

SAN FRANCISCO FIRE COMMISSION

Fire Commission Regular Meeting

April 27, 2022, 5:00 p.m.

City Hall, 1 Dr. Carlton B. Goodlett Place, Room 400 ■ San Francisco ■ California ■ 94102

AGENDA

In Person and Remote Meeting via video and teleconferencing (see below phone number)

This meeting is being held by WebEx pursuant to the Governor's Executive Orders and Mayoral Proclamations Declaring the Existence of a Local Emergency.

During the Coronavirus Disease (COVID-19) emergency, the Fire Commission's regular meeting room at City Hall is closed, and meetings of the Fire Commission will convene remotely.

To join the meeting, use the following link for attendees:

:

<https://ccsf.webex.com/ccsf/onstage/j.php?MTID=eea2d33ad90e6a10301217315a945f973>

Watch live at www.sfgovtv.org

Participating During Public Comment: By Phone

Public Comment Call in number is:

1-415-655-0001 and use Access Code: 2497 509 0350

Members of the public will have opportunities to participate during public comment. The public is asked to wait for the particular agenda item before making a comment on that item. Comments will be addressed in the order they are received. When the moderator announces that the Commission is taking public comment, members of the public can:

1. "Raise hand" by pressing * 3 and you will be queued.
2. Callers will hear silence when waiting for your turn to speak. Operator will unmute you.
3. When prompted, callers will have the standard three minutes to provide comment unless the President of the Commission decides to reduce the time depending on the number of callers:
 - *Ensure you are in a quiet location.*
 - *Speak clearly.*
 - *Turn off any TVs or radios around you.*

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Fire Commission Regular Meeting

April 27, 2022, 5:00 p.m.

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AGENDA

Item No.

1. ROLL CALL

President	Katherine Feinstein
Vice President	Stephen Nakajo
Commissioner	Francee Covington
Commissioner	Armie 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 2022-08 *[Discussion and possible action]*

Discussion and possible action to adopt 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 the Special Meeting on March 2, 2022.
- Minutes from the Special Meeting on March 29, 2022.
- Minutes from the Special Meeting on April 6, 2022.
- Minutes from Regular Meeting on April 13, 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 April 13, 2022, including budget, academies, special events, communications, and outreach to other government agencies and the public.

REPORT FROM ADMINISTRATION, DEPUTY CHIEF TOM O'CONNOR

Report on the Administrative Divisions, Fleet and Facility status and updates, Finance, Support Services, and Homeland Security.

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 2022-08

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, **San Francisco Fire 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**

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 **San Francisco Fire 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 27, 2022.

Ayes:

Nays

Maureen Conefrey, Fire Commission Secretary

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MINUTES OF THE FIRE COMMISSION SPECIAL MEETING
March 2, 2022 – 10:00 AM

President Feinstein called the meeting to order at 10:26 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 Lucy Carrillo-Grubbs
Member
Chief Jeanine Nicholson
Deputy City Attorney Jennifer Stoughton
Deputy City Attorney Brad Russ
Stephen Giacalone, Local 798
Fire Commission Secretary Maureen Conefrey

2. CASE NO. 2021-08: 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)]

UNIDENTIFIED MALE: Good morning, commissioners, Chief. I'd like to begin with offering my condolences to Commissioner Feinstein for her loss. I would -- I would like to -- to let everyone know that -- that's conducting this, the commissioners, that this will be your legacy. And this is what you'll be remembered for, nothing else. The public doesn't know anything else that you do. The public is very aware of what's going on here. I'm a third generation San Franciscan, very involved in the Irish community, which is a huge political force in the city. And I know that this is an honorary position. It's a ladder to other political ambitions and we will remember you. And I will make it a point to inform everyone when you -- when you strive for an elected position what you did here, what you're doing here. This won't be forgotten. And this will be your legacy, that is all

UNIDENTIFIED MALE: I would echo the previous statement. Madam Feinstein, very sorry for your loss. I'd also like to discuss a moment of gratitude for the retirees to continue

to show up and support these firefighters. They don't have to do that. They get a paycheck, but they're deeply, deeply moved by this entire situation, and they would have had an amazing career had they not. I'd also like to ask, where did the Honorable Ken Cleveland go? He seemed to have logical and unbiased questions. After asking them, he's no longer with the Commission. I would like to request in the spirit of trans- -- of transparency, one of the commissioners make a public comment as to where the Honorable Ken Cleveland went after his last commission hearing. To dovetail -- to dovetail on the topic of a commissioner who is being unbiased, these firefighters have the right to due process. Due process leads to a fair and impartial judgment. How does an impartial commissioner make a public statement that says that she wouldn't in an emergency want an unvaccinated and -- an unvaccinated firefighter to respond to her house in an emergency? How does a nonbiased commissioner take data and facts that are presented and simply make the blanket dying, and afterwards people are not."? And this was said without diving into actual evidence presented by those representing themselves in these hearings. I'm sure that the Commission understands that the chief of the Department who was fully vaccinated contracted COVID-19 and potentially spread to many of the other fully vaccinated firefighters in the Department. Yet this Commission continues to fire good competent firefighters who wish to exercise their rights. I don't believe that any firefighter here thinks that nobody should take the vaccine. People here believe that it is up to a personal decision for their medical health. To the Fire Commission, you do absolutely have the ability to take this seriously. You do absolutely have the power to challenge this to higher entities. You can spread the light to this whole country and world. Unless your mentors are tyrants, I ask that you think about your mentors and the people that you've looked up to 30 years and wonder what they would do if they were in your situation. Would they sit idly by? Would they sit idly by and watch, turn a blind eye so they can keep power, their money or maybe not just have the stress of the situation?

