

Fire Commission Regular Meeting

April 13, 2022, 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	Katherine Feinstein
Vice President	Stephen A. Nakajo
Commissioner	Francee Covington
Commissioner	Amie Morgan
Chief of Department	Jeanine Nicholson

Ramaytush Ohlone Land Acknowledgement

The San Francisco Fire Commission acknowledges that we are on the unceded ancestral homeland of the Ramaytush Ohlone who are the original inhabitants of the San Francisco Peninsula. As the indigenous stewards of this land, and in accordance with their traditions, the Ramaytush Ohlone have never ceded, lost, nor forgotten their responsibilities as the caretakers of this place, as well as for all peoples who reside in their traditional territory. As guests, we recognize that we benefit from living and working on their traditional homeland. We wish to pay our respects by acknowledging the Ancestors, Elders, and Relatives of the Ramaytush Ohlone community and by affirming their sovereign rights as First Peoples.

2. RESOLUTION 2022-07 *[Discussion and possible action]*

Resolution making findings to allow teleconferenced meetings under California Government Code Section 54953(e)

3. 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.

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

Discussion and possible action to approve meeting minutes.

- Minutes from Special Meeting on February 24, 2022 – 11:00 a.m.
- Minutes from Special Meeting on February 25, 2022 – 9:00 a.m.
- Minutes from Special Meeting on February 28, 2022 – 9:00 a.m.
- Minutes from Special Meeting on March 5, 2022 – 9:30 a.m.
- Minutes from Special Meeting on March 16, 2022 – 10:00 a.m.
- Minutes from Regular Meeting on March 23, 2022.

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 March 23, 2022, including budget, academies, special events, communications and outreach to other government agencies and the public.

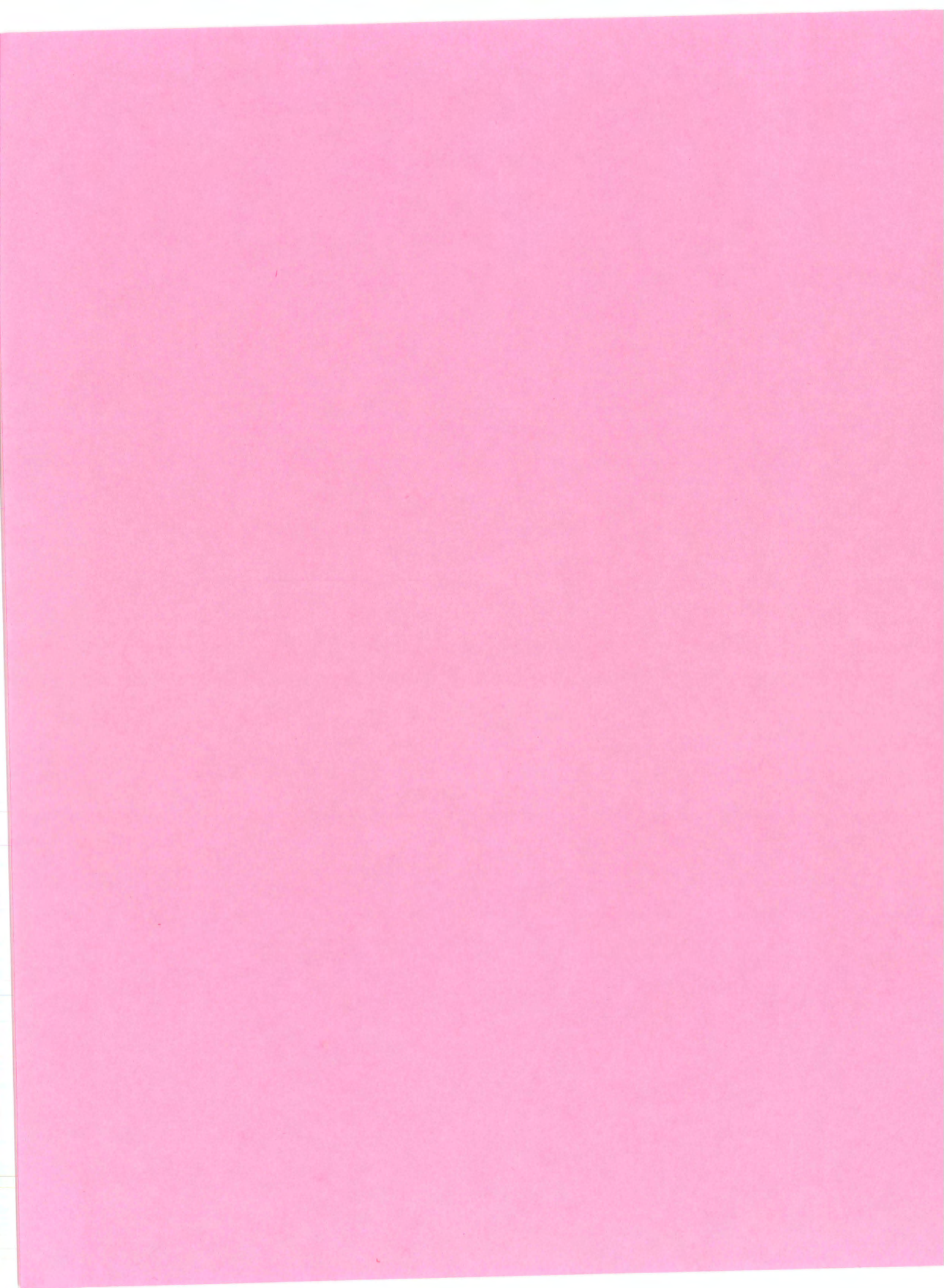
REPORT FROM OPERATIONS, DEPUTY CHIEF ROBERT POSTEL

Report on overall field operations, including greater alarm fires, Emergency Medical Services, Bureau of Fire Prevention & Investigation, Training within the Department., and Airport Division.

6. AGENDA FOR NEXT AND FUTURE FIRE COMMISSION MEETINGS *[Discussion]*

Discussion regarding agenda for next and future Fire Commission meetings.

7. ADJOURNMENT



FIRE COMMISSION

City and County of San Francisco
London N. Breed, Mayor

Katherine Feinstein, *President*
Stephen A. Nakajo, *Vice President*
Francee Covington, *Commissioner*
Armie Morgan, *Commissioner*



698 Second Street
San Francisco, CA 94107
Telephone 415.558.3451

Maureen Conefrey, *Secretary*

RESOLUTION 2022-07

RESOLUTION MAKING FINDINGS TO ALLOW TELECONFERENCED MEETINGS UNDER CALIFORNIA GOVERNMENT CODE SECTION 54953(e)

WHEREAS, California Government Code Section 54953(e) empowers local policy bodies to convene by teleconferencing technology during a proclaimed state of emergency under the State Emergency Services Act so long as certain conditions are met; and

WHEREAS, In March 2020, the Governor of the State of California proclaimed a state of emergency in California in connection with the Coronavirus Disease 2019 ("COVID-19") pandemic, and that state of emergency remains in effect; and

WHEREAS, In February 25, 2020, the Mayor of the City and County of San Francisco (the "City") declared a local emergency, and on March 6, 2020 the City's Health Officer declared a local health emergency, and both those declarations also remain in effect; and

WHEREAS, On March 11 and March 23, 2020, the Mayor issued emergency orders suspending select provisions of local law, including sections of the City Charter, that restrict teleconferencing by members of policy bodies; those orders remain in effect, so City law currently allows policy bodies to meet remotely if they comply with restrictions in State law regarding teleconference meetings; and

WHEREAS, Consistent with the Mayor's orders and State law, San Francisco Fire Commission met remotely during the COVID-19 pandemic through March 6, 2022; and

WHEREAS, On February 10, 2022, the Mayor issued an emergency order that (1) requires decision-making boards and commissions established in the Charter (with the exception of the Board of Supervisors) to hold meetings in person at a physical location where members of the public may attend and provide comment, (2) allows members of those boards and commissions to participate remotely in the in-person meetings for COVID-related health reasons, (3) allows but does not require subcommittees of those boards and commissions to meet in person at a physical location where members of the public may attend and provide comment, and (4) prohibits all other policy bodies (with the exception of the Board of Supervisors and its committees) from meeting in person under any circumstances, with limited exceptions; and

WHEREAS, On September 16, 2021, the Governor signed AB 361, a bill that amended the Brown Act to allow local policy bodies to continue to meet by teleconferencing during a state of emergency without complying with restrictions in State law that would otherwise apply, provided that the policy bodies make certain findings at least once every 30 days; and

WHEREAS, While federal, State, and local health officials emphasize the critical importance of vaccination (including a booster once eligible) and consistent mask-wearing, regardless of vaccination status, to prevent the spread of COVID-19, the City's Health Officer has issued at least one order (Health Officer Order No. C19-07y, available online at www.sfdph.org/healthorders) and one directive (Health Officer Directive No. 2020-33i, available online at www.sfdph.org/directives) that continue to recommend measures to promote safety for indoor gatherings, including vaccination, masking, improved ventilation, and other measures, in certain contexts; and

WHEREAS, The California Department of Industrial Relations Division of Occupational Safety and Health ("Cal/OSHA") has promulgated Section 3205 of Title 8 of the California Code of Regulations, which requires most employers in California, including in the City, to train and instruct employees about measures that can decrease the spread of COVID-19, and

WHEREAS, Without limiting any requirements under applicable federal, state, or local pandemic-related rules, orders, or directives, the City's Department of Public Health, in coordination with the City's Health Officer, has advised that for group gatherings indoors, such as meetings of boards and commissions, people can increase safety and greatly reduce risks to the health and safety of attendees from COVID-19 by maximizing ventilation, wearing well-fitting masks regardless of vaccination status (and as required for unvaccinated people by the State of California's indoor masking order), encouraging vaccination (including a booster as soon as eligible), staying home when sick or when experiencing any COVID-19 symptom, discouraging consumption of food or beverages in the meeting, following good hand hygiene practices, and making informed choices when gathering with people whose vaccination status is not known; and

WHEREAS, the San Francisco Fire Commission will begin meeting in person consistent with the Mayor's February 10, 2022 order, allowing members to participate by video from a separate location for COVID-related health reasons and providing members of the public an opportunity to observe and provide public comment either in person or remotely; now, therefore, be it

RESOLVED, That the **San Francisco Fire Commission** finds as follows:

As described above, the State of California and the City remain in a state of emergency due to the COVID-19 pandemic. At this meeting, [Insert name of Board/Commission] has considered the circumstances of the state of emergency.

As described above, because of the COVID-19 pandemic, conducting meetings of this body and its committees in person without allowing certain members of this body to attend remotely would present imminent risks to the health or safety of certain attendees due to COVID-19, and the state of emergency continues to directly impact the ability of those members to meet safely in person; and, be it

FURTHER RESOLVED, That for at least the next 30 days, the **San Francisco Fire Commission** will hold in-person meetings, with some members possibly appearing remotely. If all members of the **San Francisco Fire Commission** are unable to attend in person for COVID-related health reasons, then the **San Francisco Fire Commission** will hold the meeting remotely without providing an in-person meeting location. If the **San**

Francisco Fire Commission votes to allow it and appropriate space is available, the **San Francisco Fire Commission**'s subcommittees may hold in-person meetings as well, or alternatively, the subcommittees may hold meetings exclusively by teleconferencing technology (and not by any in-person meetings or any other meetings with public access to the places where any policy body member is present for the meeting). All meetings of **San Francisco Fire Commission** and its committees will provide an opportunity for members of the public to address the body and will otherwise occur in a manner that protects the statutory and constitutional rights of parties and the members of the public attending the meeting via teleconferencing; and, be it

FURTHER RESOLVED, That the secretary of **San Francisco Fire Commission** is directed to place a resolution substantially similar to this resolution on the agenda of a future meeting of the **San Francisco Fire Commission** within the next 30 days. If [insert name of Board/Commission] does not meet within the next 30 days, the secretary is directed to place a such resolution on the agenda of the next meeting of **San Francisco Fire Commission**.

Adopted at the Regular Meeting of the San Francisco Fire Commission on April 13, 2022.

Ayes:

Nays

Maureen Conefrey, Fire Commission Secretary

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SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION SPECIAL MEETING

February 24, 2022 – 11:00 AM

698 Second Street, Room 102, San Francisco, CA 94107

President Feinstein called the meeting to order at 11:08 a.m.

Item No.

1. ROLL CALL

President	Katherine Feinstein
Commissioner	Francee Covington
Commissioner	Ken Cleaveland
Commissioner	Armie Morgan

Also present: Court Reporter Janine P. Branco
 Member
 Chief Jeanine Nicholson
 Deputy City Attorney Jennifer Stoughton
 Deputy City Attorney Brad Russ
 Floyd Rollins, Local 798
 Fire Commission Secretary Maureen Conefrey

2. CASE NO. 2021-09: HEARING AND DELIBERATIONS ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT *[Discussion and possible action]*

On November 3, 2021, Chief of Department Jeanine Nicholson filed a Verified Complaint with the Fire Commission against member for a non-disciplinary separation

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

A. Public Comment on Special Meeting Agenda Item; Possible Closed Session

Caller Landis: So with those 25 percent of the remaining had at least one co-morbidity, which, in fact, in New York, which was hit hard in the beginning and had heavy mandates, has had 4.89 million cases with 66,418 deaths. Again, .01 chance of death. Again, four or more co-morbidities. 75 percent of those had four or more. California, which has had the strictest mandates, all of us know that very well, 8.85 million cases and 83,179 deaths, .009 chance. That is only .002 or one chance difference. And Florida has had minimal mandates; we've all seen them partying and doing their thing throughout the entire last two years, 5.78 million cases, 68,902 deaths, .01 chance of death. Again, .001 difference. Remember, 75 percent of those numbers had four or more co-morbidities as well as the majority of the other 25 percent had at least one. Most, if not all, of the firefighters in the Department have none. So, the chances are basically zero percent, if you do the math correctly. In 2020, when the virus was at its most deadly stage, the Department had a little over a hundred cases. 2021, there was hundreds. If you

look at the history for major viruses encountered, you find the mortality rate is high in the beginning and it mutates to spread. A virus needs a body to live. It wants to spread without killing a host. According to the Department physician, we had 361 cases since December and a hundred percent -- that's in a hundred percent-vaccinated Department. Some of those members also had their boosters and they got sick and had the exact same symptoms as others that are not working that did not have a vaccine. Unlike other vaccines that are mandatory, this one does not stop the spread. The other vaccines kill the virus and keep people from getting it at a rate of 99.99 percent or higher. The bottom line is these firefighters are not criminals. They are positive members of our society. They have not done anything but take their own calculated risk with a virus and the vaccine. These are people that wake up and go to work not knowing if they will ever see their families again all for the sake of putting others first. Any given moment

UNIDENTIFIED CALLER: Okay. I find it -- I don't even want to use the word hilarious. I find it sort of upsetting what's happening to our firefighters in San Francisco. Guys who risk -- men and women who risk so much where there was no, quote/unquote, vaccine, going home to their families, got COVID themselves, heroes one day and turned out to be complete zeroes by society and the City of San Francisco the next. We look at our state leaders, our governor. Our governor, Gavin Newsom, mayor -- San Francisco's mayor, CD-1 of our department all showed up to events unmasked during the height of this, during the time these people are laid off. And at the same time I feel that this panel and everybody else finds it lighthearted -- all the lighthearted giggles and jokes while you've got these people laid down on the guillotine who risk so much. So with that said, I know this is all going to deaf ears; all these decisions have already been made. I just hope for some reason, for some way you guys find it in your heart of hearts to find it inside yourselves to dig deep and look at real stuff, real science. That's all I've got to say.

CALLER WICKHAM: Thank you. Good morning, fire commissioners. My name is Hahn Wickham (phonetic). I'm a resident of San Francisco. I live and work in San Francisco, and I'm greatly thankful to the fire department, you know, for the protection they provide to the citizens of San Francisco. I would like to bring to your kind attention, you know, one main point. The order of the health officer No. C19-07 got updated based on the idea that the COVID-19 vaccines would prevent transmission. And to quote Dr. Rochelle Walensky, who is the director of CDC, what vaccines can't do anymore is prevent transmission. And to quote Dr. Anthony Fauci, who is the director of NIAID, we know now as a fact that vaccinated people with COVID-19 are capable of transmitting the infection to someone else. Now, we all know that San Francisco Fire Department and numerous other city departments saw major outbreaks in the last few months after the unvaccinated employees were placed outside their workplaces. To just clarify that, employees were removed from workplaces in 4 October and November of last year, and the vaccinated employees in the hundreds in the fire department, police department, SFPD, and numerous other departments, they got sick. The vaccinated can transmit the virus even though the unvaccinated employees were kept out of the workplace. So based on what Dr. Rochelle Walensky had said, Dr. Anthony Fauci had said, and based on what we have seen here in San Francisco, the vaccines have failed to prevent transmission and infection. Why? Again, basically the vaccinated are spreading the infection just as much as the unvaccinated may have spread the infection, so because of that the mandate becomes null and void even though it comes from the health department and the person may have located a doctor and, you know, they may -- there is a small chance that they had good intentions writing that, you know, to prevent transmission, but that intention has not been fulfilled. We now know that the vaccines

do not prevent transmission. So to keep a firefighter, you know, out of their workplace any longer is a disservice to San Francisco public because we all know that San Francisco is grossly understaffed with 3800 vacancies, of which many are in the fire department, from the fire department, so all of the firefighters who are unvaccinated should return back to work today.

