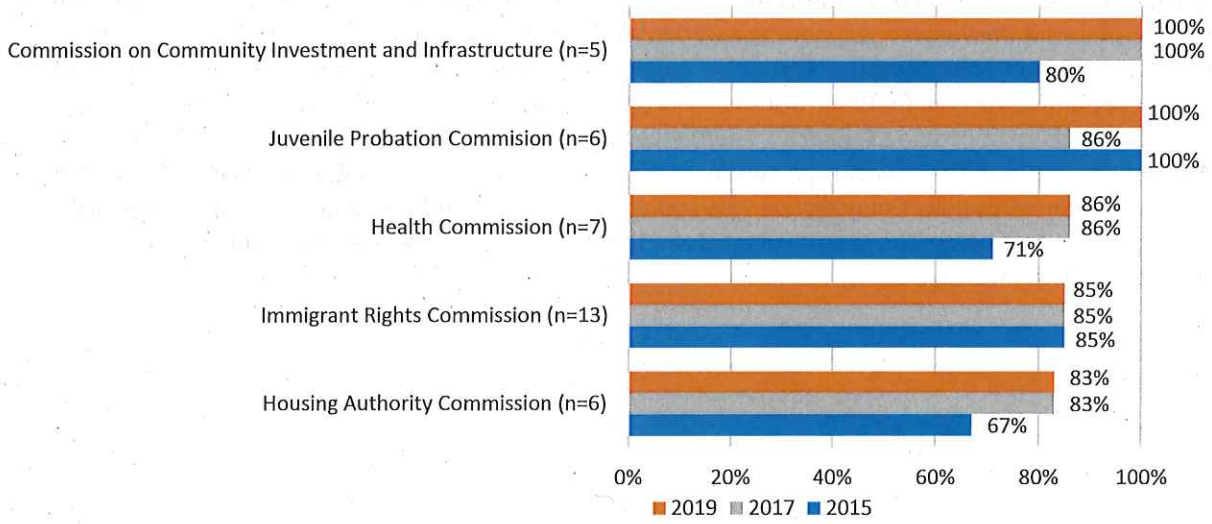
Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019



Sources: 2017 American Community Survey 5-Year Estimates, SF DOSW Data Collection & Analysis.

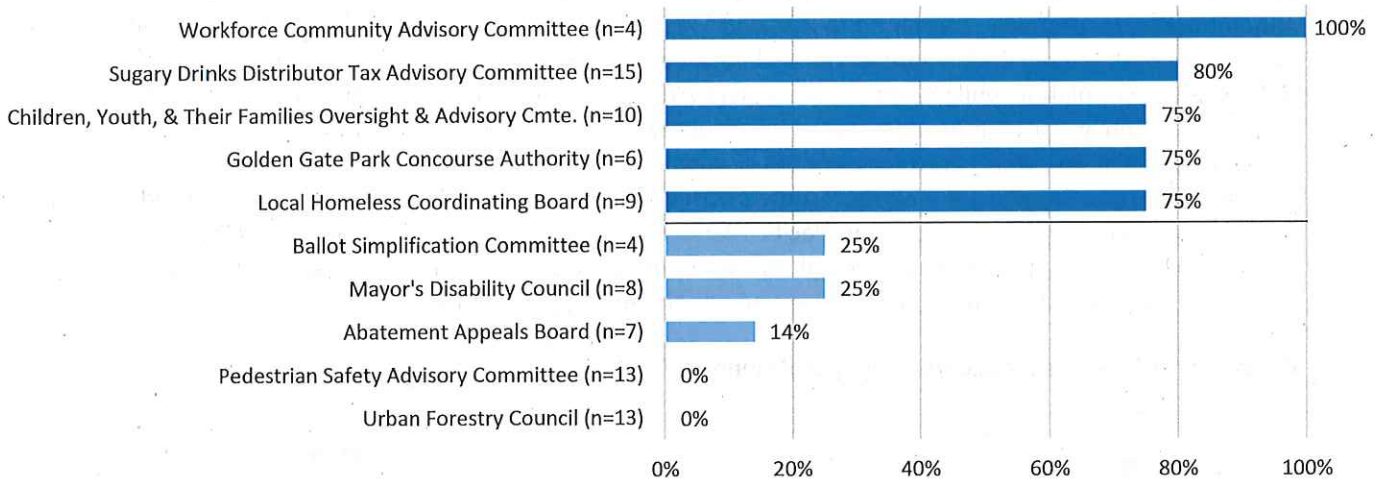
The next two graphs illustrate Commissions and Boards, and Advisory Bodies with the highest and lowest percentages of people of color. As shown in Figure 8, the Commission on Community Investment and Infrastructure remained at 100% from 2017, while the Juvenile Probation Commission has returned to 100% this year after a dip in 2017. Next is the Health Commission, Immigrant Rights Commission, and Housing Authority Commission at 86%, 85%, and 83%, respectively. Percentages of people of color on both the Health Commission and the Housing Authority Commission increased following 2015, and have remained consistent since 2017.

Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

Figure 10: Advisory Bodies with the Highest and Lowest Percentage of People of Color, 2019

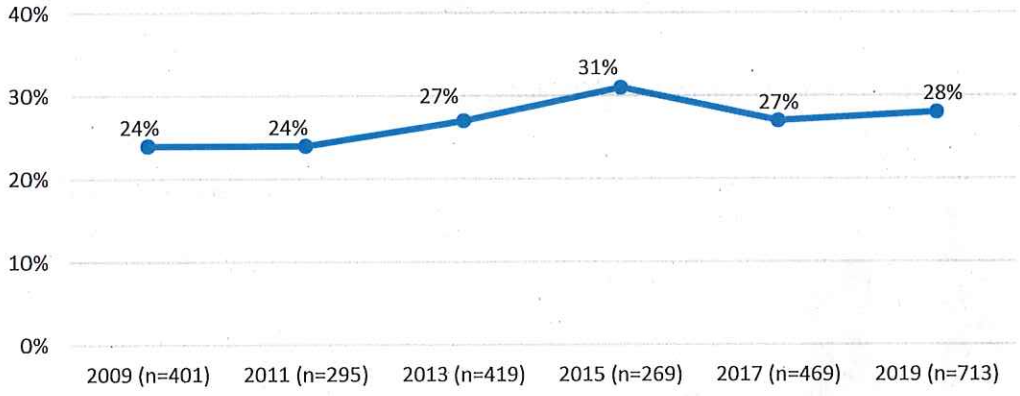


Source: SF DOSW Data Collection & Analysis.

C. Race and Ethnicity by Gender

White men and women are overrepresented on San Francisco policy bodies, while Asian and Latinx men and women are underrepresented. While women of color continue to be underrepresented at 28% compared to the San Francisco population of 32%, this is a slight increase from 2017 which showed 27% women of color. Meanwhile, men of color are 21% of appointees compared to 31% of the San Francisco population.

Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

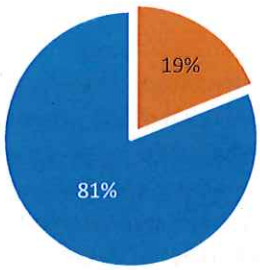
D. LGBTQ Identity

Lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) identity data was collected from 548, or 75%, of the 741 surveyed appointees, which is much more data on LGBTQ identity compared to previous reports. Due to limited and outdated information on the population of the LGBTQ community in San Francisco, it is difficult to adequately assess the representation of the LGBTQ community. However, compared to available San Francisco, larger Bay Area, and national data, the LGBTQ community is well represented on San Francisco policy bodies. Recent research estimates the national LGBT population is 4.5%.[5] The LGBT population of the San Francisco and greater Bay Area is estimated to rank the highest of U.S. cities at 6.2%,[6] while a 2006 survey found that 15.4% of adults in San Francisco identify as LGBT[7].