UNIDENTIFIED MALE: Retired firefighter, under duress, San Francisco Fire Department. I would like to first share my condolences with Commissioner -- President Commissioner Feinstein. Sorry for your loss. And I will also be praying for all of you. I would just like to make a quick statement about -- can you guys hear me because I see my screen looks frozen. Okay. A lot was said about the religious exceptions and personal choice or not. I'm a nondenominational Christian. I would suggest that all of you read chapter 14 from Romans in the Bible. I submitted that with my religious exemption request, that was denied. It speaks to how different people have different convictions. Some may meet -- some may eat meat and others may not, depending on whether or not their conscience allows them to do one or the other. So, our conscience did not allow us to take the shot for various reasons, some religious and some scientific. We couldn't file a scientific exemption. We could only file a religious exemption. And there's also talk made about -- we're only talking about us not adhering to the General Order or to the Health Order. And that -- and it said that it's indisputable, but that's not indisputable because we all filed exceptions and we all sent in tons of paperwork to make our points. So, everything that you guys are saying is undisputed is actually very disputed and editor too made going to say today. There's more coming. I'll pray for all of you because you're making bad decisions. And like my man Mike Perotti said, I hate to bust you out, Mike, but I don't think

you care, but history is not going to look favorably on these Commission meetings. They're tyrannical and they're not very -- not very fair at all. So, hey, God bless you, Jeff, today. Praying for you, my man.

UNIDENTIFIED MALE: All right, thank you. Good morning, everyone. Jeff shouldn't be fired. Jeff, like the chief who I have great respect for, has saved lives in the back of an ambulance and also doing his duties. I'm going to talk about a few things, I'm going to run out of time. Lucy Chu and the theologian City attorney Chan are completely wrong and lied yesterday. These are quotes from my religious exemption. Vaccination is not a universal obligation, and a person must obey his or her own conscience. Therefore, if a Catholic comes to inform judgment that he or she should not receive a vaccine and the Catholic church requires that the person follow this judgment of conscience and refuse the vaccine. The catechism is clear, man has the right to act in conscience and in freedom to -- personally to make more moral decisions. He must not be forced to act contrary to his conscience, nor must he be prevented from acting according to his conscience. Yesterday we have on record Lucy Chu and the City attorney saying it would be impractical to grant religious exceptions, and that they did so by which religion you were. That is the definition of religious discrimination under Title 7 of the Civil Rights Act. We have the Chief on record saying that the evidence she used for subsection A and D in section 6 of the held order is a conversation between her, the City's attorney, and her command staff on whether or not she could accommodate firefighters. In this present instance, the City and the Department have failed to provide any evidence to support its assertions that accommodating a handful of people from performing essential functions or impose undue hardship. See *Sturgill versus United Parcel*, 8th Circuit Court, 2008, explained that an employer must establish if the hardship is real rather than speculative, merely conceivable or hypothetical, and that undue hardship cannot prove assumptions nor opinions based on hypothetical facts. It's patently obvious, no one here has taken the time to read the Health Order. On record yesterday or whenever it was, section -- subsection C, section 5 -- subsection -- subsection C, appendix A, section 5, subsections A, B and D, on record, the chief said and the Health Order states that unvaccinated can remove their mask while showering, eating, and drinking. We had to sit here for four Commission hearings and hear the nonsense and commissioners shaking their head in agreement that they can't accommodate because you can't watch me take a shower or Jeff take a shower with a mask on. It's not in the Health Order. We have on record yesterday or whenever it was, subsection B of section 6 on your --

MS. BUHAGIAR: Good morning, commissioners. Hello, Jeff. I only know you from the other side of the radio, but I was already terminated from City employment for exercising my constitutional right, so I'm here with you today. I would like to address the commissioners. Please explain to me how the City plans to move forward to potentially terminate essential City workers who worked during most of the pandemic, most of whom got COVID as a result and now have natural immunity, especially during a staffing shortage, an increase in 911 calls, fire and medical emergencies and crime. The public Health Order that was put into effect under a state of emergency should no longer exist. At the State of the Union address, masks were optional last night. In my children's school, they

will no longer be required to wear a mask after next week regardless of vaccination status. Also, multiple countries around the world are now dropping all vaccination mandates due to lower cases, high vaccination rates and the fact that the omicron is the primary variant. City employees that have not received their boosters and who under CDC guidelines are now considered not fully vaccinated or not up to date are now being given testing and masking options. Why are unvaccinated employees not being given the same rights? When the state of emergency ends on March 31st and the public Health Order gets rescinded, none of these rules will mean anything. So why would you move to terminate now? That's all.

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 unanimously approved.

Convened in closed session at 12:40 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.

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

3. **ADJOURNMENT:** President Feinstein adjourned the meeting at 1:07 p.m.