We cannot wait one more day for these firefighters to stay out of the workforce. They have put their lives at risk. We know that. They are our heroes, and to treat them like this is completely unacceptable mainly because the mandate

CALLER CAMPBELL: My name is Chris Campbell. I'm a firefighter on Truck 16, and we're -- actually, just got a call so I can't make a comment. But these firefighters have suffered enough. You asked us to do a job in the height of the pandemic, and all of them did what they were asked to do at the peril of their lives. These people need to get back to work. Please consider giving these people a chance. Thank you.

UNIDENTIFIED CALLER: Yes. I would like to speak. As a concerned citizen of San Francisco, I -- I feel that we are going into some pandemic phase. As the previous caller stated, the vaccine no longer prevents the transmission or contraction between unvaccinated and vaccinated, so I'm fearful that the commission is making permanent decisions that will affect the livelihood of these firefighters forever and terminate their job after they served the city and county bravely and unconditionally through this entire pandemic. I implore you to look at the entire situation and the science. The Health Order provides many avenues for firefighters to return to duty. It's not cut and dry. They should be accommodated and placed back into the workforce. And I implore the commissioners to use their own decisions and not to be influenced by outside stuff to make these decisions. These firefighters are no longer a threat, and it is absurd to claim undue hardship to bring them back to the workforce.

Christopher Salas again, retired, under duress firefighter for San Francisco. The only thing I want to say is from listening to the last commission meeting is that there is a lot of conversation about not letting unvaccinated people into high-risk situations, and I think our Department is only a few in the country that are terminating -- separating people for not being vaccinated when there is quite a few departments, I would say 90 percent of them, allow testing, a weekly test or a biweekly test for unvaccinated firefighters to continue working in the Department. I believe that should have been an option for those of us that are no longer working since October 13th, 2021. I believe the first speaker, and maybe it was the second, I can't remember, that gave all the information about the mortality rates, which are .000 for -- .0001 for healthy people with healthy immune systems, which most of us are. We all trust our immune systems. So I don't believe that it's -- I do believe that it's disingenuous to say that an unvaccinated firefighter cannot go into a high-risk situation because there are ways to prove that that person is not carrying the virus just as their -- as a matter of the fact, the vaccinated should be tested too because they also carry the virus. It's been shown with 140 firefighters getting COVID with all of the unvaccinated gone in the fire department. That's a plain fact that people with the vaccine can spread the virus. It's undisputable. So, I don't understand why these hearings are continuing. You guys just separated some of the five children last meeting, and I don't know how -- how that feels comfortable to any of you. And I don't know if my man having this hearing today would say this for himself, but this guy served in the United States Marine Corps and flew a helicopter for your country and our country and fought for your freedoms and my freedoms, for your liberty and my liberty. And these hearings that are happening, if the decision's already made before you go to hearing or to

your -- when you go to state whether you're going to separate or not and behind closed doors in secret, if the decision's already made to let somebody go before you even hear what he has to say or before you even acknowledge most of the science that's come out, people call it new, but all of us that decided not to get vaccinated knew this science almost two years ago. Most of the information that is coming out is not new to us but is new to you. And, like I said last time at the end, I'm going to end here.

CALLER McCue: Wonderful. I'm Eddie McCue, San Francisco firefighter, born and raised in San Francisco. Yeah, a lot of people already said what I was going to say from the physician doctor from February the email was the Mount Everest of surges. You knew it was bad, but did you realize how bad? You filed 361 workers' comp claims between December 16, 2021, and 22 January 31st, 2022. Most of them were COVID forced. If anyone on this call doesn't realize, that's with a fully vaccinated fire department, 100 percent. If anyone here doesn't realize that vaccinated people can spread this virus, I don't know what to say. The attorney and the City and everyone is hiding behind this Health Order saying there is no way to accommodate. That they can't accommodate us. Right now, in the fire department unboosted firefighters are being accommodated with masking and testing entering high-risk settings. You have people in the fire department that put in valid medical exemptions signed by their doctor. The Department declined them. They got severe reactions to the shot, and the Department still made them get a second shot in order to keep their jobs. Anthony Fauci says that it's waning to the point that we're seeing more and more people getting breakthrough infections and winding up in the hospital. Okay. So, this is coming down to the choice of whether or not you want to take a treatment or not for your own body. It doesn't protect anybody. And there are known risks to this thing. We also have religious and medical. You're asking people to choose between their God-given conscience and their job to support their families. I do not understand how other departments with a smaller budget in the same San Francisco Bay Area can accommodate and accept exemptions and this fire department cannot. You have doctors and nurses COVID positive being allowed to work in hospitals in San Francisco and unvaccinated people with natural immunity and valid exemptions with no COVID not being allowed to support their families. The Health Order gives plenty of room to accommodate these firefighters in order to go back and do the job they love and they're good at. It seems completely unreasonable and extremist point of view.

CALLER GANZY: My name is Rick Ganzy. I am a dentist and one action that is pervasive throughout all of medicine is that if there is risk in a treatment option, the patient must be allowed to decide whether or not to engage in that risk. And it just seems to me that taking away someone's livelihood because they've made a decision with their own health is profoundly wrong and unfair. We all know that there are risks with taking the vaccines -- with any vaccine. Some people say the risk is small; some people say the risk is large, but nobody says there is no risk. So if there is risk, there must be freedom of choice for the patient to decide if he wants to engage in that risk. And I think if you take this man's livelihood away from him because he doesn't want to accept the risk that you are coercing a patient in his medical decisions, I think it's wrong and unfair. And I -- I know this gentleman. He is an extremely strong person, both mentally and physically. He is -- he's a thoughtful and intelligent man, and he's made a decision about his own healthcare. And for anybody to come and say we're going to take away your job because of this healthcare decision that you made regarding your own body is -- is just profoundly wrong, and I disagree with it wholeheartedly, and I hope you will allow this man to keep his job with the City

of San Francisco. Thank you for my time. Thank you.

UNIDENTIFIED CALLER: So what does it say in defense of someone that -- who has faithfully served his country and the City of San Francisco? Those of us in Tom's family and those who served with Tom in Iraq and Afghanistan, and those who served beside him in San Francisco would say that this man who stands for personal conviction, self-determination, loyalty, team play and honor is exactly the kind of man that epitomizes a member of the San Francisco Fire Department. At one time you agreed. You hired him. And that has not changed. Prior to the vaccine Tom and others faithfully provided aid to many throughout the city. They did so without regard to their personal health and safety. These firefighters were called heroes. You called them heroes. And they have not changed, but what has changed is the virus and the science. No longer does science say that the vaccine will prevent COVID; no longer does the science say that one cannot spread the virus if fully vaccinated; no longer does the science say that if vaccinated you can't get COVID a second time. The science has changed. Throughout the world governments have reviewed current science and prior mandates. The world has opened up.

Governments are thinking again about the efficacy of vaccines, the impact the mandates had on communities and families. Social scientists are looking at the damage that shutdowns and mandates have had on schools and the workplace. Some cities and fire departments in particular never had vaccine requirements to begin with. Have you compared their rates of illness with San Francisco? Have you looked at the actual rates of hospitalizations from COVID as opposed to hospitalization rates with COVID? As the science changes, particularly with respect to natural immunity and herd immunity, I pray that this board will reflect on the guidelines that were initially established early in the pandemic and determine that this is a new day, we've had new information, and as responsible leaders you must have the courage to alter your stance. Finally, I hope that you will consider the Firefighters Code of Ethics whereby each firefighter, and I quote, will support the concept of fairness and the value of diverse thought and opinion. Thank you.

UNIDENTIFIED CALLER: Thank you for holding this public. When you are blessed with good, honorable hardworking men and women that have served the City of San Francisco faithfully for years and through this pandemic and you turn your backs on them, this is a disgrace. If my house is burning down or if I have a medical emergency, do you think I care if a firefighter is vaccinated against the common cold -- I mean COVID? No, absolutely not. You have the authority to do what is right. So you're putting these firefighters families' livelihoods on the line. I frankly do not see how you sleep at night causing so much stress and pain. You should be ashamed. You have the duty to do what is right. I will continue to pray for you. I pray that you have softened hearts and open minds. Calling the unvaccinated a threat to San Francisco is absolutely absurd. Your mandates and Health Orders are not law. I am so very thankful for these firefighters. Bring them back to work and do what is right. Thank you for your time.

UNIDENTIFIED CALLER: I have not. Good afternoon. Be on guard. Matthew 10: Be on guard against men. They will hand you over to the local councils and flog you in their synagogues. On my account you will be brought before governors and kings as witnesses to them and the Gentiles. But when they arrest you, do not worry about what to say or how to say it. At that time you will be given what to say for it will not be you speaking, but the Spirit of your Father speaking through you. Brothers will betray brother to death and a father his child. Children will rebel and have them put to death. All men will hate you because of me, but he who stands firm to the end will be saved. So do not be afraid of them for there is nothing

concealed that will not be disclosed or hidden that will not be made known. What I tell you in the dark, speak in the daylight. What is whispered in your ear, proclaim from the roofs. Do not be afraid of those who will kill the body, but not -- cannot kill the soul. Thank you.

UNIDENTIFIED CALLER: Thank you very much. I'm a concerned citizen. I'd like to leave my name anonymous. I prefer that because you're doing this to firefighters. What are you going to do the members of the public eventually? If a member of the public is unvaccinated, will there come a time where you're not going to respond to my place? So I'm concerned about retaliation. I'm not going to mention my name. My statement is the vaccines are supposed to protect vaccinated people. How do the vaccines protect other people? It makes no sense. This is political science. All I'm asking is that you do the right thing while there is time. People are watching. You will be exposed. You now have a chance to do the right thing. This is a travesty and it's unbelievable. That is all I have.

B. Votes on Closed Session

Member requested an open session.

1. Whether to hold the hearing on the verified complaint in closed session [Action]
2. Whether to conduct deliberations in closed session [Action]

Commissioner Morgan Moved to hold deliberations in closed session. President Feinstein Seconded. The motion was approved 3-1 in favor of the motion with Commissioner Cleaveland against.

Convened in closed session at 1:54 p.m.

Also in closed session was Deputy City Attorney Brad Russi and Fire Commission Secretary Maureen Conefrey.

C. Hearing and Deliberations

1. Hearing on verified complaint (in open or closed session, per the Commission's vote)
2. Deliberations and possible action on charges (in open or closed session, per the Commission's vote) [Discussion and Possible Action]

President Feinstein moved to find the Department proved by a preponderance of the evidence that member failed to comply with the City Health Order and the Department General Order and to uphold the Chief's recommendation for a non-disciplinary separation. Commissioner Morgan Seconded. The Motion was unanimously approved. (Ayes: Feinstein, Covington, Cleaveland, Morgan)

D. If Closed Session is held, reconvene in Open Session

Reconvened in open session at 2:29 p.m.

1. Report on any action taken in Closed Session as specified in California Government Code Section 54957.1(a)(5) and San Francisco Administrative Code section 67.12(b)(4).

2. Vote to elect whether to disclose any or all discussions held in Closed Session, as specified in San Francisco Administrative Code Section 67.12(a). ***[Action Item]***

Commissioner Covington moved to not disclose discussion held in Closed Session. Commissioner Morgan Seconded. The motion passed with 3 votes for and Commissioner Cleveland against.

3. ADJOURNMENT: President Feinstein adjourned the meeting at 2:43 p.m.

SK

SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION SPECIAL MEETING February 25, 2022 – 9:00 AM

President Feinstein called the meeting to order at 9:13 a.m.

Item No.

1. ROLL CALL

President	Katherine Feinstein
Vice President	Stephen A. Nakajo
Commissioner	Francee Covington
Commissioner	Armie Morgan

Also present: Court Reporter Kathryn S. Swank
Member
Chief Jeanine Nicholson
Deputy City Attorney Jennifer Stoughton
Deputy City Attorney Brad Russ
Fire Commission Secretary Maureen Conefrey

2. CASE NO. 2021-12: HEARING AND DELIBERATIONS ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT *[Discussion and possible action]*

On November 3, 2021, Chief of Department Jeanine Nicholson filed a Verified Complaint with the Fire Commission against member for a non-disciplinary separation

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

A. Public Comment on Special Meeting Agenda Item; Possible Closed Session

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 §54954.3(a), Administrative Code §67.15(b)]

There was no public comment.

B. Votes on Closed Session

Member requested an open session.

1. Whether to hold the hearing on the verified complaint in closed session [Action]
2. Whether to conduct deliberations in closed session [Action]

President Feinstein Moved to hold deliberations in closed session. Commission Morgan Seconded. The motion was approved.

Convened in closed session at 10:10 a.m.

Also in closed session was Deputy City Attorney Brad Russi and Fire Commission Secretary Maureen Conefrey.

C. Hearing and Deliberations

1. Hearing on verified complaint (in open or closed session, per the Commission's vote)
2. Deliberations and possible action on charges (in open or closed session, per the Commission's vote) [Discussion and Possible Action]

Vice President Nakajo moved to find the Department proved by a preponderance of the evidence that member failed to comply with the City Health Order and the Department General Order and to uphold the Chief's recommendation for a non-disciplinary separation. Commissioner Morgan Seconded. The Motion was unanimously approved. (Ayes: Feinstein, Nakajo, Covington, Morgan)

D. If Closed Session is held, reconvene in Open Session

Reconvened in open session at 10:42 a.m.

1. Report on any action taken in Closed Session as specified in California Government Code Section 54957.1(a)(5) and San Francisco Administrative Code section 67.12(b)(4).

2. Vote to elect whether to disclose any or all discussions held in Closed Session, as specified in San Francisco Administrative Code Section 67.12(a). **[Action Item]**

Vice President Nakajo moved to not disclose discussion held in Closed Session. Commissioner Morgan Seconded. The motion passed unanimously.

3. ADJOURNMENT: President Feinstein adjourned the meeting at 10:46 a.m.

EM

MINUTES OF THE FIRE COMMISSION SPECIAL MEETING
February 28, 2022 – 9:00 AM

President Feinstein called the meeting to order at 9:08 a.m.

Item No.

1. ROLL CALL

Vice President Stephen A. Nakajo
Commissioner Francee Covington
Commissioner Armie Morgan

Also present: Court Reporter Sarah Jean MacDevitt
Member
Chief Jeanine Nicholson
Deputy City Attorney Matthew Yan
Deputy City Attorney Brad Russ
Sam Gebler, Local 798
Fire Commission Secretary Maureen Conefrey

2. CASE NO. 2021-16: HEARING AND DELIBERATIONS ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT
[Discussion and possible action]

On November 3, 2021, Chief of Department Jeanine Nicholson filed a Verified Complaint with the Fire Commission against member for a non-disciplinary separation

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

A. Public Comment on Special Meeting Agenda Item; Possible Closed Session

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 §54954.3(a), Administrative Code §67.15(b)]

PUBLIC SPEAKER: Yes. I would. Good morning, Commissioners. I've been watching some of these fire commission hearings, and I've noticed what I would interpret as kind of jokes or easing of the moment that have been thrown around by commissioners, which I won't name. But I feel the level of insensitivity and the level of unprofessionalism in the light of what is going on to these firefighters who worked through a pandemic and bravely went out every day to serve this community and didn't have the luxury of staying home. So in light of what happened, or what I felt what happened, should be refrained from for the entirety of these commission hearings. And also, just hearing through your discussions now, I also want to bring up the concern about Commissioner Cleaveland, and will there be more insight onto his departure? I thought he brought up valid points before his departure. Thank you.

PUBLIC SPEAKER: I have three minutes, I see, so thank you for your time for listening. I'm going to come out and be very transparent and open with you. I'm a firefighter here in the Bay Area in San Jose, California. I've been there for 16 years. My family, before I moved down to the South Bay, was a third-generation in San Francisco in the Excelsior District, so San Francisco holds a deep part for me. I'm calling in today to support Board of Commission to roll

back the mandate and allow the firefighters to work. We have people across the Bay Area in certain cities. Some cities in the Bay Area do not have a mandate at all are continuing to work. Firefighters, first responders, nurses, doctors, they are working. They are not spreading COVID to the community. And now, as you have seen, we are moving through the pandemic. We're getting to a point where we're at the final phase of it. But we're still holding firefighters accountable to act and mandate vaccination and not have medical or religious exemptions approved. And the city of San Francisco has failed to allow that to happen.

It's frustrating to see the brothers and sisters that serve the community save lives, risk their lives, jeopardize not coming home to their families, put on unpaid leave, or even possibly terminated. I highly advise that you all dig deep down into your hearts. Consider what you're doing to the men and women that serve you 24 hours a day, 365 days a year. It would be nice to see the city of San Francisco, one of the most beautiful cities in the country and the world, roll itself back and lead by example. There are many cities across the United States right now that are doing the same, and it would be great if you did the same for your firefighters, your police officers, your sheriffs, any frontline workers that are losing their careers over this. I don't know how you would feel if you were put out on the streets –

PUBLIC SPEAKER: Thank you. It's completely disheartening what is happening to the frontline workers. And even though I work for a major city in the Bay Area that's south of San Francisco, I'm in the same boat. This is destroying the fire service across the country. This is destroying the police service across the country. And these are the people that are there for you all the time. So please talk to yourselves. Think about the ramifications of what you're doing to our livelihood, and take the time to do that today. Thank you.