Of the appointees who responded to this question, 19% identify as LGBTQ and 81% identify as straight or heterosexual. Of the LGBTQ appointees, 48% identify as gay, 23% as lesbian, 17% as bisexual, 7% as queer, 5% as transgender, and 1% as questioning. Data on LGBTQ identity by race was not captured. Efforts to capture data on LGBTQ identity by race for future reports would enable more intersectional analysis.

Figure 14: LGBTQ Identity of Appointees, 2019

(N=548)

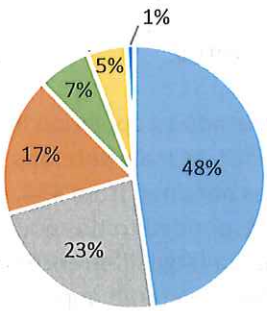


LGBTQ
Straight/Heterosexual

Source: SF DOSW Data Collection & Analysis.

Figure 15: LGBTQ Population of Appointees, 2019

(N=104)



Gay Lesbian Bisexual
Queer Transgender Questioning

Source: SF DOSW Data Collection & Analysis.

E. Disability Status

Overall, 12% of adults in San Francisco have one or more disabilities, and when broken down by gender, 6.2% are women and 5.7% are men. Disability data for transgender and gender non-conforming individuals in San Francisco is currently unavailable. Data on disability was obtained from 516, or 70%, of the 714 appointees who participated in the survey. Of the 516 appointees, 11.2% reported to have one

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[5] Frank Newport, "In U.S., Estimate of LGBT Population Rises to 4.5%," *GALLUP* (May 22, 2018) https://news.gallup.com/poll/234863/estimate-lgbt-population-rises.aspx.

[6] Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LBGT Percentage," *GALLUP* (March 20, 2015) https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm_source=Social%20Issues&utm_medium=newsfeed&utm_campaign=tiles.

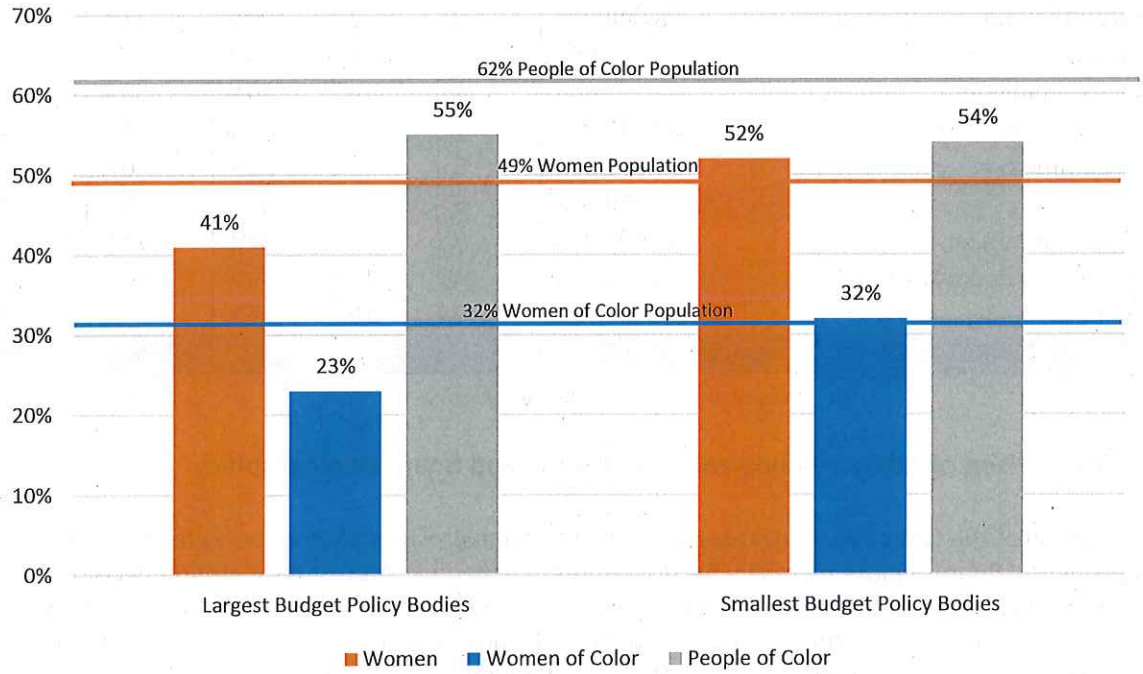
[7] Gary J. Gates, "Same Sex Couples and the Gay, Lesbian, Bisexual Population: New Estimates from the American Community Survey," *The Williams Institute on Sexual Orientation Law and Public Policy, UCLA School of Law* (2006).