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MINUTES OF THE FIRE COMMISSION SPECIAL MEETING
March 29, 2022 – 10:00 AM

President Feinstein called the meeting to order at 10:02 a.m.

Item No.

1. ROLL CALL

President	Katherine Feinstein
Commissioner	Francee Covington
Commissioner	Armie Morgan

Also present: Court Reporter Dianne Coughlin
Member
Chief Jeanine Nicholson
Deputy City Attorney Matthew Yan
Deputy City Attorney Brad Russ
Fire Commission Secretary Maureen Conefrey

2. CASE NO. 2021-17: 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)]

My name is Dan Yonts. I retired from the San Francisco Fire Department in 2021. In 2020 I was working out of the southern part of the city. We responded to many Covid positive patients. There were a lot of unknowns at the time, and I know of firefighters that made other living arrangements instead of going home and exposing their families to COVID. But there was never any hesitation, when responding to a call, to make entry and render the best possible care to every patient. I started doing a lot of research into SARS COVID-2 COVID-19 treatments, therapeutics, and prevention. I started taking Vitamin D due to the Cancer Foundation early on, which we know is significant for reducing the disparity of Covid. Chief Nicholson, you always treated me well when I was in the Department. Thank you for that. I can't imagine what it would have been like to run the Department during COVID. I can see how you wouldn't have had time to do your own research, so I assume you had to rely on the experts. Unfortunately, I believe you were misinformed. Today we have a lot more information. There is a direct correlation with

COVID deaths and vitamin D deficiency. Early treatment is vital. Therapeutics are essential. COVID vaccines cannot prevent getting or transmitting COVID. T-cell immunity is much more robust. The vaccines availability under EUA legally cannot be mandated. The health order made provisions for medical and religious exemptions. These are good firefighters you are terminating. I know many of them, and I can vouch for the sincerity of their religious beliefs. Many of them pray for you and the commissioners. They are willing to wearing masks and get tested. SFFD is paramilitary. You relied on chiefs and officers to implement compliance back in 2020. That should be no different today. It takes courage to do the right thing, and more courage to recognize an error and change your ways. With the all new info available today, I encourage you to do the right thing and rescind these termination orders. Thank you.

PUBLIC CALLER: Thank you. Yeah, I've worked with Jessica, and I know Jessica, and here we are firing another minority female firefighter. It's kind of sad if you ask me. It's kind of interesting, if you look at the group that is left for all these hearings, you look at the diversity and the strongly held religious beliefs, which it's painfully obvious no one at these commission meetings care anything about that, so why don't I read some quotes. Here is from Rochelle Wolinski. I think she is important. She says, "What the vaccines can't do anymore is prevent transmission." Here is one from Anthony Fauci: "We know now that as a fact the vaccinated people with COVID-19 are capable of transmitting the infection to someone else." World health Organization Chief Scientist Soumya Swaminathan -- I don't know how to pronounce that last name: "At the moment, I don't believe we have the evidence of any of the vaccines to be confident that it's going to prevent people from actually getting the infection, and therefore being able to pass it on." Here is the Chief Medical Officer of Moderna: "There is no hard evidence that it stops the vaccinated from carrying the virus and potentially infecting others who" -- "and intentionally infecting others." The Surgeon General: "The infections can still happen whether people are vaccinated or not. That's very obvious." So we all know this. We all know that a vaccinated -- the hundreds and hundreds of vaccinated firefighters that all had COVID were capable of spreading it to others in the firehouse. No one has ever spread anything to a patient, not one single documented case, so this is kind of -- it's becoming a civil rights issue.

PUBLIC CALLER: Thank you. Good morning, everybody. You know, what we seen throughout this pandemic is that the firefighters, the police, other first responders, they worked throughout the pandemic when there was no vaccine or any injections. They did what they had to do to come to work and serve the public. The vaccines came later. And then we saw that the vaccinated kept getting sick even after taking the vaccines, not to mention the side effects. So to fire firefighters when the city is facing such a dangerous level of understaffing makes no sense at all. These people are good people who have served the city of San Francisco, the public of San Francisco. We know that the vaccines don't prevent transmission or infection. San Francisco Fire Department, Police Department, Muni, you name the department, they all had outbreaks. So firing this firefighter would be unscientific, not to mention unlawful and unconstitutional

PUBLIC CALLER: Do any of you see the absurdity of terminating these experienced trained firefighters yet? In addition to the fact that none of this makes sense, it's fiscally

irresponsible. Think how expensive and how much time it takes to train a firefighter. It's flushing money down the toilet, and in the end who really pays the price? It's the workers left behind who are being worked to death, not to mention it's pretty dangerous to the health and safety of the public that they serve to work that number of hours, yet you are firing -- you are insisting on firing perfectly healthy, trained, and dedicated workers. The emergency workforce is exhausted. What are you doing? It's incredible to me that you all don't see the irony of firing a woman because she is strong, principled, and believes her medical choices are between her, her doctor, and her Creator. Her body is not your property just because she works for you. What kind of way is this to celebrate Women's History Month? This is a travesty. One day you all hang your heads in shame when the full truth of all this comes out. God help you.