PUBLIC SPEAKER: Hello, I'm an anonymous concerned citizen. I've watched some of these commission meetings in the past and decided to follow these hearings. I never thought I would call in to make a public comment, but after watching these last few hearings, I have to do all I could to voice my concerns. I'm disgusted by what I've seen and heard from almost everyone involved in the decision-making process. After hearing Commissioner Cleaveland's questions in one of the hearings, I decided to take a look at the health orders that you are standing behind. Have you all read the entire health order? If you haven't, that's a crying shame. Read it in its entirety and look at the options available to accommodate these firefighters. The health order gives you ability to do so including entering high-risk settings, and it's based on health and science. You have an obligation and a duty to do so for the citizens of this city. You are being misled by the city attorney and the fire chief. You have the authority to grant them accommodations or at least direct the fire chief to come back with some better options than "see you later." You have the opportunity and you have the duty to hold the Department accountable as a citizen commission. This whole thing is starting to look like politics or attacks on certain faiths and personal beliefs, and I really hope that is not the case, especially for such a diverse and inclusive city like San Francisco. You have the opportunity to protect these firefighters' livelihoods, their family's livelihoods, their faiths, and their professions and at the same time keeping this city safe with experienced firefighters during a staffing shortage regardless of what their personal religious beliefs might be. Every single minute these hearings should be made public, and that includes your closed-door deliberations, especially if these people request it. Firing these people should never have been an option, especially now as we enter the endemic phase of this 1 virus. 2 If you move forward with separating all these firefighters, you will cast a stain on the reputation of this fire department, this administration, and this city for a very long time. And that stain will only grow as we look back on policy decisions that were made in this pandemic. It's time to right the ship. Ask the right questions, get the right answers, and make the right decision within your authority and within the guidelines of the health order. I relinquish my time.

My name's Shawn Chatfield. I work for the San Francisco Fire Department. Against my will, on 20 August 5th, I received the COVID vaccine. I did it because I have three beautiful children

and a wife that I need to provide for. Within a week of receiving the vaccine, I experienced night sweats, body aches, chills, fever. I lost 15 pounds. Seven days after, I woke up, 5:00 in the morning, with a feeling like my heart was going to pound out of my chest. I immediately called the physician's office. The next morning got into a workers' comp doctor. They did blood work, X-rays. I had myocarditis. Had a major cardiac event at age 35. All right? Just 30 minutes ago, I received an email from your HR department stating that my medical exemption for a booster is denied. So now I'm put into a position where I either receive another vaccine and potentially die or lose my job and my ability to support my children. How much sense does that make? The other day you fired a man named Tom Daggett, an American hero, a patriot, a man who spent 20 years of his life defending the Constitution against all enemies foreign and domestic. He did not care whether you were white, black, what your religion was, where you were from, how you grew up, where you grew up, what your belief system was. His patriotism gave this fire commission the ability to even have this meeting right now. All right? You people need to open up your eyes. Why is Ken Cleaveland not on here when he's asking normal questions? Why is he outed? Why am I put in the position to either have a major cardiac event or lose my job? That makes zero sense to me. I had never thought it would come to this, but this is absolutely ridiculous where you're asking me to choose between taking a shot or losing my job and my life. And Chief Jeanine Nicholson wants to sit here and say that they have people -- plans in place to help people? After I had my cardiac event, not one member from the command staff contacted me. Not one member from the physician's office contacted me to see how I was doing. For three months the city and county put me off on disability with an adverse reaction to the COVID vaccine.

My name is Michael Crotty. I'm a San Francisco fireman. What we are witnessing here is political retaliation for stances on autonomy. They have been given over to your commission to be executed because of their sincerely held beliefs. You who sit on this council were ordered to end the career of those who you govern over, but don't forget also tasked with defending. You hold the futures of these fine people in your hands. Please handle this situation as if it were your own careers or those of your own children. Please do not be influenced by the political storm outside your doors. They risk their lives to save others. That is thrown around too flippantly these days. Do you know what caliber of person would risk their own life to save yours? Will you yourselves now risk everything to save one or all of them? I believe the balance of power is lopsided in this situation. You are the judges and juries of people who put their everything on the line for those they do not know, not because their lives are worth less, but that they value others' lives above their own. That's incomprehensible to the average citizen. These firefighters have families that pray they return home after their shift. Some tragically do not. Please fulfill your duties and be the protectors of these defenseless heroes as if there's no one coming to save them. They, right now, are in a fully engulfed fire, and you must go in and drag them out to safety. Today you can be our heroes. They are at your mercy. They have run out of air in a fire, and you are the only ones who can rescue them from certain death. You don't have to disobey a health order, but you can demand that they are afforded the same allowance as 99 percent of all fire departments in this county, given the ability to mask and test so that they may leave to fight another fire and save another life. This isn't a job. It's a vocation, a passion, a commitment, and servitude to the fine people of the great city of San Francisco. Everyone has a time in their lives that comes to a crossroads. This might be yours. I can only imagine what tremendous stress this puts on your hearts and minds. If this atrocity isn't the last thing you think of before you close your eyes, then I may have wasted my breath, and you will be -- you will have done what you have been told to do here. I suspect Commissioner Cleaveland had trouble falling asleep under the weight of what he was tasked with, and I hope that he resigned in protest and wasn't fired by the mayor by not following through with her execution orders. We may never know the truth of that, but you know very well the truth of that. Please, I implore you to use your hearts as well as your minds in this monumental moment. This may define the rest of your lives as your decision will absolutely define the rest of these firefighters' lives. Make it count, your job. Breathe the fresh air of truth and justice

My name is Ben Landis, San Francisco fireman. I just wanted to call -- I keep -- after listening to some of these hearings I'm hearing, it just goes back to the science doesn't matter. I keep hearing that from the lawyers, the left, science doesn't matter. The bottom line is they disobeyed an order. Well, these GOs were put in place based off science at the time that thought that these vaccines were going to stop the spread of the virus. That has been proven to not be true since then with hundreds of firemen in our department that have been sick, including our own chief -- including our own chief who got COVID after being vaccinated. So laws are able to change based off science. You guys have the power to step in and work on changing these laws that are wrong. Let me point out, you know, many times in history -- let's not forget that there was laws and regulations and rules that said certain people -- or people of certain demographics, sexual choice, women -- all kinds of rules that were wrong and people stood up and for and by regardless of what the general populous said. They stood by these people and fought for their rights and because it was right. Those laws were changed. And thankfully all of you are sitting where you are -- if you really sit and look around at each other, the majority are all sitting there because somebody stood by you at one point in time. Now it's your time. Now it's your time to stand by these people, firemen, that would openly and willingly give their lives, run into any emergency situation, into your home, not knowing who you are, not caring who you are, not caring what you look like, not caring what your sexual preference is, not caring about anything except for saving your life. I bet you -- really think about it. You have any family members, you have any friends that would truly do that that aren't police, fire, or military? Do you really have any friends like that? Seriously ask yourself; search yourself. So I challenge you guys to all stand up for what's right, as we all do as firemen, as we all do to protect this community. It's your job. Your position is to protect us. And now it's your position to stand up by us just as so many in the past and throughout history have stood by you and your beliefs and everything that has made you you in where you are today. That's all I have to say. Thank you.

My name is Carl Bishavic. I retired on October 13, 2021, under duress because of the vaccine mandate. I have listened in on some of these hearings. I've been appalled at the lack of concern for the members that you're terminating. If you have been listening really carefully, you should be able to see that these firefighters have a very high degree of integrity, intelligence, respect, and honor. Those are the characteristics that make excellent firefighters. Think about it. Why would anyone give up the career of their dreams, which they had worked very hard to obtain and maintain? Why would they subject themselves and their families to so much stress to become unemployed because of conspiracy theories, politics? Are they insubordinate rebels who are dangerous to themselves and others? I'm asking each and every one of you to think about this very carefully even though your minds are already made up. Some of you can still hear that little voice deep inside you telling you that this is wrong on every level. This whole thing is an absolute travesty. I'm not sure, honestly, if I feel more sorry for these firefighters or for you. That's all I have.

My name is Christopher Salas. I've attended every hearing. I am a retired San Francisco firefighter under duress, October 13th, same as Carl. I'm a native San Franciscan, and I still live in San Francisco to this day. I don't -- Chapfield didn't say anything, one of the first callers. He's a marine. He served the country honorably. I also would like to know what happened to Commissioner Cleaveland as he stood by us and brought up something in the health order that none of you have brought up or have given an option for. Even the chief knows about it, I'm sure, to test as we come to work. If we have a negative test when we come to work, that's proof positive that we don't have COVID and we can go into high-risk settings with our full PPE, which we did for over a year a half before these vaccines came out that don't even work. The efficacy of the vaccine is new. As COVID spread throughout the Department after we were no longer part of it, and two months later, the Department started testing vaccinated employees. That seems mighty strange to me that they were tested and the unvaccinated cannot be tested. Nowhere in the health order does it say to wear a mask for 24 hours, only in high-

risk settings. The firehouse is not a high-risk setting. The dorm is not a high-risk setting. The shower is not a high-risk setting. And I believe the chief knows that. I have heard that it was about money that we couldn't have a test for the unvaccinated firefighters. I do not believe that to be true. The City spent \$60,000 per tent in the homeless camps. The City pays the hotels like they are full without being full. And they also pay for alcohol, hypodermic needles, and drugs for the homeless people that they keep in the hotels. So that being said, none of you have to go against the health order for all of us to have our jobs back because the health order gives the opportunity not only for a religious exemption, which we were all denied, which I feel is discriminatory and retaliatory, but it also gives the option for testing. That is one of the easiest things to do, and it's being done for the vaccinated. That's also discriminatory and retaliatory. How are they allowed to be tested and the unvaccinated fire is not? So, to me, that's the travesty of the whole situation. I also, like Carl, pray for all of you, pray that your hearts are open to realize that, yes, you can make a different decision than the city attorneys tell you you can. And it's almost incumbent upon you to do so. These firefighters are brave, courageous people, and they put the citizens of the city and county of San Francisco above everything. We have and we always will. So, hey, God bless everybody today –

PUBLIC SPEAKER: San Francisco is in the worst shape that it has ever been in its history of San Francisco. And why? Who's in charge? Who's in charge of the city? A criminal. Someone who has taken bribes. Someone who has lied about their brother's whereabouts the night he killed his fiancé. We all know this. How dare she tell us what to do when she can't even wear her own -- and abide by her own laws about wearing masks. City hall is corrupt. We know the firefighters. We know the police officers that have been in all these calls. How dare you? You all are guilty. You all are guilty. I hear about people waiting for ambulances for an hour while they're having heart attacks. You want to get rid of people that are willing to sacrifice their lives, their livelihood just so -- just so -- because she said so? Shame. The corruption in city hall and the board that we are witnessing right now is despicable. The no-news coverage -- it's a shame. And I just want to -- and I pray that one day, one day we will see the light. And God bless these firefighters. Shame on you. That's all I have to say.

My name is Susan Abbott. I'm a native San Franciscan, and I think that going on right now is -- this is a test of character of the members of this commission. I implore you to go back and look at the oath that you took. Everybody takes an oath. And you are -- Can you hear me? Hello? 1 2 keep -- Sorry, I got a couple of calls right there. And so I implore you all to uphold your oath. The fire department is a paramilitary operation there. It's structured that way, so about disobeying order and all that comes into play. But your oath overrides all of that technicality and procedure. And this linchpin seems to be here that we're in this health emergency and that we're trying to protect others by not allowing these unvaccinated firefighters to continue in their job. But that actually has no basis in reality. Disneyland is open. All kinds of communities are wide open. There's huge traffic jams on the Bay Bridge. That does not reflect a health emergency. And especially the fact that what's required of somebody when they go to work, fine, but with this vaccine, that goes into their body and it remains in their body when you leave, when you're not working as a firefighter. So this is a violation of the Bill of Rights. San Francisco does not have the ability to override the fundamental rights of your physical autonomy and informed consent. So this is a test of character. I don't know what goes on at city hall. I don't know what all the relationships you guys have with each other and with other people in power. But this is a test of your individual character to look and see what is actually going on and to protect these firefighters from losing their jobs and their livelihood, which is -- you come out of your mother's womb and you got to work to make a living. Okay? So this is very, very, very important and very wrong to allow them to lose their jobs over this. Thank you.

This is firefighter Tommy Daggett. Correction, I was firefighter Tommy Daggett. I was terminated by this commission and the fire chief last Thursday, which went effective on Friday evening at 5:00 Pacific. I am calling on behalf of Eddy McCue, a really great man, San

Francisco native who started working in this city and then moved his way into the position of firefighter and has served very well. He's a loving husband and father and just all around -- just so you know who he is, he is a really, really great guy, hard worker, and a professional. He's been charged with endangering the public. And I would like to remind everybody that's listening in that it is the San Francisco Fire Department's responsibility to provide a preponderance of evidence suggesting that Eddy McCue and follow on Jessica Lindsey who's up for termination later this afternoon. The Department is charged with serving a preponderance of evidence supporting your charge that these people are an endangerment to the city. And I want everybody to keep their ears open to the evidence that they are an endangerment. Shifting gears a little bit, I just want to say publicly that I really appreciated during my termination hearing the request for transparency from former commissioner Ken Cleaveland. I thought that was very noble of him. And I too am hoping that somebody from this commission will shed some light on exactly why he is no longer a member of the San Francisco Fire Department Fire Commission. And then also I wanted to just say I think that I've heard many times that this is -- you know, people saying "this is out of our hands" or "it is out of my jurisdiction. The Fire Department has no jurisdiction. The Fire Commission has no jurisdiction." I feel like when power, money, title become your God, the answer is always going to be "it's out of my hands" because you are not willing to take risks. If your priorities are mixed up, why would you give up a potential nugget or a little bit of your livelihood or put some undue stress on you in support of somebody whose livelihood is at stake? So to the Chief of Department, we see you on these hearings, and I suspect that there's a little uneasy feeling in your stomach. And if there isn't, I would be worried. But I want to tell you, God loves you.

My name is Ken Rappaport. I'll be brief. I'll be transparent. I'm a firefighter for a county down in the South Bay. I've lived in San Francisco. I just want you all to think about the stress that this is causing the firefighters and that it is going to cause the public. I'm vaccinated. I got vaccinated. And Eddy doesn't cause the public any more harm than I do. All right. I got COVID after I was vaccinated. I could have given it to the public, but we didn't because we wear the proper PPE that protects ourselves and protects the public. The downside here is that the public is going to be having to really wear all of this on their sleeve because they're losing experienced firefighters. They're losing the correct amount of staffing on fire engines. And it sure doesn't make financial sense because now we're going to have to train somebody, start all over to fill this person's spot with someone who's not as experienced. So financially, it doesn't help the public at all, the ones who are paying for their fire service. There's nothing about this that makes sense to the public. So even take away the fact this is horrible for firefighters and firefighters' families. Take that out of it. Think about the public. This is not good for the public. This is dangerous for the public. If we, you know, forget about the firefighters. That's -- want to do, but -- they serve. They're the ones that are going to have the challenges of making sure that when they call 911, they get someone experienced and they get the right number of people to show up. And if we let people go who have that experience because they're unvaccinated and pose the exact same risk as someone who's vaccinated, that doesn't make sense, does it? So I'd like you all to think about it and, you know, really think about the effect that this is having, not only on the firefighters and their families but just from a public safety perspective. Thank you.

B. Votes on Closed Session

Member requested an open session.

1. Whether to hold the hearing on the verified complaint in closed session [Action]
2. Whether to conduct deliberations in closed session [Action]

Commissioner Morgan Moved to hold deliberations in closed session. Commissioner Covington Seconded. The motion was approved unanimously.

Convened in closed session at 12:08 p.m.

Also in closed session was Deputy City Attorney Brad Russi and Fire Commission Secretary Maureen Conefrey.

C. Hearing and Deliberations

1. Hearing on verified complaint (in open or closed session, per the Commission's vote)
2. Deliberations and possible action on charges (in open or closed session, per the Commission's vote) [Discussion and Possible Action]

Commissioner Morgan moved to find the Department proved by a preponderance of the evidence that member failed to comply with the City Health Order and the Department General Order and to uphold the Chief's recommendation for a non-disciplinary separation. Commissioner Covington Seconded. The Motion was unanimously approved.

D. If Closed Session is held, reconvene in Open Session

Reconvened in open session at 12:51 p.m.

1. Report on any action taken in Closed Session as specified in California Government Code Section 54957.1(a)(5) and San Francisco Administrative Code section 67.12(b)(4).
2. Vote to elect whether to disclose any or all discussions held in Closed Session, as specified in San Francisco Administrative Code Section 67.12(a). **[Action Item]**

Commissioner Morgan moved to not disclose discussion held in Closed Session. Commissioner Covington Seconded. The motion passed unanimously.

3. **ADJOURNMENT:** President Feinstein adjourned the meeting at 12:54 p.m.