G. Policy Bodies by Budget

This report also examines whether policy bodies with the largest and smallest budget sizes and other characteristics are demographically representative of the San Francisco population. In this section, budget size is used as a proxy for influence. Although this report has expanded the scope of analysis to include more policy bodies compared to previous reports, this section of analysis was limited to Commissions and Boards with decision-making authority and whose members file financial disclosures with the Ethics Commission. The purpose of this analysis is to evaluate the demographics for the spectrum of budgetary influence of policy bodies with decision-making authority in San Francisco.

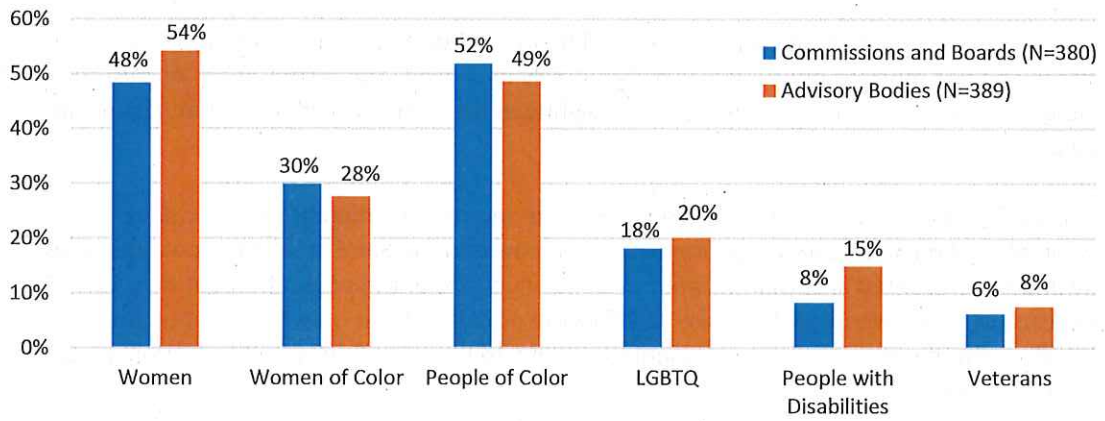
Overall, appointees from the 10 largest budgeted Commissions and Boards are 55% people of color, 41% women, and 23% women of color. Appointees from the 10 smallest budgeted Commissions and Boards are 54% people of color, 52% women, and 32% women of color. Although still below parity with the San Francisco population, the representation of people of color on both the largest and smallest budgeted policy bodies is greater than the percentage of people of color for all appointees combined (50%). For women and women of color, their representation meets or exceeds parity with the population on the 10 smallest budgeted bodies. However, it falls far below parity for the 10 largest budgeted bodies. The representation of total women and women of color is greater on smaller budgeted policy bodies by 27%, and 39%, respectively.

Figure 20: Percent of Women, Women of Color, and People of Color on Commissions and Boards with Largest and Smallest Budgets in Fiscal Year 2018-2019



Source: SF DOSW Data Collection & Analysis.

Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2019

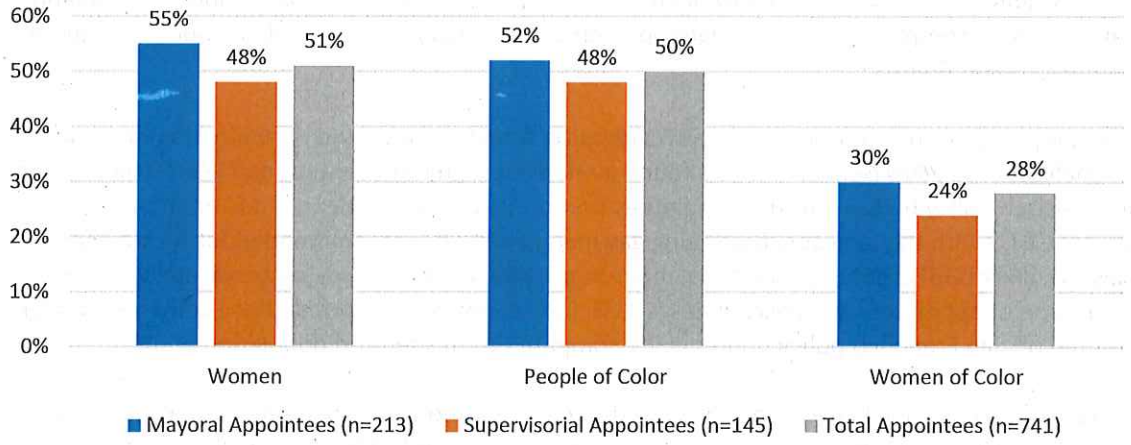


Source: SF DOSW Data Collection & Analysis.

I. Demographics of Mayoral, Supervisorial, and Total Appointees

Figure 24 compares the representation of women, women of color, and people of color for appointments made by the Mayor, Board of Supervisors, and by the total of all approving authorities combined. Mayoral appointments are more diverse, and consist of more women, women of color, and people of color compared to Supervisorial appointments. Mayoral appointments include 55% women, 30% women of color, and 52% people of color, while Supervisorial appointments are 48% women, 24% women of color, and 48% people of color. The total of all approving authorities combined average out at 51% women, 28% women of color, and 50% people of color. This disparity in diversity between Mayoral and Supervisorial appointments may be due in part to the appointment section process for each authority. The 11-member Board of Supervisors only sees applicants for specific bodies through the 3-member Rules Committee or by designees, stipulated in legislation (e.g. "renter," "landlord," "consumer advocate"), whereas the Mayor typically has the ability to take total appointments into account during selections, and can therefore better address gaps in diversity.

Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2019



Source: SF DOSW Data Collection & Analysis.

of color, which overall is more diverse by gender and race compared to both Supervisorial appointees and total appointees.

This report is intended to advise the Mayor, Board of Supervisors, and other appointing authorities, as they select appointments for policy bodies of the City and County of San Francisco. In spirit of the 2008 City Charter Amendment that establishes this biennial Gender Analysis report requirement and the importance of diversity on San Francisco policy bodies, efforts to address gaps in diversity and inclusion should remain at the forefront when making appointments in order to accurately reflect the population of San Francisco.

Appendix

Figure 25: Policy Body Demographics, 2019[9]