PUBLIC CALLER: Good morning. Christopher Solis, prematurely retired, San Francisco Fire Department. Good morning, brothers and sisters. It's more than -- I want to start by thanking God for all of the unvaccinated firefighters from Santa Clara County and the San Jose Fire Department who have been invited back to work. I would also like to thank the good Lord for the unvaccinated firefighters of L.A. County for being invited back to work, as well as the 2,000 employees of United Airlines that have been invited back to work. It is my hope and prayer that all of you that sit in judgment of Jessica Lindsey today will be enlightened to the truth of the science, the low mortality rate of COVID, the fact that the shots do not prevent catching or spreading COVID. I will pray today for the softening of your hearts. May the good Lord have mercy on all of you. God bless you, Jessica.

Monica Lee, your time starts now. PUBLIC CALLER: I just want to say to my sister, Jessica Lindsey, that I'm very proud of you for standing your ground. And I am going to pray for all of you guys -- Katherine Feinstein and Armie Morgan and all the commissioners, Jeanine Nicholson -- that you guys change your minds. And there's still time. I love you, Jess, and that's all I have to say.

PUBLIC CALLER: I want to thank this commission and the city employees present during this hearing. What you have effectively done with every one of these commission meetings is quite spectacular. You have shown how deeply corrupt the entire city government of San Francisco pretends to be, professional and courteous during these sessions. We are all under no illusion. These hearings are not fair or just. They are theater. You are all puppets playing games, telling lies, and trying to justify tyranny. And for who? Who do you work for? Who are you behind your ego and professional titles? At this point my guess would be you are all robots. What does your moral inner compass say to you? What you are doing is evil, and you are each contributing to abuse of employees. You are destroying families' livelihoods, firefighters' physical and mental health, and engaging in dangerous and destructive ways. You all know better. You have plenty of information at this point to realize that your health order is invalid, that denying religious exemptions is unconstitutional, and that natural immunity is far superior to the experimental vaccine that has already caused serious damage to current firefighters' lives. You don't consider anything any of these firefighters say. You are so committed to firing all of them that you don't even realize how much you are showcasing the corruption of this commission. This is a complete waste of time, money, and resources. The city government excels at wasting any and all beneficial resources in the

name of keeping the public safe. Again, we are under no illusion. The last thing any of you care about is

PUBLIC CALLER: Yes. Good morning. This is Dana Pompeo, 24 years in the SFFD, forced to retire due to the mandate. I'm sure most of you remember the famous bumper sticker from the '60s and '70s, "Question authority." Today we are told to blindly trust the government and all of its agents as they defy their own rules. We've all seen the pictures of Breed, Newsom, Pelosi, and others. We are told to trust the science, or rather the scientists. The same scientists told us to stay home for two weeks to flatten the curve, flip-flopped on whether masks were necessary, and then said we need two masks. We were told the vaccine was going to prevent the spread of COVID, that it was safe, that it was FDA approved, and it would prevent trips to the hospital, which are all lies. Let's just take the fact that in December and 18 January the Department experienced a huge surge in COVID cases, well after the unvaccinated were not allowed to work. With a hundred percent vaccinated in the Department, and the city of San Francisco has an 83 percent vaccination rate, surely it's not the epidemic of the unvaccinated. As to the safety of the injections, I personally know several members that have had adverse reactions ranging from mild to severe skin rashes, unexplained aches and pains, brain fog, Guillaine-Barre symptoms, and myocarditis to name a few. You are asking us to trust in the pharmaceutical companies who time and time again have been proven to put profit before people. One of the vaccine producers, Johnson & Johnson, is now being sued for cancer cases linked to baby powder. They knew for years that it was unsafe, and yet still sold it, and now they are trying to get away with not paying their victims. This country was founded on people questioning authority. Benjamin Franklin said, "It is the first responsibility of every citizen to question authority." Einstein said, "Unthinking respect for authority is the greatest enemy of truth." We just had Black History and Women's History Month honoring people who question authority. Here before you are people whose only crime is questioning authority. These are true leaders. They are making sacrifices that you will never understand. I'm sure their names won't be remembered, but this time will mark a stain in history when people were fired for maintaining their bodily autonomy, integrity, and constitutional rights.

PUBLIC CALLER: Thank you. We are all here today so we can again witness the eighth unlawful termination of these brave heroes. They will maintain their legacy as a firefighter, and they worked their way all the way through the pandemic without question, blindly going into harm's way to serve and protect the citizens of San Francisco. Their integrity and dignity and bravery is unquestionable. Their legacy will remain righteous, pure under the blessings of God. It is nonnegotiable. They will leave a legacy, and a legacy they worked so hard for. I ask the Fire Commission, the city attorneys, and panelists, ask yourself, what legacy will you leave behind? Upholding a complaint of a chief that failed to do everything in her power to find a second means of egress to accommodate these firefighters? Unlawful terminations of those that protected and served San Francisco? Forced injections that do not work? The time as a firefighter is limited. Your position in the commission is not guaranteed forever. One thing is for sure. The choice you will make today will be the part of the legacy you will leave behind. What you determine again today will be how you will be

remembered, every single one of you. Jessica, stand proud. Your truthful legacy will always be remembered.