JB

**MINUTES FIRE COMMISSION SPECIAL MEETING
March 3, 2022 – 9:30 AM**

President Feinstein called the meeting to order at 9:31 a.m.

Item No.

1. ROLL CALL

President	Katherine Feinstein
Vice President	Stephen A. Nakajo
Commissioner	Francee Covington
Commissioner	Armie Morgan

Also present: Court Reporter Cynthia Dammann
Member
Captain Floyd Rollins, Local 798
Chief Jeanine Nicholson
Deputy City Attorney Jennifer Stoughton
Deputy City Attorney Brad Russ
Fire Commission Secretary Maureen Conefrey

2. CASE NO. 2021-06: HEARING AND DELIBERATIONS ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT
[Discussion and possible action]

On November 3, 2021, Chief of Department Jeanine Nicholson filed a Verified Complaint with the Fire Commission against member for a non-disciplinary separation

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

A. Public Comment on Special Meeting Agenda Item; Possible Closed Session

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 §54954.3(a), Administrative Code §67.15(b)]

CALLER: I would like to talk about the bias of the Fire Commission and the board's lack of autonomy from the mayor. It is clear from the past hearings that the fate of the employees is predetermined. I do not think anyone would deny the vaccines, mandates, and their effectiveness are political. They're some of the most polarizing and political issues in today's society, but we are not here for politics, or shouldn't be anyway. We are here to ensure these employees are afforded due process. It is becoming increasingly obvious that a fair trial is impossible because each one of you is beholden to the mayor, the mayor who has made it clear that she wants us gone. It is so unfortunate that politics are controlling here and not justice. There are many reasons why this board is compromised when it comes to the obligation to be impartial, but I'll focus on one of the most important reasons. In a 2016 article written by Tel Goldberg from KQED, the board of supervisors president at the time, now Mayor London Breed was quoted as saying the following about the employment of fire commissioners: "It is important that we have a body that doesn't feel like they have to make the mayor happy in order to keep their seat. We have to be people who are independent." Goldberg goes on to

compare the police and the fire commission. According to the city charter, the fire commission should consist of five members and the mayor has the power to replace any of them. Compare that to San Francisco Police Commission, which has seven members who are nominated by the mayor and three by the board of supervisors. Supervisors can confirm or reject beliefs, members of the police oversight body, and can remove members we have nominated. No disrespect made by this comment, but the fact is the members of the fire commission and the chief are appointed by the person who's driving this process, and that fact makes you mere puppets of her desires. You do not do as you do -- if you do not do as you are told, you'll be gone. We all know this. Believe it or not, I sympathize with the display of cowardice that is before us. I know firsthand that it does not feel good to be discarded like a piece of trash, and I completely understand your willingness to sacrifice your position and society for a bunch of strangers, strangers who have made out to be selfish civil servants. I think you know in your hearts this is not true, that the playbook has a lot of holes in it, yet you all seem to be moving forward with this plan like it makes sense at this point. It is very obvious that you are not allowed to operate outside the political playbook that has been prewritten for you.

CALLER: Yes. This is the fire commission? Thank you for taking my call. A couple days ago, the FDA finally released a list of adverse reactions. Pfizer and the FDA were forced to do this. Anybody can look this up for themselves. It is called the "Cumulative analysis of post-authorization adverse events." Please keep in mind that these side effects would have been kept confidential. There are nine pages of adverse reactions, equaling hundreds of side effects. I wanted to bring this up because this is the first required release of these documents. I urge the fire commission to do your due diligence before you liquidate anyone else. This is the least you can do. Remember, these first responders showed up for a year and a half with only personal protective equipment, no vaccine and no guarantee of safety. Show some leadership and do what is right. Make no mistake. More is being revealed. What side of history do you want to be on?

CALLER: Commission statement of San Francisco Fire Department says, part of it, "free workplace of harassment and discrimination." Commissioners, ask yourself if any attempt to accommodate these firefighters was ever made. Telling firefighters to get vaccinated is not an attempt to accommodate them. Ask yourselves what changed. These firefighters worked through the height of the pandemic with no vaccine in sight and the quote-unquote minimum safety requirements. Why is it necessary to fire them now? 100 percent of the department is vaccinated? City and County of San Francisco is 84 percent vaccinated. Why more restrictive? The city is opening up again. Mandates are being rescinded all over the Bay Area and the country. COVID-positive nurses and staff are working at UC Parnassus. If COVID-positive nurses can enter high-risk settings, surely firefighters that are COVID-negative can enter the facility briefly to drop off patients or assist staff there. No laws need to be changed. No health orders need to be amended. Don't fool yourselves. This commission hearing and firing these firefighters is anything short of the Spanish Inquisition for other kangaroo courts that we've seen in the past. Please make the right choices, ask yourselves the real questions, and ask the chief the real questions. What accommodations were ever, if ever, provided to these firefighters? Thank you

CALLER: Yes, I would. Thank you. Christopher Salas, retired fireman from San Francisco under duress. I direct my comment to Commissioner Morgan. I was extremely disappointed with your biased attack on Jeff Chadwick yesterday at the predetermined commission hearing. I cannot believe that you actually called a dedicated public service selfish. In addition to that, you misrepresented the fact of the COVID pandemic. For example, you mentioned close to 1 million COVID deaths which are all - - which all count as human beings admits is sad. However, the CDC, aka the Corrupt Department of Coercion, has admitted to hiding the actual data from the

American public. The CDC now admits over half of so-called deaths were with COVID, not from COVID. Comorbidity was the real reasons for the deaths. Additionally, the CDC now acknowledges that vaccinated are more susceptible to new COVID variants than unvaccinated and that the vaccinated account for the vast majority of hospitalizations in the United States of America. The CDC's reasons for hiding these facts from the American public are: They thought it would make people of the United States not want to take a vaccine that does not work. They got that right. Please refer to the New York Post article I sent to the Questions section yesterday to all of you, dated February 27th of this year. Science also says that 98.8 percent of healthy individuals with healthy immune systems recover from COVID with no lingering effects, 98.6 percent with their God-given immune systems. I hope and pray all of you have been enlightened, especially you, Commissioner Morgan. Remember, if the CDC's reasoning for vaccines is flawed, so is the city's health order and the chief's general order. Thank you.

CALLER: Thank you. Most of this isn't for the chief. I'm kind of unprepared, but I know -- I've met the chief, very smart woman, and I'm a great way about her. But after listening yesterday, it's -- it's getting pretty frustrating. The Commission -- the -- this should be about working within the law and the health order and the general order to accommodate people with sincerely held religious beliefs or valid medical exemptions, but what is painfully clear is this is about intolerance. The powers that be, and unfortunately some of these commissioners, the city attorney for sure, made a decision that they could not tolerate unvaccinated members with sincerely held religious beliefs or medical exemptions, not that they couldn't accommodate them. This is obvious in some of the ridiculous things we've had to listen to, one being questioning a man's sincerely held religious beliefs based on a statement the pope said in an article of a newspaper, another one being a commissioner asking if you're going to hold a gun to a head of a resident or take the shot, what are you doing to do? This is inferring that people that are fully vaccinated can't transmit COVID. Are the -- are these people the last people on God's green earth that don't know that? Do you want me to read the quote that was submitted as evidence? "Rochelle Walensky: What the vaccines can't do anymore is prevent transmission. "Dr. Anthony Fauci: We know as a fact that vaccinated people with COVID are capable of transmitting the infection to someone else." So am I stupid enough to believe that the hundreds of vaccinated symptomatic members of the fire department can't transmit it to someone else? That's why they're offered masking and testing. Even the vaccinated are. So why can't the unvaccinated be? We have commissioners comparing ebola to COVID. What are the death rates of those two, I please ask you? They said yesterday in the closing arguments the health order is the only science in evidence. That's ridiculous. There's been tons of evidence submitted. Obviously, no one's reading it. This obviously is my point. Please go back to my fire commission. My point is the obvious discrimination and lack of accommodation offered to these firefighters. I've worked with Jessica. Here we go, firing another female Christian woman firefighter. If you look at this, it's kind of interesting that this last group of us are more diverse than San Francisco, more diverse than the fire department in general, but just -- just to let these theologians know, fear is what is Catholic teaching and what is Christian teaching within the catechism and in the Bible.

CALLER: Okay. (Unintelligible) fall on deaf ears. I think they should be ashamed of themselves, constantly hiding behind this outdated joke of a health order (unintelligible) in all these hearings. This circus isn't even about a pandemic or a health order. It's all about control of the money. You know it, and we know it. If the pandemic is so dangerous and deathly, it keeps us separated. Our California governor, LA mayor, San Francisco mayor, chief of department herself has been consistently seen without a mask. Yet you guys have the audacity to destroy our lives, unlawfully terminating us without even proper due process, all you guys hiding under this outdated umbrella of a

joke health order making decisions about our lives While the rest of the world is crossing off a mandate. I want you all to remember we, the ones that you're unlawfully terminating, made it possible for you to sit in your seats. We protected the city, the citizens of the city that pay (unintelligible). That's why San Francisco's now one of the worst cities in the nation due to poor leadership, pathetic to say the least. Good leaders raise leaders. Bad leaders raise followers. Your conditional president has made public bias comments. She knows herself she shouldn't be here making decisions that affect our lives. She should be removed, period, but she won't because all this is all corrupt. We battle, and they still battle without any help from the city department. Our 798 executive board were completely on a roll. You actually don't deserve us. We all know how this is going to end. Go ahead and have closed deliberations. (Unintelligible). Go back to your faulty (unintelligible) health order. I will close by saying my name is Michael (unintelligible), once a (unintelligible). My hearing will be -- for being unlawfully terminated will be 14 March 16th, and I say this for all the fighters (unintelligible.) Hold your head up high and look at these people in the eyes. These people (unintelligible) legacy. (Unintelligible) by far. We're just beginning. God bless us all.

CALLER: Good morning, commissioners, chief staff, officers, fellow firefighters leading today with bittersweet emotions to discuss the future firefighter -- future life of a firefighter. I paint a picture of -- to paint a picture of Jessica Beers regardless of vaccination status or religious practice. In particular, I would like to share my personal experience I had with her. The San Francisco Fire Department has established a trade policy where two members are able to agree to work for each other. This only works when both sides follow through with the agreement. In my situation, along with at least two other firefighters who have had agreements with Jessica, weren't so smooth. In fact, it was a careful, malicious and calculated attack against her fellow firefighters. The following events occurred during the COVID era where there was a vaccination deadline. Because Jessica did not plan on getting the vaccine, she knew she would be putting -- she would be put on administrative leave. However, she let others know she'd be returning in November. According to one firefighter, the trades were already recorded in the books. However, Jessica called the trade. Jessica cancelled the trade and worked an overtime shift instead. Another firefighter had to switch dates. However, Jessica elected to work an overtime shift instead of repaying her debt. When I in particular asked her to repay my trade on 3 September 26th, she stated that she was busy and to send her dates in November. Upon looking up her schedule, she did it yet again, worked another overtime shift instead of repaying her debt. I sent her messages requesting her to repay, and I -- I even sent her a formal letter to settle before I commenced the legal proceeding, yet she never responded a single word. Looking at her trade summary, it shows that she had an outstanding balance of at least eight trades prior to her administrative leave. Is this the type of person you want representing the San Francisco Fire Department? Is this the type of person you want knocking at your door? Is this the person you can work with for the next 20 years knowing she stared you straight in the eyes and said, Remember the one time I owed you -- I screwed you on the trade? Thank you, ladies and gentlemen, for your time.

CALLER: Thank you. I'm a resident and voter in San Francisco, and I'm strongly opposed to terminating any city employees based on their personal decisions to vaccinate or not vaccinate. I've lived in San Francisco for well over a decade. My family's from San Francisco plan, and I've always been so proud of the diversity that we place to embrace in San Francisco. Threatening to terminate or terminating an employee based on their own personal decisions, especially if it's a medical decision or a religious belief, goes against everything that San Francisco claims to stand for while embracing diversity. Also, as a taxpayer, I see this as a huge liability for the city, and I don't want my tax dollars going towards such wrongful terminations. And in the era that

we're in where we're seeing infrastructure threatened, losing one more firefighter or one more police officer puts the public, myself included, as well as my family and friends, at a much greater risk. That's all

CALLER: Okay. Thank you. Starting off, for the record, the individual who called a few callers ago who was not able to be officially recorded, I would respectfully request that they be given the opportunity to readdress -- restate their comment so that it could be recorded for the record. The only thing that I want to say is I think there's a trend going on with these hearings. I will say that it is up to the fire department and their representation to provide a preponderance of evidence demonstrating how these firefighters and ENTs are a legitimate threat or pose an endangerment to the people that they serve. I've seen multiple cases. There's been a preponderance of evidence delivered by those who are being tried, but there has not been a preponderance of evidence in any way, shape or form from the fire department or their representation. It all falls back on they just didn't follow the rules, which is a monodisciplinary separation case. It's a no disciplinary separation case, so therefore, we need to have the San Francisco Fire Department and representation show that these firefighters are an endangerment to the people they serve because those are the charges levied against them. Now, think about this. You've had plenty of time to look at all this evidence that people have provided to you. Eventually, if you look outside the City of San Francisco, there's a lot of momentum in these firefighters' favor. You need to take a look at what's actually happening and the realistic nature of what's going on. Evidence and facts prove over, you know, a group of people sitting with their heads buried in the sand not willing to do anything about, you know, the wrongdoing that's happening to these firefighters. Eventually this will become taboo. When you think about firing good firefighters, it will be become taboo, so when people are at their expensive dinner parties, rubbing elbows with their friends, you will never have the excuse of saying, oh, I never really agreed with it or I just didn't know because now you know, you have the evidence. So I just -- I want you to know I'll continue to pray for you and that you open your mind because it's very serious. We're talking about families, kids, friends. I suggest that you.

My name is Lacy Diaz. I don't know if you can all hear me. I'm actually a concerned community member and would like to just make a public comment addressing some -- I think some serious policy changes that I think would be detrimental to not only the individuals being put in positions that they should not be put in, but also the community at large. I think we can all agree that the science is not settled when it comes to the data and outcome from vaccination, and I think that with the most recent data coming out from the Pfizer and the clinical trials demonstrate that there is a lot to be desired when it comes to the efficacy of the vaccination. I think we all had the understanding that, myself included, this vaccine would have been the -- have the ability to stop and prevent the spread of COVID, but as we are now seeing, that is not true. The vaccine only protects the person, and at best it lowers your incidence of hospitalization and death. It does not protect the other person from contracting COVID from the vaccinated person, which I think making public policy changes due to this just very fundamental understanding puts the -- puts the burden of proof on those that are unvaccinated versus those that are vaccinated, saying that they are the only ones that are at risk when in reality we all still have a risk. That individual may have gotten the vaccine and maybe their standard -- their risk is lowered, but I don't think it's substantial enough to say that across the board every person must follow that same policy. I think the community members can still get COVID from a vaccinated person, and it can still be spread. Yeah, I think that making policy changes for firefighters would be an inappropriate move to make based on that knowledge and forthcoming data demonstrating the efficacy of this vaccine. Thank you for your time

B. Votes on Closed Session

Member requested an open session.

1. Whether to hold the hearing on the verified complaint in closed session [Action]
2. Whether to conduct deliberations in closed session [Action]

Vice President Nakajo Moved to hold deliberations in closed session. Commissioner Morgan Seconded. The motion was approved unanimously.

Convened in closed session at 11:38 a.m.

Also in closed session was Deputy City Attorney Brad Russi and Fire Commission Secretary Maureen Conefrey.

C. Hearing and Deliberations

1. Hearing on verified complaint (in open or closed session, per the Commission's vote)
2. Deliberations and possible action on charges (in open or closed session, per the Commission's vote) [Discussion and Possible Action]

Vice President Nakajo moved to find the Department proved by a preponderance of the evidence that member failed to comply with the City Health Order and the Department General Order and to uphold the Chief's recommendation for a non-disciplinary separation. Commissioner Covington Seconded. The Motion was unanimously approved. (Ayes: Feinstein, Nakajo, Covington, Morgan)

D. If Closed Session is held, reconvene in Open Session

Reconvened in open session at 12:17 p.m.

1. Report on any action taken in Closed Session as specified in California Government Code Section 54957.1(a)(5) and San Francisco Administrative Code section 67.12(b)(4).
2. Vote to elect whether to disclose any or all discussions held in Closed Session, as specified in San Francisco Administrative Code Section 67.12(a). **[Action Item]**

Commissioner Covington moved to not disclose discussion held in Closed Session. Commissioner Morgan Seconded. The motion was unanimous.

3. ADJOURNMENT: President Feinstein adjourned the meeting at 2:43 p.m.

mk

MINUTES OF THE FIRE COMMISSION SPECIAL MEETING
March 16, 2022 – 10:00 AM

President Feinstein called the meeting to order at 10:03 a.m.

Item No.