Policy Body	Total Seats	Filled Seats	FY18-19 Budget	Women	Women of Color	People of Color
Abatement Appeals Board	7	7	$76,500,000	14%	0%	14%
Aging and Adult Services Commission	7	7	$334,700,000	57%	33%	57%
Airport Commission	5	5	$1,000,000,000	40%	50%	40%
Arts Commission	15	15	$37,000,000	67%	50%	60%
Asian Art Commission	27	27	$30,000,000	63%	71%	59%
Assessment Appeals Board No.1	8	5	$663,423	20%	0%	20%
Assessment Appeals Board No.2	8	8	-	50%	75%	63%
Assessment Appeals Board No.3	8	4	-	50%	50%	50%
Ballot Simplification Committee	5	4	$0	75%	33%	25%
Bayview Hunters Point Citizens Advisory Committee	12	9	$0	33%	100%	67%
Board of Appeals	5	5	$1,072,300	40%	50%	40%
Board of Examiners	13	13	$0	0%	0%	46%
Building Inspection Commission	7	7	$76,500,000	14%	0%	14%
Child Care Planning and Advisory Council	25	19	$26,841	84%	50%	50%
Children and Families Commission (First 5)	9	8	$28,002,978	100%	75%	75%
Children, Youth, and Their Families Oversight and Advisory Committee	11	10	$155,224,346	50%	80%	75%
Citizen's Committee on Community Development	9	8	$39,696,467	75%	67%	63%
City Hall Preservation Advisory Commission	5	5	$0	60%	33%	20%
Civil Service Commission	5	4	$1,262,072	50%	0%	25%
Commission on Community Investment and Infrastructure	5	5	$745,000,000	60%	100%	100%
Commission on the Aging Advisory Council	22	15	$0	80%	33%	31%
Commission on the Environment	7	6	$27,280,925	67%	50%	50%
Commission on the Status of Women	7	7	$8,048,712	100%	71%	71%
Dignity Fund Oversight and Advisory Committee	11	11	$3,000,000	82%	33%	45%
Eastern Neighborhoods Citizens Advisory Committee	19	13	$0	38%	40%	44%
Elections Commission	7	7	$15,238,360	57%	25%	29%
Entertainment Commission	7	7	$1,003,898	29%	50%	57%
Ethics Commission	5	4	$6,458,045	100%	50%	50%
Film Commission	11	11	$0	55%	67%	50%
Fire Commission	5	5	$400,721,970	20%	100%	40%
Golden Gate Park Concourse Authority	7	6	$0	50%	67%	75%

[9] Figure 25 only includes policy bodies with complete data on gender for all appointees. Some bodies had incomplete data on race/ethnicity of appointees. For these, percentages for people of color are calculated out of known race/ethnicity.

Policy Body	Total Seats	Filled Seats	FY18-19 Budget	Women	Women of Color	People of Color
Treasure Island/Yerba Buena Island Citizens Advisory Board	17	13	$0	54%	N/A	N/A
Urban Forestry Council	15	13	$153,626	8%	0%	0%
Veterans Affairs Commission	17	11	$0	36%	50%	55%
War Memorial Board of Trustees	11	11	$18,185,686	55%	33%	18%
Workforce Community Advisory Committee	8	4	$0	100%	100%	100%
Youth Commission	17	16	$305,711	56%	78%	75%

Source: SF DOSW Data Collection & Analysis, 2019.

Figure 26: San Francisco Population Estimates by Race/Ethnicity, 2017

Race/Ethnicity	Total	
	Estimate	Percent
San Francisco County California	864,263	-
White, Not Hispanic or Latino	353,000	38%
Asian	295,347	31%
Hispanic or Latinx	131,949	14%
Some other Race	64,800	7%
Black or African American	45,654	5%
Two or More Races	43,664	5%
Native Hawaiian and Pacific Islander	3,226	0.3%
Native American and Alaska Native	3,306	0.4%

Source: 2017 American Community Survey 5-Year Estimates.

Figure 27: San Francisco Population Estimates by Race/Ethnicity and Gender, 2017

Race/Ethnicity	Total		Female		Male	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
San Francisco County California	864,263	-	423,630	49%	440,633	51%
White, Not Hispanic or Latino	353,000	38%	161,381	17%	191,619	20%
Asian	295,347	31%	158,762	17%	136,585	15%
Hispanic or Latinx	131,949	14%	62,646	7%	69,303	7%
Some Other Race	64,800	7%	30,174	3%	34,626	4%
Black or African American	45,654	5%	22,311	2.4%	23,343	2.5%
Two or More Races	43,664	5%	21,110	2.2%	22,554	2.4%
Native Hawaiian and Pacific Islander	3,226	0.3%	1,576	0.2%	1,650	0.2%
Native American and Alaska Native	3,306	0.4%	1,589	0.2%	1,717	0.2%

Source: 2017 American Community Survey 5-Year Estimates.