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

Convened in closed session at 1:03 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. (Ayes: Feinstein, Covington, Morgan)

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

Reconvened in open session at 1:41 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 discussions held in Closed Session. Commissioner Covington Seconded. The motion was unanimous.

3. **ADJOURNMENT:** President Feinstein adjourned the meeting at 1:43 p.m.

ML

MINUTES OF THE FIRE COMMISSION SPECIAL MEETING
April 6, 2022 – 10:00 AM

President Feinstein called the meeting to order at 10:05 a.m.

Item No.

1. ROLL CALL

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

Also present:

Deputy City Attorney Brad Russ

Deputy City Attorney Matthew Yan

Member

Commission Secretary, Maureen Conefrey

2. PUBLIC COMMENT ON ITEM 3

Public comment on all matters pertaining to Items 3(a), including public comment on whether to hold Items 3(a), in closed session.

Ryan Crow spoke about his hearing yesterday and was advised that public comment was limited to Item 3(a) on this agenda.

Mr. Salas commented on due process and predetermined verdicts.

3. POSSIBLE CLOSED SESSION REGARDING PERSONNEL MATTER

a. PUBLIC EMPLOYEE DISMISSAL, CASE NO. 2021-21 [Discussion and possible action]

The Commission will consider a pre-hearing dispositive motion in an employee dismissal case.

The member requested the hearing be in Open Session. The Department had no objection to this.

b. Votes on Closed Session

1. Whether to hold the hearing on the dispositive motion concerning the verified complaint in closed session [Action]

2. Whether to conduct deliberations in closed session [Action]

c. Hearing and Deliberations

1. Hearing on dispositive motion concerning the verified complaint (in open or closed session, per the Commission's vote)

The Commission convened in closed session at 11:31 a.m. Also in closed session was Deputy City Attorney Brad Russ and Commission Secretary Maureen Conefrey.

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

President Feinstein Moved to hold deliberations in closed session. Commissioner Nakajo Seconded. The motion passed 2-1 with Commissioner Covington voting to hold deliberations in open session.

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

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).

The Commission reconvened in open session at 12:19 p.m.

The Commission voted unanimously to grant Fire Boat Engineer LaCroix's motion to dismiss the November 17, 2021, recommendation for non-disciplinary separation as well as the March 10, 2022, recommendation for non-disciplinary separation without prejudice to the Department filing new charges in the future with the Commission.

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]**

President Feinstein Moved to not disclose discussions held in Closed Session. Commissioner Nakajo Seconded. The motion was unanimously approved.

4. **ADJOURNMENT** *President Feinstein adjourned the meeting at 12:23 p.m.*

**FIRE COMMISSION REGULAR MEETING
DRAFT MINUTES**

April 13, 2022, 9:00 a.m. – 12:00 p.m.

City Hall, 1 Dr. Carlton B. Goodlett Place, Room 400 ■ San Francisco ■ California ■ 94102

This meeting was held in person and remotely on WebEx

The Video can be viewed by clicking this link:

https://sanfrancisco.granicus.com/MediaPlayer.php?view_id=180&clip_id=40727

President Feinstein called the meeting to order at 9:07 a.m.

Commission President	Katherine Feinstein	Present
Vice President	Stephen Nakajo	Present
Commissioner	Francee Covington	Present
Commissioner	Armie Morgan	Present

Robert Postel	Deputy Chief -- Operations
Thomas O'Connor	Deputy Chief --Administration

Sandy Tong	EMS
Simon Pang	Community Paramedicine
David Brown	Airport Division
Ken Cofflin	Bureau of Fire Prevention
Shayne Kaialoa	Division of Training
Ramon Serrano	Support Services
Erica Arteseros	Homeland Security
Natasha Parks	Health and Wellness

Staff Mark Corso	Deputy Director of Finance
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President Feinstein read the Ramaytush Ohlone Land Acknowledgement.

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

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

Vice President Nakajo Moved to adopt the Resolution. President Feinstein Seconded. The motion was unanimous.

There was no public comment.

3. GENERAL 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 24, 2022 – 11:00 a.m.

Commissioner Covington Moved to approve the 2/23/22 minutes and Commissioner Morgan Seconded. The motion was unanimously approved.

There was no public comment.

- Minutes from Special Meeting on February 25, 2022 – 9:00 a.m.

Commissioner Covington Moved to approve the 2/23/22 minutes and Commissioner Morgan Seconded. The motion was unanimously approved.

There was no public comment.

- Minutes from Special Meeting on February 28, 2022 – 9:00 a.m.

Commissioner Covington Moved to approve the 2/23/22 minutes and Commissioner Morgan Seconded. The motion was unanimously approved.

There was no public comment.

- Minutes from Special Meeting on March 3, 2022 – 9:30 a.m.

Commissioner Covington Moved to approve the 2/23/22 minutes and Commissioner Morgan Seconded. The motion was unanimously approved.

There was no public comment.

- Minutes from Special Meeting on March 16, 2022 – 10:00 a.m.

Commissioner Covington Moved to approve the 2/23/22 minutes and Commissioner Morgan Seconded. The motion was unanimously approved.

There was no public comment.

- Minutes from Regular Meeting on March 23, 2022.

Commissioner Covington Moved to approve the 2/23/22 minutes and Commissioner Morgan Seconded. The motion was unanimously approved.