1. ROLL CALL

President	Katherine Feinstein
Vice President	Stephen A. Nakajo
Commissioner	Armie Morgan

Also present: Court Reporter Kathryn Swank
Member
Deputy City Attorney Jennifer Stoughton
Deputy City Attorney Matthew Yan
Chief Jeanine Nicholson
Attorney Heather Gibson
Deputy City Attorney Brad Russ
Fire Commission Secretary Maureen Conefrey

2. CASE NO. 2021-19: HEARING AND DELIBERATIONS ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT
[Discussion and possible action]

On November 3, 2021, Chief of Department Jeanine Nicholson filed a Verified Complaint with the Fire Commission against member for a non-disciplinary separation

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

A. Public Comment on Special Meeting Agenda Item; Possible Closed Session

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 §54954.3(a), Administrative Code §67.15(b)]

MR. ARATA: Okay. Thank you. First and foremost, thank you for allowing me to provide public comment. This is only my second time ever providing public comment to the City of San Francisco and the San Francisco Fire Board of Commissioners. The timer stopped. It's on zero. COMMISSION SECRETARY CONEFREY: Okay. Your time starts. MR. ARATA: All right. I can take it from the top. I want to acknowledge quite a few things in a small amount of time. As you continue through these proceedings with firefighters in San Francisco, some of which have already been recommended for termination. That's a complete dishonor to the fire service. Over the course of the last two years with COVID-19, locally, regionally, statewide, and nationally, there have been firefighters in these same situations. I myself am one of them. My family was three generations San Francisco, and in the '80s, moved down to the San Jose/Cupertino area in Santa Clara County, where I was born and raised. I've been a firefighter in the City of San Jose for coming up on 16 years. And I'm in the same boat as Mike Kricken and the rest of the San Francisco fire family. I didn't know any of them leading up until six, seven, eight months ago, when certain cities in California and across the nation decided they were going to jeopardize the lives and the careers of firefighters alike. So I ask you to think about a few things: Down in

Santa Clara County, which you guys are very familiar with, Dr. Sara Cody, our public health official, James Williams, Jeff Smith, executives, the legal team, decided a week ago to roll back this mandate and allow hundreds of firefighters within Santa Clara County, myself included, to get back to work. There's a lot of staffing crisis on our hands down here as well as up in San Francisco. It's unfortunate that you guys can't align yourselves with one of the regional leaders here in the public health space and allow your firefighters, sheriffs, cops get back to work. I have known Mike Kricken for about seven months. He's a good man. He's got a good family and a good heart. Everybody else who is going to provide comments is going to speak to that as well. So please rescind your mandate and get your firefighters back to work

UNIDENTIFIED SPEAKER: Hi there. I'm a fire captain from a neighboring department, major city across the Bay. What we're seeing right now is -- disgraces the fire service. I commend Firefighter Kricken for his stance and not bending a knee to everything that is going on right now. It's difficult to see, from your optics, how this affects fire service. As a leader and holding a rank within the fire department, seeing the trickle-down effect of certain decisions that need to be made on a daily basis and how the effects bore out. And what this does -- holds ultimately to the entire fire service in general, nationwide, is disgusting. It's frustrating to watch, because morale nationwide in the fire service is getting completely destroyed. The decisions you are making and the lives that you are crushing by making these decisions when there's other options, like testing. It makes no sense. It's not following science because science says we can take a test. I'm not vaccinated. I'm able to take a test. Fortunately, that's what our department decided to do and our city decided to do. San Francisco is one of the most so-called "progressive," inclusive, and accepting cities in the entire country. And the fact that you are voluntarily dismantling these people's lives, their children's lives, and their future is -- it's shameful. I hope every single one of you understands that it doesn't just affect checking a box and saying you did your part to keep the city safe. You are actively crushing these people's lives and their futures and the fire service in general. So, Firefighter Kricken, I commend you. Your brothers across the Bay are rooting for you. And we hope that you can come out on top of this and everybody who has gone before you and follows you. We hope that you continue to stand strong, because once we're eliminated, they are coming after the children to be able to go to school -- COMMISSION SECRETARY CONEFREY: Time is up. UNIDENTIFIED SPEAKER: -- be able to play sports. Thank you. COMMISSION SECRETARY CONEFREY: Would you like to make public comment? Hello? MR. HERRERA: Yes, hello. COMMISSION SECRETARY CONEFREY: Would you like to make public comment? MR. HERRERA: Yes, ma'am. My name is Amador Herrera. I'm a firefighter in San Francisco, and I work at the same station as Michael. I have known Mike for over 20 years. And he is such a professional firefighter, a great father. It would be such a disservice to the citizens of San Francisco for this to happen to Mike and the department. I beg and plead that you rescind this mandate and have Mike come back to work. He's got five children, and he's an honorable, honorable man. Please rescind this. Thank you.

UNIDENTIFIED SPEAKER: I want to make a public comment on this matter as a member of the public. I think it's ridiculous that you are going to be terminating people over a vaccine mandate for a vaccine that clearly does not stop the spread of the virus. There's no research supporting any data with spread from firefighters to the public. We wear a large amount of PPE. We wear masks; we wear gloves. Most of us have already had the virus which has been proven to provide greater immunity than the vaccine itself. There's a new study in the UK coming out that says nine out of ten deaths in that country are in vaccinated individuals. Also, religious exemptions. You know it's federal law. They are not being honored. You guys are just opening the city up to more lawsuits after termination. Additionally, medical exemptions. You know, your vaccination rates are extremely high in the City of San Francisco. A lot of us have got this vaccine also. We got two shots. We sustained side effects that were undesirable. Sick leave is not provided for these side effects. We have to use our own leave for a vaccine that's mandated by your city. And we have no recourse for any serious side effects. And now, you know, they are requiring booster shots. And maybe a fourth shot. And, you know, you can get a medical exemption. And for all the other people out there that are being terminated, even though they

have a legitimate medical exemption, it's completely immoral and unacceptable. Lastly, other fire departments, other cities, other employers, have testing options, which has been proven to be highly effective in keeping COVID out of the workplace. All employees should be tested if you are truly not

UNIDENTIFIED SPEAKER: Good morning. Thank you for the time. I just want to give a call in here and explain who Michael Kricken is. He's a solid, professional fireman, extraordinarily gifted. He's an artist. He's kind. He's strong. He will show up on your worst day and do the absolute best he can to change your day, change your life for the better. And he is willing to work. The Fire Commission has fired multiple people at this point while cracking jokes and talking about the weather. I say shame on you. By taking away these -- the livelihood from these firefighters, it may seem easy and Commissioner Armie Morgan has said before, oh, we don't take some kind of sick pleasure in doing this. And then he will continue to crack jokes after firing somebody. It's disgusting. So I'm here to give you your daily reminder. People are still praying for you. We're hoping that you find some common sense or even some scientific sense. And you discontinue what you are doing to these people. One thing the Fire Commission and the fire chief has relinquished is the ability to say, I just didn't know. Or I never really agreed with it. So every night that you go to bed, you need to think hard about the future because you have many more people who are in line to be terminated, and I ask that you pray and you talk to yourself, and you are able to make the right decision.

MR. VISHNICK: Okay. Okay. My name is Carl Vishnick (phonetic). I have also known Mike Kricken a long, long time. We went to paramedic school together. He was one of the best students in that class. He's one of the most personable people I know. I know his family also. His wife and kids. They are a class act. You are making a big mistake. Firing Mike Kricken or any of these people is a big mistake. Like one of the previous callers said, you know, I wonder how you guys sleep at night. I really do. I just hope that, you know, you guys reverse this -- this horrible decision because it's unbelievable. But that's all I have to say. That's it.

UNIDENTIFIED SPEAKER: Good morning. I would like to suggest that the members of this committee -- commission familiar yourself with the Nuremberg Code. Do a little bit more research. Read the transcripts of the Nuremberg trial. It might wake you up to what you are doing. The evidence is out that this virus was created by Moderna in a lab and what you are doing with the evidence is mainstream -- it's not conspiracy theory any longer -- is you are fully participating and engaging with the maiming, taking away people's rights, but the maiming of their bodies. You are violating "religious" in our Constitution. You can't say that you didn't know. The reporters who participated in the genocide in Nazi Germany were not allowed to say we're just following orders. The military soldiers who carried out what they did were not allowed to say we were just following orders. Look at what happened to the reporters and the people in the military that followed those orders. You won't be exempt. You are participating in a mass genocide. The blood of the people who you force to take this vaccine is on your hands. What you are doing right now will be held accountable. That is all.

UNIDENTIFIED SPEAKER: It has -- it has become abundantly clear that firing these firefighters has become a political agenda. Many departments who are in the same situation have gone back to work with little to no restrictions. Firefighters who work for the state do not have a vaccine mandate. Firefighters who work in neighboring counties can be unvaccinated and be accommodated with testing. Does the virus only spread in San Francisco County? Please make this make sense. We know these decisions being made are no longer based on health-related issues. We know these decisions being made are not rooted in science. And it has become obvious that this is all political theater being perpetrated by tyrannical individuals who are drunk on power, who have no brakes, and are going full throttle. This will go down as one of the greatest human civil rights violations to ever occur, and you will be part of that history. You will cringe when looking back at these past two years, and you will wish that you had done better to protect these innocent individuals who have caused no harm. As citizen volunteers, you are

making decisions that make zero sense, and you are agreeing to unlawfully terminate firefighters based off of politics. Shame on you. Mike, we're your back-up line

MR. SALAS: Yes, I would. Where is the chief? She disappeared from the screen. Can she still hear? MS. NICHOLSON: Yes, I can hear you. MR. SALAS: Christopher Salas. Retired under duress, San Francisco Fire Department, for a pandemic where .3 percent of the population passed the mortality. Greetings, brothers and sisters. There's a citation Chief Nicholson uses on the memos and announcements to the fire department. For the life of me, I cannot understand how Chief Nicholson would recommend terminating or firing her brothers and sisters from the San Francisco Fire Department after working diligently and honorably during the so-called pandemic. I cannot believe Chief Nicholson went above and beyond the emergency health order and general order to terminate her brothers and sisters, her family, with children to support. Testing and masking is what all the other departments do in our state and country, except for a couple of other tyrannical ones like San Francisco Fire Department. That is how -- this is not how you treat your brothers and sisters that risk their lives for the City and County of San Francisco. Once Chief Nicholson caught COVID after being fully vaccinated, the Department had an outbreak of over 140 firefighters that were vaccinated also, then decided to test the vaccinated firefighters. The whole charade should have been over at that point. Every prematurely fired or retired or unpaid firefighter on unpaid leave, every brother or sister, should be brought back to work immediately for the unconstitutional way they were treated so that we can truly be brothers and sisters once again in the San Francisco Fire Department. It is the right and compassion --

MR. McCUE: Yes. Thank you. Sorry. I'm not prepared, but I'll try to talk. Contra Costa, I think, has over 200 firefighters working with religious exemptions. Alameda has no mandate. San Mateo County has no mandate. Santa Clara County just went back to work. All the unvaccinated are back. They might not even do their booster or testing. So the question the commissions should be asking is: How come San Francisco can't do this? In the health order, Section 6, 1 and 2, Roman Numeral IV, it says we can work with masks and testing. In previous hearings, the chief is on record. The evidence she has to make the decision that she could not accommodate any unvaccinated firefighters, when she had multiple conversations with the city attorney and human resources. For the case Sturgill versus United Parcel Service, 2008, an employer must establish that the hardship is real rather than speculative, merely conceivable, or hypothetical. Section 6 of the health order, subsection (d) and (c), is for testing and for masking. I can't believe I had to hear the city attorney again, last commission hearing, talking about how -- masking in the shower. If you turn to the Appendix A, it says unvaccinated showers. So, really, the entire chief or the city or whatever it is, their entire case of subsections (a) and (d), which is basically saying that we're causing an undue hardship or we're an immediate threat. So the commissioners should be asking, how are we a threat, but no one else, 99 percent of fire departments -- there is doctors and nurses working in emergency rooms right now in San Francisco that are unvaccinated. These are the questions you should be asking. Not being happy that you are firing firefighters

MR. SAVIN: My name is Greg Savin. I was a second-generation firefighter for the city all through the pandemic up until October 12th. On October 13th, I was deemed unsafe by the powers that be and forced to retire prematurely. I proudly and honorably served the citizens of the city for 29 years. I loved my job and having to leave on those terms was a terrible feeling, but it pales in comparison to what you are putting these firefighters through. I have sat and listened to these entire commission meetings in disgust as it is clear that these hearings are all predetermined and this commission is far from unbiased. We were on the front lines of the pandemic while you had the luxury of working safely from your homes. Now you are terminating the brave people that served your citizens. On numerous occasions President Feinstein stated that it was shameful that there were unvaccinated firefighters and that she did not want any in her house, choosing to rather drive herself to the hospital. And yet you still want to terminate people for not wanting to take a vaccine that you clearly don't have faith in,

believing that you yourself being a vaccinated person can catch COVID from an unvaccinated person when likewise you can catch it from a vaccinated person just the same. Commissioner Morgan called us selfish after proposing a ridiculous scenario about being confronted with the choice of taking a shot or risking the life of a civilian with a gun to their head. At least Commissioner Covington has asked questions relating to trying to accommodate the firefighters. I commend her for that. I also commend Commissioner Cleaveland for asking real questions like why is masking and testing an option for vaccinated firefighters but not the unvaccinated, and why are we offering medical and religious exemptions if none of them are being accepted or accommodated. Not surprisingly, he was forced to step down from his position or retire. We were never told, so we're not sure how that happened. Either way these hearings are biased and unjust. Most of the world and the cities around are removing their mandates. At this stage in the game it is time for San Francisco to do the same.

MS. O'NEILL: Thank you. So I'm seeing these young men and women being torn from their jobs. And the caller earlier spoke. The code is very significant. It is not a conspiracy theory. It's a real document. And we're gonna use that real document to get you. The entire commission, all the nurses and doctors, who have given these injections. And guess what? They are in on a local level or a state level -- COMMISSION SECRETARY CONEFREY: Your connection is -- your connection is not coming through very good. MS. O'NEILL: -- with that. Okay. Well, I don't know how to change that, COMMISSION SECRETARY CONEFREY: I can hear you MS. O'NEILL: Okay. So the authority to -- that you rely on to coerce into taking poison into their systems is not valid. You need to show clear and convincing evidence that an emergency exists. And you have not done that. You refuse to do that. Your arrogance is beyond belief, and we're coming after you. You will pay the price for hurting these young people. COMMISSION SECRETARY CONEFREY: Thank you. MS. O'NEILL: You should be ashamed of yourselves.

MR. KARBO: Thank you. Casimir Karbo, Fire Captain for Contra Costa Fire. What we should actually be doing in this meeting is thanking Mike Kricken and anybody else who was on the front lines responding to these COVID calls before we had zero information on it. You didn't have a mass exodus of firefighters that refused to respond to these calls until we learned about COVID. And, yet, we were all out there on the front lines responding to these calls, scared if we would bring it home and give it to our wives and children and scared of what we might encounter out there, because we had no information. But now we have information. And we're finding out that more firefighters are being damaged from these vaccines than were actually helping. And we have asked time and time again, we have asked multiple, multiple health officers if they can show us one case where a firefighter transmitted this virus to the general public. And no one has been able to show us that documentation. We have asked for metrics for you guys to show us how we have affected the public and how we get out of this, and we have -- we have received zero metrics on how to get out of this from you. We keep meeting numbers for vaccination. Not good enough. We keep doing things -- all these jumping through hoops that you keep asking, and it's all been done, and nothing has come of it. And we're still not backing off of this so-called emergency mandate. We have got more people damaged from vaccines than have been helped by these vaccines. So, Mike, we're with you. Your brothers and sisters across the water are here for you. I really hope that this board comes to resolution today and rescinds this mandate. It's not because they can't

MR. BOLING: Yes. And thank you. I'm not going to rehash what's been said. The vaccine needs to end for everybody. I started my career in the Bay Area with Mike Kricken as a paramedic. And I will say that, you know, just an immensely honorable guy, you know, and San Francisco Fire would be at a loss to lose him. But also I want to point out that in the fire service in California, we are at a critical staffing level. My own department in the Bay Area regularly "mandatories" people. The loss of even one person affects the staffing going forward and our ability to serve. To get rid of anybody at this point, and especially someone as good as Mike, is irresponsible and, you know, should not happen. You know, Mike, we stand with you. You

know, to the board and the mandate, let them go back to work. Make them -- I don't know we're all good with testing. You know, end the mandate. Thanks.