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 April 13, 2022, including budget, academies, special events, communications, and outreach to other government agencies and the public.

Chief Nicholson provided a COVID update stating that two members are out with COVID, three are in quarantine, and seven have been out longer than 30 days for a total of 12. She announced that on Monday, she was able to welcome the H-3 Level 1 class that started a few weeks ago. She mentioned that they have offered paid internships to 10 members of the 9910 cohort from the city EMT program to get their 500 hours of ambulance experience. She also swore in two Jesuit Chaplains to represent the Department. She mentioned that old Station 49 is currently being renovated to

accommodate the growing community paramedic division and Chief Pang and his team hopes to get folks in there over the next few weeks. She added that this week is Dispatchers Week and she, Chief Postel, and Chief O'Connor visited their dispatchers yesterday to thank them for the hard work they do every day and that Chief Tong and her team treated the dispatchers to some goodies as a sign of their appreciation. Chief Nicholson touched on the big fire at the Benicia Port where she deployed the fireboat for mutual aid. She also talked about budget issues.

There was no public comment.

Vice President Nakajo thanked Chief Nicholson for her report and stated it's very good to hear about the COVID numbers decreasing in the Department. He also commented on the EMT program in terms of the pipeline wherein 4 members were offered positions.

Commissioner Morgan commended the Chief on a great job of dealing with the fire in Benicia. He also acknowledged the great work being done by the street response teams and that he enjoyed meeting the Chaplains yesterday as he thinks it's good for people's spiritual and religious needs and that they serve a very important purpose.

President Feinstein commended the chief on the creation of the city EMT program and stated it is exactly what the city needs and is going to be a benefit to the participants and benefit to the citizens. She also acknowledged everyone who participated in recognizing the dispatchers.

REPORT FROM OPERATIONS, DEPUTY CHIEF ROBERT POSTEL

Report on overall field operations, including greater alarm fires, Emergency Medical Services, Bureau of Fire Prevention & Investigation, Homeland Security, Airport Division.

Chief Postel reported on operations from March. He stated that March was a relatively quiet month, and they had no greater alarms. He mentioned that as March wrapped up, things quickly got busy, and they had two greater alarms plus the fireboat incident in Benicia. The first greater alarm was a second alarm on the Upper Terrace and was an incredibly challenging fire as it was wind-driven and it was a large apartment building at the top of the hill. He added that everyone did an outstanding job. The second fire was the Dubose Triangle incident which was a third alarm and Chief Thompson was the Incident Commander. He mentioned that it was a very tough fire and the crews did an outstanding job. The third incident that he highlighted was the fireboat's mutual aid response to Benicia as the SFFD has the only fireboat on the bay that has the under-pier nozzles that can attack a fire like that and once on scene they made a huge impact on that fire. He touched on the H-3 Level 2 Advancement Academy that graduated on March 18th and the H-3 Level 2 academy class that started on March 28th, the Community paramedicine teams that will be moving into old Station 49 and will be sharing that facility with the Bureau of Equipment. He added that EMS-6 continues to connect the high utilizers of the 9-1-1 system with services and assistance, and the Street Crisis Response Team which had 779 calls for service in March, the Street Overdose Response Team responded to 108 incidents and the Street Wellness Response Team had 353 encounters during the month. He touched on the Bureau of Fire Prevention and Investigation, the Airport Division, and the Division of Training. He reported that he, Assistant Deputy Chief Kaialoa, and Assistant Deputy Chief Serrano toured the new Hayward training facility which is still under construction but far advanced and they

gained a lot of insight in the process and took away some wonderful ideas on concepts for their facility that will be upcoming.

There was no public comment.

Commissioner Covington asked Chief Postel to elaborate more on the Slow Street barriers that caused interference with the Duboce Triangle fire. Chief Postel stated that neighbors had placed some hard barricades in the street, concrete planters, and things that restricted access into the fire block itself as well as for laddering purposes at the building, and those issues have been brought up through the Bureau of Fire Prevention and brought to MTA's attention that they need to be diligent about removing these non-approved barricades. Chief Cofflin explained in detail how the process works to have these illegal barricades removed. Commissioner Covington thanked Chief Cofflin for his overview of the process and stated that she thinks it is important for her fellow citizens to know the kind of obstructions that exist during a crisis and that when someone needs help, every second counts and the Slow Streets have not been well thought out. She confirmed that the St. Francis Fireboat was dispatched to the Benicia Fire and the Phoenix is in dry dock in Sausalito.

Vice President Nakajo thanked Chief Postel for his comprehensive report and stated that he appreciates his articulation and summaries in his report. He acknowledged the various chief's out in the field assisting on all the fires as well as the members, including the fireboat and crew and staff for being able to deal with all the fire suppressions they have had to respond to. He added that the Department is getting a lot of recognition in terms of the work they are doing with paramedicine and EMS. He asked Chief Postel to comment on the accident that happened between two fire trucks at Laguna and Greenwich. Chief Postel stated that Engine 38 and Engine 16 were responding to a call for service when they collided. He added that it was a four-way stop and they are investigating the speed of the rigs and whether there was driver fault and how it could have been avoided. He added the investigation is ongoing. He added that they were two of the newer engines that were involved in the accident, and they are both out of service for an extended period, which impacts the reserve fleet, and depending on whether or not they can be repaired they will be down two more engines if they can't be repaired. Vice President Nakajo confirmed that no members were seriously injured in this accident, which he is very grateful for. He confirmed with Chief Pang that there are 14 street teams in addition to EMS-6, which has four units. He touched on the new Medicare payment model titled Emergency Triage Treat and Transport which will collect revenue for the Department. Vice President Nakajo confirmed that there are currently 47 recruits in the 129th academy class that is slated to graduate on June 3, 2022, and that the 130th academy class is tentatively scheduled to start on June 27th with 52 recruits.

President Feinstein thanked Chief Postel for his report and expressed her concern about the process of getting barricades removed from streets. Chief Postel added that whenever they see something that they view as a potential impediment to them being able to respond to an incident, they will report that and take action to try and have it removed, and they work with the Bureau of Fire Prevention to get it done through MTA as the Fire Department does not have any enforcement capabilities. He added that it is his understanding that the MTA contacts DPW to get the barricade removed. President

Feinstein confirmed that at the Noe Street fire, the barricades did not get moved and they were forced to move around them in responding to the fire. She confirmed that high-risk stratification scores are patients that are costing Anthem Blue Cross a lot of money. She stated that Buprenorphine is a tool that she thinks the Department should have access to and she respectfully thinks that should fall to the health system to facilitate and ensure the SFFD should have it, and she thanked Chief Pang for pursuing it and she hopes he can get it on the rigs and begin the process. She commended all the firefighters who responded to the recent greater alarms that were brilliantly and efficiently handled and the fact that nobody was seriously injured or killed just goes to show the good work they do and she appreciates them all.

There was no public comment.

6. AGENDA FOR NEXT AND FUTURE FIRE COMMISSION MEETINGS

[Discussion]

Discussion regarding agenda for next and future Fire Commission meetings.

- Introduction of the newly sworn Chaplains
- Update from Jim Conners on the City College Program
- Update from Chief Peoples on Diversity, Equity, and Inclusion
- Fire Reserve update from Chief Phil Buckley
- Update from GOTC

7. ADJOURNMENT President Feinstein adjourned the meeting at 10:45 a.m.

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Tuesday, April 12, 2022 12:23 PM
Subject: General Order 22 A-43, Incident Support Specialist Class – Additional Class Dates

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 22 A-43
April 12, 2022

From: Chief of Department
To: Distribution List "A"
Subject: Incident Support Specialist Class – Additional Class Dates
Reference: Rules & Regulations, Section 402
Enclosure: None

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

1. In an effort to encourage greater interest in the Incident Support Specialist (ISS) position, there will be a second ISS course offered. Changes to details, the waiver status, and selection process will be implemented.
2. All members who take the course will be allowed to elect to waive details out of their home company and remain eligible to work LWLP in-house only.
3. Members may still elect no waiver to be detailed out of house to any available opening.
4. Members may elect a full waiver. After one year with a full waiver in, that member shall be removed from the list permanently.
5. Any member who has completed 3 years of suppression service is now eligible for the class.
6. Any member may take the class, but will not be placed on the list until they have completed 3 years.
7. Placement on the list will be based on a blend of seniority and performance on the exam. 100 points will be available based on test performance. 100 additional points will be available based on seniority. 10 points will be added to each person's score for each year of service completed beyond year 3, up to a maximum of 10 years credit for 100 points of seniority
8. The dates for this next class are May 2, 3 and 4, 2022. Refer to GO 22 A-26 for details regarding the course.
9. Interested members shall submit a General Form request to the Chief of Department by 1700 on Tuesday, April 26, 2022.

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Thursday, April 14, 2022 12:14 PM
Subject: General Order 22 A-44, 2022 Cybersecurity Training Requirement
Attachments: 22 A-44 Attachment A_Cybersecurity Awareness and Training Standard.pdf; 22 A-44 Attachment B_CCSF Instructions for Cybersecurity Classes.pdf

SAN FRANCISCO FIRE DEPARTMENT GENERAL ORDER

File Code 22 A-44
April 14, 2022

From: Chief of Department
To: Distribution List "A"
Subject: 2022 Cybersecurity Training Requirement
Reference: Rules and Regulations, Section 402
Enclosure: Attachment "A" – Cybersecurity Awareness and Training Standard
Attachment "B" – CCSF Instructions for Cybersecurity Classes

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

1. Per the Cybersecurity Policy mandated by COIT, all City employees are required to complete Cybersecurity training annually **by June 30, 2022**. In the current climate, many City employees are accessing their emails, paycheck information, and other important data remotely. In order to protect our City's IT infrastructure and data, it is particularly important that all employees complete this Cybersecurity training.
2. Attachment "A" establishes the CCSF Cybersecurity Awareness and Training Standard. The standard will help CCSF mitigate cybersecurity risks by training users, documenting the training, and communicating cybersecurity best practices. This standard applies to all CCSF information systems users. These users include: Officers, elected officials, employees (including permanent civil service, exempt, temporary, full- and part-time, and provisional), consultants, vendors, interns, volunteers, or any other individual working on behalf of the City and County of San Francisco. These individuals are referred to collectively as "users" for purposes of this standard.
3. Users of CCSF information systems shall participate in cybersecurity awareness training, including:
 - i. All users are required to take annual cybersecurity awareness training in the form of Computer-Based-Training (CBT) or instructor-led workshops.
 - ii. All new users are required to take mandatory cybersecurity awareness training in the form of the CBT or instructor-led workshops.