UNIDENTIFIED SPEAKER: Can you hear me? COMMISSION SECRETARY CONEFREY: Yes. UNIDENTIFIED SPEAKER: I'm a firefighter in the Bay Area, and I just want to say that, like, firemen, they definitely don't quit. We don't quit. The only reason you ever see people leave the job is for retiring or a funeral because they died in the line of duty. The way everybody is speaking about Kricken, it starts -- he's just a valuable person to the entire City of San Francisco and it's starting to sound like a funeral. If this was a true funeral, you guys would be speaking, this whole entire commission, would be speaking about Kricken and the hero that he truly is. You would be thanking him for his service throughout his entire career. Instead, by forcing him to quit, because your termination and un-Constitutional mandate, you are telling him that his service throughout his entire career is no longer worthy and he's not needed. And that's incredibly wrong. And that's all I have to say. Thank you

UNIDENTIFIED SPEAKER: Yes, good morning. I would like to, first, state off that the commissioners keep stating, in the last unjust firing to these firefighters, that they cannot amend or change the health order. That is a lie. Stop lying to yourselves. Stop being misled by the City and County's attorneys. You and your commissioners are in your full capability to rescind the chief's recommendation. You are in your full capability to reinstate and exonerate Michael Kricken. That is your checks and balances, that the powers are bestowed upon you guys to do that. Stop lying to yourself, and that's the truth. You are allowed to do that while staying in full compliance with the health order. It clearly states that. So I'm also confused and wondering if any of you guys even read the health order. You can fully reinstate Mike. You can fully exonerate him, put him back to work safely while being in full compliance of the health order. This state of emergency is so bogus that now the mayor is going to Europe and he is drumming up to have tours come from around the world to the city. Are we in a state of emergency or not? Let's just focus on what what's really going on here. Dr. Marie Raben from UC Parnassus said that the documents between patients and first responders transmission is zero to minuscule at most. It's pretty much nothing. So look it up. Follow the science. Read the information that's out there. And the doctor at UC Parnassus is also allowing doctors, nurses, and staff, and janitory helpers to work, who have COVID. So to continue this joke and to continue firing people is now becoming, clearly, that there's some sort of agenda being pushed or some political motives behind it because nobody is following the science. Nobody 3 is --

UNIDENTIFIED SPEAKER: Yes. First, I'm not sure what the number is I need to push to lower my hand once this is over. But I want to speak to the issue regarding the mandate, and you letting me -- this firefighter go. The -- there is no crisis. There is no emergency pandemic. There never has been. They have changed the wording. It's really disappointing to see the great city that I was born and raised in, my whole life, and my family's life, go down this sewer hole, rat hole, of this tyranny, and it's just really disappointing that you do have the control and the ability to rescind the recommendation and reinstate this firefighter, and you are choosing not to. Thank you very much

UNIDENTIFIED SPEAKER: So I'm talking specifically to Commissioner Stephen Nakajo. I was a student sitting in your masters of social work class at San Francisco State when you were talking a lot about community social action and change. And I was really inspired by your teaching and lectures on when government and systems get really tight and really rigid and they restrict people's individual freedom, justice, autonomy, and sovereignty. So I'm wondering how you are going about this particular situation and how you are thinking about all of these families and these individuals and their freedom and their sovereignty. And it's really disappointing how we can be spending all this time, all of these resources, all of this money, doing things like this, putting these families and firefighters through so much distress, when we could be focusing on uplifting them and providing services for them. Thank you.

MR. RICE: Good morning. Thank you. First of all, I don't know what happened to the three minutes public comment noticed on the agenda. It seems it's gone to two now. I don't know Mr. Kricken. I'm hoping that he knows and exerts his right to have this hearing in open session, as per 54957(b)(2) of the Brown Act, which I think this hearing should be accomplished in open session for all to see. I don't know what's happened to the City of San Francisco that was such a beacon of personal liberty in the '60s and has now just turned into an oppressive city, full of tyrants, racism, and hate. It's really disgusting. In fact, it's so much so that San Francisco -- I won't even travel within the city limits. I avoid it. I go around it. Each of you should consider if you are a tyrant, because I think you are. Webster defines it as "oppressive power exerted by government," and here you are crushing people with your government force that you are so empowered with. You don't represent the people. And it just disgusts me. I don't know what to say. I can't help Mr. Kricken. The things I have to say would probably actually hurt him. But, Mr. Kricken, please consider exerting your right to have your hearing in open session so we can all see what transpires today. And I can't say thank you.

MR. SABLAN: Thank you. Mr. Kricken, thank you for your service. I can't imagine what's going on in your mind right now. It's pretty surreal. I can't imagine that that is actually happening. To the commission, make no mistake that this isn't about Mr. Kricken at this point. This is about all of you. It's never too late to make the right choice. It's never too late to change course. I understand that you guys are deep into this, and it's hard to reverse course. There's so much momentum going this way. But the science no longer supports this. You have a fully-vaccinated city staff, people who are triple boosted, still getting coronavirus, still being able to transmit it and spread it. You are calling the unvaccinated first responders, city workers, a threat because they can catch it and spread it. And, yet, you still have testing required for the fully vaccinated staff. None of that makes any sense. It defies logic, reason, and common sense. So this is about you guys having the opportunity to right this wrong. Right? Look at the trends. United Airlines, major corporation, has welcomed back its unvaccinated staff. JPMorgan Chase and the financial industry, welcoming back its unvaccinated staff. Right? The trend is going one way and you are doubling down the other way by including an actual booster mandate. And there's more city employees who are refusing to comply, which is why you had several heads have to make an amendment to the health order for the booster, because it's really not going well. So make the right choice. Find courage to do the right thing. It will be okay. We'll all get through this. But the sooner you act now, the better it will be for all of you.

MR. THOMAS: Thank you. The spike protein of the SARS-CoV-2 virus, or vaccine, seems to have patents issued prior to the release or prior to its being out, which indicates that it was actually developed. There is racial specificity of the SARS-CoV-2 spike protein, and it actively repels certain races. There is evidence that this is a bioterror weapon that affects some races more than others. Because of this, the ACE2 receptor binding domain is critical in finding out whether a person will be harmed by this or not harmed by the spike protein. The spike protein was researched by a doctor named Ralph Baric at the University of North Carolina, Chapel Hill, and, as we know, was transferred to the Wuhan labs. This may be a bioterror weapon and, depending upon this firefighter's race, could harm him. The vaccine is the same spike protein. And the spike protein could harm certain races more than others, and spare certain races. It is unfair to give everyone this spike protein -- this vaccine -- that generates the bioterror weapon inside the human body without first testing them to see if they will be immune. Because that spike protein actually may trigger other damage, including T-cell damage through the gp41 spike that attacks T cells, as well as BRCA damage and p53 damage that may cause increased risk of cancers. The documentation from Pfizer now out to the FDA shows that this is -- that they have been

UNIDENTIFIED SPEAKER: So I also don't know brother Michael Kricken personally, but I wish to speak on his behalf and on behalf of all of those who uphold freedom of medical choice. I'm asking this Fire Commission to please make informed decisions to protect the livelihoods of our public service workers so that we can continue to protect our communities. Firefighters are

trained to navigate and mitigate risk. We utilize this training to make informed, autonomous risk assessments every day for our personal health and safety and the health and safety of others. Trust the training and allow our brother to continue to make informed decisions according to his personal beliefs without threat of termination. San Francisco Fire Department upholds, in its mission statement, intent to, quote, provide a work environment that is free from harassment and discrimination and values health, wellness, cultural diversity, and equity. The fact that we are calling into question brother Michael Kricken's ability to keep his position, let's force him to vaccinate, is a blatant display of harassment, discrimination, and inequity, and has no place in your work environment, according to your own mission statement. Thank you.

UNIDENTIFIED SPEAKER: Good morning. I'm not going to touch more on the science or the legal matters of what's going on here with Kricken and the other firefighters that you are terminating. I would just like to say, as far as the safety of the City of San Francisco goes, terminating experienced employees for such an invalid reason is a real shame. Firefighting is a job that is heavily dependent on learning through experience and the experience of those that come before you. In forcing these people out, either through early retirement or by firing them, it severs that link, and the firefighters coming in after them don't have the opportunity to learn the right way to do this job and to learn from experiences that someone like Firefighter Kricken has had and he learned from the people before him. So when it comes to the safety of the city, I think you are doing a huge disservice on the firefighting side by forcing these people out, and with that taking all their knowledge and experience and preventing it from being passed on. Thank you.

MS. WEAVER: I'm just commenting as a concerned citizen. I know that last summer when the CDC stopped tracking unvaccinated breakthrough cases, I became concerned. I'm not sure why you would stop tracking unvaccinated breakthrough cases, because that data is information that should be used to make decisions. So that, last summer, made me concerned. I would also like to say that when something is used under an emergency use, it doesn't seem like that should be mandated. That's - you know, there's some ethical things going on there. If it's an emergency use, you cannot mandate it. You can suggest it but not mandate it. I know transmission has not stopped, so, again, why mandate it when transmission has not stopped? I would also like to say that censorship, when doctors are censored for - doctors and people are censored for stating their concerns, everyone should be worried. Censorship is not okay. And you are a committee that the public is trusting you to know all of this information and to make the best decisions for everyone and thinking of everything that I have just said to you. Please consider that the public is trusting you. And that's all I would like to say.

MS. TAYLOR: Thank you. I would just like to implore the commission to use logic and go up against the policies that are clearly not working. I think that the gentleman that's up for termination and everyone else - it doesn't make any sense when we are going to have a rally because we have a staff shortage. I think that the terminations are putting the public at risk. And you are throwing away our tax dollars. We should be able to work without being forced to get something in our bodies that has nothing to do with our jobs. Clearly, the science has not worked and I'm just -- please, stand up against the policies that are not working. If you have the power, utilize it. Why should this person that, you know, worked hard and jumped through all the hoops that he needed to jump through to work and be proud as a city employee, why should he just be thrown away? You should reinstate all of the firefighters who put their lives on the line during COVID and even before. So, please, again, stand up if you can. Stand up. Thank you.

MS. LIRA: Thank you. My father is a current firefighter in San Francisco and during the pandemic, before the mask and vaccine mandates, my father was risking his life to respond to your family and friends who live in the city. I'm asking you to change your decision that you most likely have already made to stop the firing of these respective firefighters in our community. Thank you.

UNIDENTIFIED SPEAKER: Okay. Thank you. Listening to the previous callers is something that kind of - you know, make me some - or do a little research here. And I looked up the charter for the Fire Commission. And by definition, the San Francisco Fire Commission is the policy body for the San Francisco Fire Department, and, therefore, you do have the power to change policy and make policy and rule on policy that 18 may be wrong. That's all I have to say. Thank you.

UNIDENTIFIED SPEAKER: Thank you. I would like to comment on the fact that, number one, I have been a firefighter in the San Francisco Bay area for seven years. EMS fire. All of you people making these decisions sat in offices while we were out there dealing with stuff that was unknown. Captain Kricken went out and served the citizens of San Francisco without care, you know, to what would happen to him and his family. I had a child during the pandemic, and I had to worry about bringing that home every day, while you people making decisions sat in offices. So reconsider your decision because these are the people that stood up for your city and fought for what was right.

B. Votes on Closed Session

Member requested an open session.

1. Whether to hold the hearing on the verified complaint in closed session [Action]
2. Whether to conduct deliberations in closed session [Action]

Commissioner Morgan Moved to hold deliberations in closed session. Vice President Nakajo Seconded. The motion was approved unanimously.

Convened in closed session at 4:08 p.m.

Also in closed session was Deputy City Attorney Brad Russi and Fire Commission Secretary Maureen Conefrey.

C. Hearing and Deliberations

1. Hearing on verified complaint (in open or closed session, per the Commission's vote)
2. Deliberations and possible action on charges (in open or closed session, per the Commission's vote) [Discussion and Possible Action]

Vice President Nakajo moved to find the Department proved by a preponderance of the evidence that member failed to comply with the City Health Order and the Department General Order and to uphold the Chief's recommendation for a non-disciplinary separation. Commissioner Morgan Seconded. The Motion was unanimously approved. (Ayes: Feinstein, Nakajo, Morgan)

D. If Closed Session is held, reconvene in Open Session

Reconvened in open session at 4:36 p.m.

1. Report on any action taken in Closed Session as specified in California Government Code Section 54957.1(a)(5) and San Francisco Administrative Code section 67.12(b)(4).
2. Vote to elect whether to disclose any or all discussions held in Closed Session, as specified in San Francisco Administrative Code Section 67.12(a). **[Action Item]**

Commissioner Morgan moved to not disclose discussion held in Closed Session. President Feinstein Seconded. The motion was unanimous.

3. ADJOURNMENT: President Feinstein adjourned the meeting at 4:38 p.m.

**FIRE COMMISSION REGULAR MEETING
DRAFT MINUTES**

**Wednesday, March 23, 2022 – 5:00 p.m.
This meeting was held remotely on WebEx**

The Video can be viewed by clicking this link:
https://sanfrancisco.granicus.com/MediaPlayer.php?view_id=180&clip_id=40861

Vice President Nakajo called the meeting to order at 5:02 p.m.

1. ROLL CALL

Commission President	Katherine Feinstein	Excused
Vice President	Stephen Nakajo	Present
Commissioner	Francee Covington	Present
Commissioner	Ken Cleaveland	Present
Commissioner	Armie Morgan	Present
Chief of Department	Jeanine Nicholson	Present.
Robert Postel	Deputy Chief -- Operations	
Thomas O'Connor	Deputy Chief --Administration	
Sandy Tong	EMS	
David Brown	Airport Division	
Ken Cofflin	Bureau of Fire Prevention	
Shayne Kaialoa	Division of Training	
Ramon Serrano	Support Services	
Erica Arteseros	Homeland Security	
Brice Peoples	Diversity, Equity & Inclusion	
Simon Pang	Community Paramedicine	
Staff		
Mark Corso	Deputy Director of Finance	

President Feinstein read the Ramaytush Ohlone Land Acknowledgement.

2. RESOLUTION 2022-06 [Discussion and possible action]

Resolution making findings to allow teleconferenced meetings under California Government Code Section 54953(e)

Commissioner Covington Moved to adopt the Resolution. Commissioner Morgan Seconded. The motion was unanimous.

There was no public comment.

3. PUBLIC COMMENT

There was no public comment.

4. APPROVAL OF THE MINUTES [Discussion and possible action]

Discussion and possible action to approve meeting minutes.

- Minutes from Special Meeting on February 22, 2022, at 11:00.

Commissioner Morgan Moved to approve the minutes and President Feinstein Seconded. The motion was unanimous.

- Minutes from Regular Meeting on March 9, 2022.

President Feinstein Moved to approve the minutes and Commissioner Morgan Seconded. The motion was unanimous.

There was no public comment.

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 January 12, 2022, including budget, academies, special events, communications, and outreach to other government agencies and the public.

Chief Nicholson reported on activities since the last meeting. She touched on events that she attended during the reporting period, including the Mayor's State of the City address, the opening of Station 35, the St. Patrick's Day Parade, the Women's History Month City leaders photograph in the rotunda at City and a video shoot with the Warriors for a piece on women's empowerment. She acknowledged SFGOV TV for their collaboration in facilitating three snapshot videos showcasing three of the Department's amazing women leaders, Assistant Deputy Chief Sandy Tong, Assistant Deputy Chief Erica Arteseros Brown, and Section Chief April Sloan. She stated that she has met with candidates for their 9910 program, which they developed in concert with the Human Rights Commission, Office of Economic and Workforce Development, and a nonprofit, the City EMT program, which brings at-risk youth into an EMT program with wrap-around services such as trauma counseling, health and hygiene, and academic help. She added that at the end, they have an opportunity to take a test and pass the national registry to get their EMT license and they interview some of them to participate in the 9910 program, in which is they get to ride along on an ambulance to get their 500 hours on an ambulance as that is what is needed to enter the EMS portion of the Department as a permanent employee. She announced that she met with 10 candidates last week and she offered all of them an internship with the Department. She provided an update on the COVID-19 numbers within the Department. She mentioned that Assembly Bill 2607, which was sponsored by Assemblymember Phil Ting passed and it now goes before the Assembly Appropriations Committee before it goes to the full Assembly and then to the Governor, which will allow the purchase of land from the Port for the future training center. She announced that the supplemental budget request passed for over 14 million dollars at the Board of Supervisors yesterday.

Commissioner Morgan confirmed that the photo shoot with the Warriors will be at a game towards the end of the month.

Commissioner Covington thanked everyone who worked on the Station 35 project as she knows it was very challenging and she expressed how wonderful it was to celebrate the opening of the gorgeous facility. She acknowledged the 10 young members that are going through the process of completing their 500 hours and being on the path to success in their lives. She also acknowledged the fourteen million additional dollars that will cover overages for the Department as well as she gave a shout-out to Assemblyman Ting for his support of the new training facility.

Vice President Nakajo also commented on how wonderful the fireboat station ceremony was and acknowledged the Port Commission, Port Department, and the Department of Real Estate. He also congratulated the Chief on the 9910-program City EMTs; the 14 million budget supplement and the representation by the Commission at the Earl Gage ceremony.

There was no public comment.

REPORT FROM ADMINISTRATION, DEPUTY CHIEF TOM O'CONNOR

Report on the Administrative Divisions, Fleet and Facility status and updates, Finance, Support Services, and Training within the Department.

Chief O'Connor presented his February administration report. He touched on Homeland Security which had a busy month planning the emergency event plan for the Chinese New Year 2022 parade. He added that the SFFD welcomed K-9s Marley and Sadie into the Department at a press conference at Station 4. He stated that the office of Diversity, Equity, and Inclusion was hard at work with outreach and recruitment. Chief O'Connor played a video of women in the SFFD throwing the 50-foot ladder up. He also touched on the Health, Safety, and Wellness Division; the Physician's Office; Investigative Services Bureau; and Support Services. He mentioned that the United Fire Service Women were at the Chase Center unfurling the flag and that Chief Nicholson went for a ride along with the Street Wellness Team to see how they're reaching out and trying to solve the problems of the more challenged members of San Francisco. He concluded by stating they had a great event with the San Francisco Rotary Club, which honored Emergency Services Day, and that Lt. Brook Mancinelli and Rescue Captain Beth Goudreau received honors for heroism in the line of duty at that event.

Commissioner Morgan confirmed that back injuries are preponderant of work-related injuries. He also confirmed that Station 14 is having its HVAC unit replaced.

Commissioner Covington thanked Chief O'Connor for his report and stated she enjoyed seeing the video of the 50-foot ladder throw and she added how wonderful it is to see all of the members of the Department being celebrated for the hard work that they do and that hopefully, they are inspiring young people to look seriously at the possibility of being of service as a firefighter or paramedic. She also thought it was very good to see him at the commemoration of the Earl Gage installation of art which was put on by the Black Firefighters Association and held at Rosa Parks School where they dedicated the mural and former President Sherman Tillman spoke about the historical significance of Chief Gage.

Vice President Nakajo thanked Chief O'Connor for his comprehensive report. He confirmed with Chief Serrano of Support Services that the old Station 49 (Evans Street) is where Community Paramedicine will be dispatched and is housed at. Chief Serrano added that they are going through some renovations and tenant and capital improvements to the building, such as painting, carpeting, electrical work, and HVAC work. He also confirmed that the clothing depot will remain at Evans Street. Vice President Nakajo also confirmed that at the new Station 49, they are at capacity.

President Feinstein confirmed that the Department is doing well in getting the members boosted with their third vaccine. She also mentioned that she had the opportunity to see in person these ladder lifts and it educated her as to their tradition. She commended the team from the Fire Department that struggled through so many challenges that were unforeseen at the construction of the new floating Station 35 and acknowledged Chief Dawn Dewitt for the wonderful job she did navigating through some choppy waters.

There was no public comment.

6. AMENDMENTS TO THE FIRE CODE *[Discussion and possible action]*

Discussion and possible action to approve amendments to the San Francisco Fire Code to require automatic sprinkler systems in existing high-rise residential buildings.

Fire Marshal Cofflin explained in detail the amendments to the fire code on the existing high-rise sprinkler ordinance that will go before the Board of Supervisors and sponsored by Supervisor Peskin. He explained the amendments in detail and recommended that the Fire Commission support the amendments as put forward by Supervisor Peskin's legislation for the safety of the city's residents, guests, and firefighters.

Commissioner Morgan Moved to recommend that the Board of Supervisors approve the amendments to the Fire Code. Commissioner Covington Seconded. The motion was unanimously approved.

There was no public comment.

7. AGENDA FOR NEXT AND FUTURE FIRE COMMISSION MEETINGS

[Discussion]

Discussion regarding agenda for next and future Fire Commission meetings.

- Update from Guardians of the City

There was no public comment.

8. ADJOURNMENT President Feinstein adjourned the meeting at 6:14 p.m.

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Wednesday, March 23, 2022 8:44 AM
Subject: General Order 22 A-30, Airport Basic ARFF Training & Live Burn
Attachments: SFFD San Francisco International Airport Policy - Revised 8-31-21.pdf

SAN FRANCISCO FIRE DEPARTMENT GENERAL ORDER

File Code 22 A-30
March 23, 2022

From: Chief of Department
To: Distribution List "A"
Subject: Airport Basic ARFF Training & Live Burn
Reference: Rules & Regulations, Section 402
Enclosure: SFFD San Francisco International Airport Policy – August 31, 2021

Officer Endorsement:

Section 1108 R. & R. _____

- 1) Members interested in reassignment to the Airport Division must submit a General Form addressed to the Deputy Chief of Operations by close of business on Friday, April 8, 2022.
- 2) The list of applicants will be sorted by seniority before selection for assignment to the Airport Division.
- 3) Minimum Qualifications to request participation in the upcoming Basic ARFF class and Live Burn:
 - Minimum three (3) years of service in the SFFD
 - Members in good standing with no discipline pending
 - See SFFD SFIA Policy, Section V. Minimum Qualifications
- 4) Class schedule:
 - Live Burn
 - May 23rd 0800-1700
 - Basic ARFF class
 - May 24th – 27th 0800-1700
 - Members must attend all five (5) days
- 5) As required by the MOU Section V Paragraph B.5, members who volunteered for assignment to the Airport shall remain assigned to the Airport for a minimum of two (2) years, absent extenuating circumstances.
- 6) Airport Division volunteers are permitted to leave the Airport before concluding their two (2) year commitment to pursue promotional opportunities.

- 7) A member assigned to the Airport Division involuntarily will be reassigned before two (2) years.
- 8) The Airport Division is now offering further training incentives:
- Upon completing the 40-hour ARFF basic course and Live Burn training, volunteers will be reassigned to the Airport Division.
 - Members reassigned to the Airport Division will initially receive specialized training to meet FAA regulations. They will receive comprehensive training on aircraft firefighting and rescue operations, aircraft and airport familiarization, and other specialized training programs during their first year.
 - After their first year, and upon completing ARFF training, members will be given the opportunity to enroll in hazmat, confined space, boat driver, LARRO, bay rescue, trench rescue, and high angle rescue courses at no cost to the member.
 - The Airport Division is seeking highly motivated firefighters to become members of our specialized team. Therefore, we are investing in our members training and development.
- 9) Questions regarding this General Order should be directed to the Airport Division Administration at (650) 821-4600.

Jeanine R. Nicholson
Chief of Department

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Thursday, March 24, 2022 3:53 PM
Subject: General Order 22 A-31, Training Bulletins 22-02 and 22-03 - Standardized Engine and Truck Company Operations
Attachments: 22 A-31 Enclosure A_Training Bulletin 22-02 Standardized Engine Company Operations.pdf; 22 A-31 Enclosure B_Training Bulletin 22-03 Standardized Truck Company Operations.pdf; 22 A-31 Enclosure C_SFFD Training Bulletin Index.pdf

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 22 A-31
March 24, 2022

From: Chief of Department
To: Distribution List "A"
Subject: Training Bulletins 22-02 and 22-03 – Standardized Engine and Truck Company Operations
Reference: Rules and Regulations, Section 402
Enclosure: Enclosure "A" Training Bulletin 22-02 Standardized Engine Company Operations
Enclosure "B" Training Bulletin 22-03 Standardized Truck Company Operations
Enclosure "C" Training Bulletin Index

Officer Endorsement:
Section 1108 – R. & R. _____

1. The San Francisco Fire Department has utilized standardized procedures since its inception, and they are the foundation of every professional fire organization.
2. Senior, tenured Captains, and Chief Officers developed the Standardized Engine and Truck Company Training Bulletins to ensure our Department Mission objectives are achieved and consistency is maintained across all Divisions and Battalions.
3. Training Bulletin 22-02 Standardized Engine Company Operations (Enclosure "A") and Training Bulletin 22-03 Standardized Truck Company Operations (Enclosure "B") are effective immediately.
4. Company Officers are to insert Training Bulletin 22-02 and Training Bulletin 22-03, and the updated Training Bulletin Index (Enclosure "C") into the Station Training Bulletin binder.
5. Any questions or concerns regarding these Training Bulletins may be directed to the Division of Training at (415) 970-2000.

Jeanine R. Nicholson
Chief of Department

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Monday, March 28, 2022 9:11 AM
Subject: General Order 22 A-32, H-33 Captain – Emergency Medical Services Application Filing
Attachments: 22 A-32_H-33 Captain - Emergency Medical Services Job Announcement.pdf

SAN FRANCISCO FIRE DEPARTMENT GENERAL ORDER

File Code 22 A-32
March 28, 2022

From: Chief of Department
To: Distribution List “A”
Subject: H-33 Captain – Emergency Medical Services Application Filing
Reference: Rules and Regulations, Section 402
Enclosures: H-33 Captain – Emergency Medical Services Job Announcement

Officer Endorsement:
Section 1109 - R. & R. _____

1. The application process for the H-33 Captain – Emergency Medical Services position is now open. Applications are being accepted through an online process only.
 - Visit <https://careers.smartrecruiters.com/CityAndCountyOfSanFrancisco1/> and begin the application process.
 - The direct link to the H-33 Captain – Emergency Medical Services job announcement is: <https://smrtr.io/8ykS8>
 - Select the “I’m Interested” button and follow instructions on the screen
2. Applicants may be contacted by email about this recruitment and, therefore, it is their responsibility to ensure that their registered email address is accurate and kept up to date. Also, applicants must ensure that email from CCSF is not blocked on their computer by a spam filter. To prevent blocking, applicants should set up their email to accept CCSF mail from the following addresses @sfgov.org and @smartrecruiters.com.
3. Applicants will receive a confirmation email that their online application has been received in response to every announcement for which they file. Applicants should retain this confirmation email for their records. **Failure to receive this email means that the online application was not submitted or received.**
4. The Department of Human Resources office is currently closed to the general public. If you have any questions regarding this application process, please contact the Human Resources Analyst listed on the job announcement.
5. A completed application must be submitted online by **5:00 PM on Monday, April 11 2022. Failure to submit the completed application online by 5:00 PM on April 11, 2022, will result in exclusion from the examination process.**

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 22 A-33
March 29, 2022

From: Chief of Department
To: Distribution List "A"
Subject: Cal OES Type 6 Engine Driver Training
Reference: Rules & Regulations, Section 402
Enclosure: None

Officer Endorsement:
Section 1108 – R. & R. _____

1. The Department is offering a 16-hour Cal OES Type 6 Engine Driver course.
2. This course is open to members from the ranks of H-2 who have completed probation, H-3 Level III, H-10, H20 and H30. Applicants are required to possess a current SFFD Red Card. Previous Wildland deployment experience is highly desirable.
3. Successful completion of this class is a requirement of Cal OES to operate these vehicles. Members who successfully complete the required engine driver training course will be issued a course completion certificate.
4. Type 6 Engine Driver Training is a two-day course, offered in two sessions.

Session 1 will be April 18, 19 & 20, 2022

- Day 1, April 18th, consists of classroom and outdoor orientation exercises followed by a written test.
- Day 2 is April 19th and 20th, held at Metcalf OHV Park in San Jose. You will be assigned an off-road driver session on either April 19th or 20th. In this manner we maximize individual driver training.

Session 2 will be April 25, 26 & 27, 2022

- Class structure will be conducted exactly as the first session. Classroom, April 25th, and driver portions on April 26th & 27th.
5. Members must attend each portion of the class and successfully complete the practical skills, off-road driver course, a skills test, and the written test to receive the course completion certificate. Members who have successfully completed the one-day classroom and apparatus orientation should sign up for the driver portion only.

6. Interested members shall sign up via the "Appointments" tab on the Fire Station Application. The Appointments tab is located to the right of the calendar on the home page.
 - Log into the Home page
 - Click "Appointments"
 - Click "Add"
 - Select the location of the training: Division of Training
 - Select Appointment Type: Type 6 Off Road Driver
 - Select the date desired for attendance (you will only be selecting the first date of the course but must attend for two days)
 - Click on 'Create'
 - A members' status will initially be shown as "enrolled." Once selected to attend the course, the status will change to "currently attending."

7. **Members may only attend this training while off- duty. The deadline to sign up is 1200 hours on Monday, April 11, 2022.**

Jeanine R. Nicholson
Chief of Department

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Thursday, March 31, 2022 11:00 AM
Subject: General Order 22 A-34, H-39 Captain, In-Service Training Captain Position

SAN FRANCISCO FIRE DEPARTMENT GENERAL ORDER

File Code 22 A-34
March 31, 2022

From: Chief of Department
To: Distribution List "A"
Subject: H-39 Captain, In-Service Training Captain Position
Reference: Rules and Regulations, Section 402
Enclosures: None

Officer Endorsement:

Section 1108 – R. & R. _____

1. The Department is advertising for the position of H-39 In-Service Training Captain at the Division of Training. This position reports to the Director of Training.
2. Duties and responsibilities include, but are not limited to, the following:
 - Plan, develop, implement, and coordinate training of in-service companies and units
 - Design and develop specialized workshops, seminars, and training programs for Department members
 - Creation, preparation, revision, and/or maintenance of appropriate training materials including Department training manuals, lesson plans, training bulletins, brochures, and forms
 - Design and development of performance evaluations systems, forms, and procedures
 - Research, compile and produce appropriate training systems, literature and material
 - Prepare and present classroom lectures
 - Manage the return-to-duty program
 - Manage the Treasure Island Training Facility
 - Identify and assess current and future training needs of the Department
 - Meet regularly with appropriate management staff to develop goals and objectives; report performance and discuss assigned areas of responsibility
 - Participate in special projects as assigned: develop proposals, budgets, timelines and action plans
 - Apply Departmental policies in consistent and uniform manner
 - Identify and assess training needs in the Operations Division by evaluating modules, post incident reports and discussing operations with Company and Chief Officers
 - Participate in the development of performance standards
 - Act as a liaison with outside departments for training related issues
 - Serve as a Department Safety Officer
3. Desired Skills:

- Comprehensive working knowledge of all aspects of field operations
 - Commitment to and enthusiasm for training
 - Familiarity with common software applications
 - Excellent organizational, interpersonal and written communication skills
 - Teaching experience
 - Fire Officer certification
 - CFSTES Fire Instructor 1A & 1B; Training Instructor 1A & 1B or Instructor I
 - ICS 100, 200, 300, 400
 - S-404 Safety Officer
 - Instructor of Live Fire Fixed Facilities
 - Instructor of Live Fire Acquired Structures
 - Participation in the Fire Department Operations Center (FDOC) Incident Management Team
4. Application Process: Provisions stated in G.O. 00 A-08 apply to this position. All Permanent Captains and members who are on the active H-30 Captain's eligible list should submit a General Form **and** an updated Personal Qualification Form (PQF) to the **Director of Training** prior to close of business on **Friday, April 15, 2022.**

Jeannine R. Nicholson
Chief of Department

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Thursday, March 31, 2022 3:13 PM
Subject: General Order 22 A-35, Lieutenant's Academy
Attachments: 22 A-35 Attachment A LT Academy Attendance List.pdf

SAN FRANCISCO FIRE DEPARTMENT GENERAL ORDER

File 22 A-35
March 31, 2022

From: Chief of Department
To: Distribution List "A"
Subject: Lieutenant's Academy
Reference: Rules & Regulations, Section 402
Enclosure: Attachment "A"- 2022 LT Academy Attendance List

Officer Endorsement:
Section 1108 - R. & R. _____ -

1. Two **mandatory** five-day sessions of the 2022 Lieutenant's Academy are scheduled as follows:
 - a. Session 01: April 25 - 29, 2022
 - b. Session 02: May 9 - 13, 2022
2. Firefighters on the current H-20 promotional list, Lieutenants currently on Probation, and Permanent Lieutenants who have not attended a previous academy shall attend this class as shown in Attachment "A" - 2022 LT Academy Attendance List.
3. Members who attend on an off-duty status will be compensated per the MOU.
4. Sessions will begin promptly at 0830 hours and conclude at 1700 hours at the Division of Training, 19th Street facility.
5. Members shall wear their Class B Uniform and are reminded to bring a bag lunch since this is an all-day training module.
6. Any member with a conflict must submit a General Form, through the chain of command, to AC Pat Rabbitt (D3), detailing their requests. AC Rabbitt will handle these requests on a case-by-case basis.
7. Direct any questions relating to this General Order to AC Pat Rabbitt (D3) at (415) 558-3207.

Jeanine R. Nicholson

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Thursday, March 31, 2022 3:54 PM
Subject: General Order 22 A-36, Revised SFFD San Francisco International Airport Policy
Attachments: 22 A-36 Attachment A_SFFD San Francisco International Airport Policy - Revised 3-31-22.pdf

SAN FRANCISCO FIRE DEPARTMENT GENERAL ORDER

File Code 22 A-36
March 31, 2022

From: Chief of Department
To: Distribution List "A"
Subject: Revised SFFD San Francisco International Airport Policy
Reference: Rules & Regulations, Sec. 402
Enclosure: Attachment "A" – Revised - SFFD San Francisco International Airport Policy – March 31, 2022

Officer Endorsement:

Section 1108 – R. & R. _____

1. SFFD San Francisco International Airport Policy was issued on August 2, 2021 through GO 21 A-63.
2. The following revisions have been made to the Policy: Section V-1, Line (i) has been revised to read: "Live-Burn Drills. (H33 – Rescue Captain Not Required to Participate In Live Fire Training)". Section V-3, Line (a) under H33 – Rescue Captain has been revised to read: "Permanent rank of H33 EMS Captain. Section V-3, H3L2/3 – Bike Medic and Line (a) have been revised to read: "H3L2 – Bike Medic, (a) H03 Bike Medics may come from the rank of H3L2 Paramedic". Appendix B, Airport Bike Medics SFO3/SFO4 has been revised to read: "EMTP". Appendix D, Airfield Map has been updated.
3. The entire revised SFFD San Francisco International Airport Policy – March 31, 2022, can be viewed on SharePoint in the Document Library under Policies and Administration.
4. All members shall familiarize themselves with the contents of this Policy. Chief and Company Officers shall ensure that all members under their supervision review this Policy.
5. The SFFD San Francisco International Airport Policy – March 31, 2022 is effective immediately and replaces the previous Policy included with GO 21 A-63.