- iii. Awareness reinforcement and additional training may be provided through newsletters, posters, phishing campaigns, screensavers, webcasts, workshops and national cybersecurity- related events.
 - iv. Records of training completion are required to be retained by, and accessible to, the Cybersecurity Liaison and the SFFD Department of Human Resources (HR) staff. Records shall be retained for a minimum of two years from last date of completion, or longer depending on departmental requirements.
4. This year, the Cybersecurity training is available to City employees on SF Learning, accessible through the SF Employee Portal. Please refer to Attachment “B” for instructions.

All employees have been enrolled in specific training courses aligned to their respective roles. Every City and County employee is required to complete the 45-minute foundational Cybersecurity training course.

5. If employees have difficulty accessing or navigating within SF Learning, please submit a request for assistance through this link while logged in the Employee Portal:
<https://sfemployeeportalsupport.sfgov.org/support/catalog/items/177>.
6. If employees have questions regarding the Cybersecurity guidance included in the courses or the City’s Cybersecurity policy, please instruct them to email dtis.helpdesk@sfgov.org

Jeanine R. Nicholson
Chief of Department

Conefrey, Maureen (FIR)

From: Ludwig, Theresa (FIR)
Sent: Wednesday, April 20, 2022 9:28 AM
Subject: General Order 22 A-45, Training Bulletin 22-6 Split Truck Crew Considerations
Attachments: 22 A-45 Enclosure A_Training Bulletin 22-6 Split Truck Crew Considerations.pdf; 22 A-45 Enclosure B_Training Bulletin Index.pdf

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 22 A-45
April 20, 2022

From: Chief of Department
To: Distribution List "A"
Subject: Training Bulletin 22-6 Split Truck Crew Considerations
Reference: Rules and Regulations, Section 402
Enclosures: Enclosure "A" – Training Bulletin 22-6 Split Truck Crew Considerations
Enclosure "B" – Training Bulletin Index

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

1. The decision of whether or not to split a Truck crew is a decision made by first-in Officers that sets the tone for the direction of firefighting operations at an incident. It is a critical factor as it essentially determines how many tasks can be accomplished by the first Truck and what needs to be completed by the second arriving Truck. Rescue is top priority and all decisions on the fireground must be made with that understanding.
2. Every member shall review and understand the attached Training Bulletin.
3. Training Bulletin 22-6 Split Truck Crew Considerations (Enclosure "A") is effective immediately.
4. Company Officers shall insert Training Bulletin 22-6 and the updated Training Bulletin Index (Enclosure "B") into the Station Training Bulletin Binder.
5. Questions or concerns regarding this training bulletin may be directed to the Division of Training at (415) 970-2000.

Jeanine R. Nicholson
Chief of Department

TAKE A BREAK

at the SFFD
WELLNESS FAIR

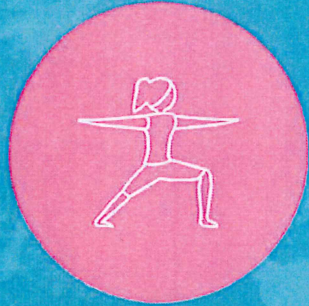
MAY 2ND & 3RD

9AM-12PM

DOT 19TH & FOLSOM

APPROVED FOR POSTING





YOGA FOR FIRST RESPONDERS

**MINDFULNESS &
TACTICAL BREATHING**

SLEEP HEALTH

CHAIR MESSAGES

COFFEE & SMOOTHIES

RAFFLES & PRIZES

**INFORMATION ABOUT WELL-BEING BENEFITS FROM
BLUE SHIELD, HEALTH NET & KAISER**

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HEALTH SERVICE SYSTEM**
Better Every Day



**San Francisco
Fire Chiefs' Association**

President Matthew Schwartz
Vice President Michael Thompson
Treasurer Marc Kasper
Secretary Patrick Rabbitt

Annual Luncheon Honoring Retirees from 2019 - 2022

Thursday, May 5th 2022
Lake Merced Boathouse
1 Harding Road
San Francisco, CA 94132

Appetizers and drinks at 1100
Lunch at 1230

Retirees Free
Active Chiefs \$65
Cinco de Mayo Themed meal provided by Knights Catering
Hosted Bar

Please make checks to "SFFCA"

Send payment by April 28th:

Station 05
c/o Michael Thompson
1301 Turk Street
San Francisco, CA 94115

Michael.thompson@sfgov.org

APPROVED FOR POSTING

A handwritten signature in black ink, appearing to be the name of the official who approved the posting.

UFSW HOSTING

Sunday, May 1st 10am

FIREHEART

The Movie

WHERE
EVERY
DREAM
STARTS WITH
A SPARK

RSVP :
Emily O'Rourke
415-317-4630

BALBOA THEATER

3630 Balboa St
San Francisco,
CA 94121

APPROVED FOR POSTING