Jeanine R. Nicholson
Chief of Department

Conefrey, Maureen (FIR)

From: Aguas-Aclan, Kathy (FIR)
Sent: Tuesday, April 5, 2022 10:04 AM
Subject: General Order 22 A-37, Company Based Modular Training Module 4 – Surf Rescue Initial Certification/Surf ICS Course

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 22 A-37
April 5, 2022

From: Chief of Department
To: Distribution List “A”
Subject: Company Based Modular Training Module 4 – Surf Rescue Initial Certification /Surf ICS Course
Reference: Rules & Regulations, Sec. 402
Enclosure: None

Officer Endorsement:
Section 1108 – R. & R. _____

1. All members who are interested in bidding into a designated Surf Rescue Company are required to participate in, and successfully complete, the SFFD Surf Rescue Swimmer Course. Surf Rescue Stations/Companies are: 14, 16, 18, 19, 23, 34, 35, 51, RS1, and RS2. **Members must be SFFD Surf Rescue certified prior to bidding into Surf Rescue Companies during the 2022 Vacancy Bid.**
2. There will be two (2) five-day Surf Rescue courses offered, May 2-6 and May 16-20, 2022. Class will be held from 0830 to 1330 hours each day with 24 spots available for each class. Attendance is mandatory for the full five days of the course.
3. Priority in selecting members for the Surf Rescue certification class will be as follows:
 - Permanent Members of Surf Rescue Companies who were unsuccessful in the one-day Recertification class
 - Permanent Members of Surf Rescue Companies who do not have the Surf Rescue Swimmer Course
 - All other members by rank and seniority
4. A qualifying swim will be held at 0830 hours on the first day of each course at the Koret Center Pool, University of San Francisco, located at Turk and Parker Streets. Street parking is available, or a parking permit may be purchased at the Lone Mountain campus security kiosk.
5. Members must complete a 500-yard swim within 12 minutes without stopping. Any member who is unable to complete the swim in the allotted time will not be permitted to continue the course.
6. **Officers who are permanently assigned to E16, T16, E23, E34, E35, RS1 and RS2 must be SFFD Surf Rescue certified prior to vacancy bidding.**

7. Officers who are permanently assigned to Fire Stations 14, 18, 19, and 51 are strongly encouraged to complete the five-day Surf Rescue course. These Officers are required to, at minimum, attend a one-day Surf Rescue ICS Course. This course will be held May 6 and May 20, 2022, at Ocean Beach (Stairwell 15) from 0830 to 1330 hours. Officers must be Surf Rescue certified or ICS Surf Rescue certified prior to bidding into these Companies during the 2022 Vacancy Bid.
8. Interested members are to sign up via the “Appointments” tab on the Fire Station Application. This tab is located to the right of the calendar on the home page.
 - Go to the Home page
 - Click “Appointments”
 - Click “Add”
 - Select the location of the training: Alternative Location
 - Select Appointment Type: Surf Rescue Course 2022/Surf ICS Course 2022
 - Select the date desired for attendance (for the five-day course you will only be selecting the first date of the course but must attend all five days)
 - Click on “Create”

A members’ status will initially be shown as “enrolled”. Once selected to attend the course, the status will change to “currently attending”.
9. Members may only attend this training while working a regular day (REG), mandatory WDO, or trade (TRW) if the trade was entered prior to the date of this General Order. Compensation will not be paid to members attending class in an off-duty status. The deadline to sign up is 1200 hours on the following dates:
 - Surf Course May 2-6, 2022—Deadline: Wednesday, April 27, 2022
 - ICS Surf Course May 6, 2022—Deadline: Monday, May 2, 2022
 - Surf Course May 16-20, 2022—Deadline: Wednesday, May 11, 2022
 - ICS Surf Course May 20, 2022—Deadline: Monday, May 16, 2022
10. Class attendance acceptance notifications will be distributed via Outlook and serve as detail notice.
11. Questions regarding this General Order should be referred to Battalion Chief Robert Styles (Battalion 7) at robert.styles@sfgov.org or Firefighter Daniel Murphy (Truck 5) at daniel.murphy@sfgov.org.

Jeanine R. Nicholson
Chief of Department

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Tuesday, April 5, 2022 1:18 PM
Subject: General Order 22 A-38, H-16 Technical Recruit Training Specialist Position

SAN FRANCISCO FIRE DEPARTMENT GENERAL ORDER

File Code 22 A-38
April 5, 2022

From: Chief of Department
To: Distribution List "A"
Subject: H-16 Technical Recruit Training Specialist Position
Reference: Rules and Regulations, Sec. 402
Enclosures: None

Officer Endorsement:

Section 1108 – R. & R. _____

1. The Department is developing an applicant pool for the position of H-16 Technical Training Specialist Position at the Division of Training. This position reports directly to the H-39 Training Captain.
2. As a member of the Director of Training's staff, the H-16 Technical Training Specialist assists in the development, organization, coordination and delivery of Department training and education programs for Academy Recruits and probationary and in-service Firefighters, and Paramedics. Plans and executes daily physical training for the recruit academy. This is a 40-hour per week position.
3. Duties and responsibilities include, but are not limited to, the following:
 - Training recruits in the State Accredited Firefighter I Recruit Academy and probationers throughout their year-long probationary period
 - Mentoring and coaching of Academy Recruits and probationers throughout their year-long probationary period
 - Assess, design, and implement a Recruit Mentoring Program
 - Assess, design, implement, and evaluate a physical fitness training program for SFFD recruits
 - Conduct and participate in daily physical fitness training with SFFD recruits
 - Training of in-service Firefighters, Firefighter/Paramedics, Companies and Units
 - Preparation and presentation of lesson plans and classroom lectures
 - Preparation, development, and implementation of driver training and safety programs
 - In addition, duties may include:
 - Participation in the development of performance standards
 - Managing special projects as assigned: develop proposals, timelines, and action plans
4. Minimum Requirements:
 - One of the following CA State Fire Marshal Instructor Certifications:
 - Fire Instructor 1A and 1B (Pre-2009), or

- Training Instructor 1A and 1B (2009-2016), or
- Instructor I (2016 – present)
- ICS 100, 200
- Familiarity with typical software applications (i.e., Microsoft Excel, Word, and PowerPoint)

5. Desired skills:

- Commitment to, and enthusiasm for, training
- Comprehensive working knowledge of all aspects of field operations
- Excellent working knowledge of SFFD tools, equipment, and apparatus, including extensive Engine and Truck experience
- Commitment to, and enthusiasm for, physical fitness
- Commitment and enthusiasm for coaching and mentoring
- Excellent organization, interpersonal, and written communication skills
- CA State Fire Marshal Certification: Firefighter I and Firefighter II
- CA State Fire Marshal Certification: Fire Control 3B
- CA State Fire Marshal Certification: Firefighter Survival
- CA State Fire Marshal Certification: LARRO
- CA State Fire Marshal Certification: Rescue Systems I
- CA State Fire Marshal Certification: Confined Space Operations
- CA State Fire Marshal Certification: Ethical Leadership in the Classroom
- Accredited Local Academy (ALA) teaching experience
- Accredited Regional Training Program (ARTP) teaching experience
- Training program development

6. Application Process: Provisions stated in G.O. 00 A-8 apply to this position. All interested H-2 Firefighters and H-3 Level III Firefighter/Paramedics should submit a General Form **and** updated Personal Qualification Form (PQF) to the **Director of Training** by close of business on Friday, April 15, 2022. Candidates will be selected to interview for the position after all applicants are evaluated.

7. This General Order shall be rescinded on 12/31/22.

Jeanine R. Nicholson
Chief of Department

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Tuesday, April 5, 2022 1:22 PM
Subject: General Order 22 A-39, H-28 Training Officer Position

SAN FRANCISCO FIRE DEPARTMENT GENERAL ORDER

File Code 22 A-39
April 5, 2022

From: Chief of Department
To: Distribution List "A"
Subject: H-28 Training Officer Position
Reference: Rules and Regulations, Sec. 23
Enclosures: None

Officer Endorsement:
Section 1108 – R. & R. _____

1. The Department is advertising for the position of H-28 Training Lieutenant at the Division of Training. This position reports directly to the H-39 Recruit Training Captain.
2. As a member of the Director of Training's staff, the H-28 Training Lieutenant assists in developing, organizing, coordinating, and delivering Department training, education, and evaluation programs for probationary and in-service Firefighters, Paramedics, and Officers. This is a 40-hour per week position.
3. Duties and responsibilities include, but are not limited to, the following:
 - Training and testing SFFD recruits in the State Accredited Firefighter I Recruit Academy and probationers throughout their year-long probationary period
 - Conduct and participate in daily physical fitness training with SFFD recruits
 - Training and testing of in-service Firefighters, Firefighter/Paramedics, Officers, Companies and Units
 - Design and development of performance evaluations systems, forms, and procedures; revision and maintenance of department training manuals, lesson plans, training bulletins, brochures, and forms
 - Preparation and presentation of lesson plans and classroom lectures
 - Preparation, development, and implementation of driver training and safety programs
 - In addition, duties may include:
 - Manage training and testing of SFFD probationers
 - Maintain training records and performance evaluations for probationary members
 - Participate in the development of performance standards
 - Prepare, develop, and implement officer academies
 - Manage the return-to-duty program
 - Manage special projects as assigned: develop proposals, budgets, timelines, and action plans
4. Minimum Requirements:
 - One of the following CA State Fire Marshal Instructor Certifications:

- Fire Instructor 1A and 1B (Pre-2009), or
- Training Instructor 1A and 1B (2009-2016), or
- Instructor I (2016 – present)
- ICS 100, 200, and 300
- Familiarity with typical software applications (i.e., Microsoft Excel, Word, and PowerPoint)

5. Desired Skills:

- CA State Fire Marshal Certification: Firefighter I and Firefighter II
- CA State Fire Marshal Certification: Ethical Leadership in the Classroom
- Firefighter I Lead Evaluator
- Firefighter I Skills Evaluator
- Firefighter II Lead Evaluator
- Firefighter II Skills Evaluator
- Comprehensive working knowledge of all aspects of field operations
- Commitment to, and enthusiasm for, training
- Excellent organization, interpersonal, and written communication skills
- Teaching experience
- Training program development
- Fire Officer I certification
- LARRO
- Rescue Systems I
- Confined Space Operations
- Fire Control 3B
- Live Fire Instructor
- Firefighter Survival

6. Application Process: Provisions stated in G.O. 00 A-08 apply to this position. All Permanent Lieutenants and members who are on the H-20 Lieutenant's eligible list should submit a General Form **and** updated Personal Qualification Form (PQF) to the **Director of Training** prior to close of business on Friday, April 15, 2022.

7. This General Order shall be rescinded on 12/31/22.

Jeanine R. Nicholson
Chief of Department

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Thursday, April 7, 2022 8:32 AM
Subject: General Order 22 A-40, Strike Team Leader Refresher Course

SAN FRANCISCO FIRE DEPARTMENT GENERAL ORDER

File Code 22 A-40
April 7, 2022

From: Chief of Department
To: Distribution List "A"
Subject: Strike Team Leader Refresher Course
Reference: Rules & Regulations, Section 402
Enclosure: None

Officer Endorsement:
Section 1108 - R. & R. _____

1. The Department is offering a one-day Strike Team Leader Refresher course on Thursday, April 21, 2022. This refresher course is for certified Strike Team Leaders or Strike Team Leader Trainees who have successfully completed the National Wildfire Coordinating Group (NWCG) classes S-130, S-131, S-190, S-290, S-219, S-330 or S-334, **AND** the 2022 Annual Wildland Training Refresher Course. Engine Officers who wish to be deployed this fire season are strongly encouraged to attend this course. New documentation procedures will be covered in detail.
2. This course will be held from 0830-1700 hours at the Division of Training, 19th and Folsom. Members are reminded to make lunch arrangements prior to attending class.
3. Interested members are to sign up via the "Appointments" tab on the Fire Station Application. This tab is located to the right of the calendar on the home page.
 - Go to the Home page
 - Click "Appointments"
 - Click "Add"
 - Select the location of the training: Division of Training
 - Select Appointment Type: Strike Team Leader Refresher
 - Select April 21, 2022
 - Click on "Create"

A members' status will initially be shown as "enrolled". Once selected to attend the course, the status will change to "currently attending". Class acceptance notifications will be distributed via Outlook.
4. Members may attend this training in an off-duty status only and compensation will not be paid. The deadline to sign up is Monday, April 18, 2022, at 1200 hours.
5. Any questions relating to this General Order should be directed to the Division of Training at (415) 970-2000.

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Thursday, April 7, 2022 8:36 AM
Subject: General Order 22 A-41, Strike Team Leader S-330 All Hazard Training Class

SAN FRANCISCO FIRE DEPARTMENT GENERAL ORDER

File Code 22 A-41
April 7, 2022

From: Chief of Department
To: Distribution List "A"
Subject: Strike Team Leader S-330 All Hazard Training Class
Reference: Rules & Regulations, Section 402
Enclosure: None

Officer Endorsement:
Section 1108 – R. & R. _____

1. The Department is offering a four-day Strike Team Leader course that begins Monday, May 23, 2022 and continues through Thursday, May 26, 2022.
2. In addition to this course, the following are the required courses of the California Incident Command Certification System (CICCS) for members who wish to open a strike team leader task book:
 - a. S-130/S-190 (Basic Wildland Firefighting Training)
 - b. S-131 (Wildland Firefighter Type 1)
 - c. S-231 (Engine Boss)
 - d. S-219 (Ignition Operations) (or old S-234)
 - e. S-270 (Basic Air Operations)
 - f. S-290 (Intermediate Wildland Fire Behavior)
3. Members are required to have completed their Engine Boss task book before applying for a Strike Team Leader task book.
4. Course topics include preparation, mobilization, tactics, safety, off-line duties, demobilization, and post-incident responsibilities of a Strike Team Leader.
5. Classes will be held at the Division of Training, 19th and Folsom Facility, from 0800-1700 hours each day. Members are reminded to make lunch arrangements prior to attending class.
6. There will be 30 openings for this class. **Members may attend this training in an off-duty status only and compensation will not be paid.** The deadline to sign up is 1200 hours on Wednesday, May 18, 2022. Attendance acceptance notifications will be distributed via Outlook.
7. If more than 30 members sign up, they will be selected in the following order:
 - Battalion Chiefs who are currently red card certified, by seniority

- Battalion Chiefs who are currently not red card certified, by seniority
 - Captains who are currently red card certified, by seniority
 - Lieutenants who are currently red card certified, by seniority
 - All other members by rank and seniority
8. Interested members are to sign up via the “Appointments” tab on the Fire Station Application. This tab is located to the right of the calendar on the home page.
- Go to the Home page
 - Click “Appointments”
 - Click “Add”
 - Select the location of the training: Division of Training
 - Select Appointment Type: S330 Strike Team Leader
 - Select the date desired for attendance (you will only be selecting the first date of the course but must attend all four days)
 - Click on “Create”
- A members’ status will initially be shown as “enrolled”. Once selected to attend the course, the status will change to “currently attending”.
9. Questions related to this General Order should be directed to the Division of Training at (415) 970-2000.

Jeanine R. Nicholson
Chief of Department

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Thursday, April 7, 2022 10:30 AM
Subject: General Order 22 A-42, Training Bulletin 22-4 High-Pressure Hydrant Inspection; and Training Bulletin 22-5 New Low-Pressure Hydrant Marking Standard
Attachments: 22 A-42 Enclosure A Training Bulletin 22-4 High-Pressure Hydrant Inspection.pdf; 22 A-42 Enclosure B Training Bulletin 22-5 New Low-Pressure Marking Standard.pdf; 22 A-42 Enclosure C Training Bulletin Index.pdf

SAN FRANCISCO FIRE DEPARTMENT GENERAL ORDER

File Code 22 A-42
April 7, 2022

From: Chief of Department
To: Distribution List "A"
Subject: Training Bulletin 22-4 High-Pressure Hydrant Inspection; and Training Bulletin 22-5 New Low-Pressure Hydrant Marking Standard
Reference: Rules and Regulations, Section 402
Enclosures: Enclosure "A" – Training Bulletin 22-4 High-Pressure Hydrant Inspection
Enclosure "B" – Training Bulletin 22-5 New Low-Pressure Marking Standard
Enclosure "C" – Training Bulletin Index

Officer Endorsement:
Section 1108 – R. & R. _____

1. High-pressure hydrants have been added to the monthly hydrant and cistern inspection report. These inspections will ensure the hydrants will be fully functional when needed and allow members to become proficient in their operation. (Enclosure "A")
2. The Enclosure "B" Training Bulletin contains information regarding updated markings and specialized coatings on low-pressure hydrants. This training bulletin is intended to reduce confusion revolving around markings and, specifically, out-of-service discs.
3. Training Bulletins 22-4 High-Pressure Hydrant Inspection (Enclosure "A") and 22-5 New Low-Pressure Hydrant Marking Standard (Enclosure "B") are effective immediately.
4. Company Officers shall insert Training Bulletin 22-4, Training Bulletin 22-5, and the updated Training Bulletin Index (Enclosure "C") into the Station Training Bulletin Binder.
5. Questions or concerns regarding these training bulletins may be directed to the Division of Training at (415) 970-2000.

Jeanine R. Nicholson
Chief of Department