

**FIRE COMMISSION REGULAR MEETING
MINUTES**

Wednesday, July 25, 2018 – 5:00 p.m.

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

The Video can be viewed by clicking this link:

http://sanfrancisco.granicus.com/MediaPlayer.php?view_id=180&clip_id=30394

President Cleaveland called the meeting to order at 4:59 p.m.

1. ROLL CALL

Commission President	Ken Cleaveland	Present
Commission Vice President	Stephen Nakajo	Present
Commissioner	Michael Hardeman	Present
Commissioner	Francee Covington	Present
Commissioner	Joe Alioto Veronese	Present
Chief of Department	Joanne Hayes-White	Present
Mark Gonzales	Deputy Chief – Operations	
Jeanine Nicholson	Deputy Chief --Administration	
Tony Rivera	Support Services	
Michael Cochrane	Homeland Security	
Andy Zanoff	EMS	
Khai Ali	Airport Division	
Joel Sato	Division of Training	
Assistant Chiefs		
Bob Postel	Division 2	
Tom Siragusa	Division 3	
Staff		
Mark Corso	Deputy Director of Finance	
Olivia Scanlon	Communications and Outreach	

2. PUBLIC COMMENT

Captain Griffin addressed the Commission briefly regarding his support of the Peer Support Services resolution that was authored by Commissioner Veronese. He touched on his involvement and history of the current Stress Unit and recommended that the Commission pass the resolution.

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

Discussion and possible action to approve meeting minutes.

- Minutes from Regular Meeting on June 27, 2018.

Commissioner Veronese Moved to approve the above meeting Minutes. Commissioner Hardeman Seconded. Motion to approve above Minutes was unanimous.

There was no public comment.

4. REQUEST FOR LEAVE TO ATTEND THE FIRE RESCUE INTERNATIONAL CONFERENCE [Discussion and possible action]

Discussion and possible action to approve Chief of Department's request with pay for three (3) days, August 7 through August 9, 2018 to attend the 2018 Fire Rescue International Conference sponsored by the International Association of Fire Chiefs' (IAFC) in Dallas, Texas. Registration, travel and accommodations will be covered by the IAFC. Deputy Chief Mark Gonzales will serve as acting Chief of Department during Chief Hayes-White's absence.

Commissioner Covington Moved to approve the COD's Request for Leave to Attend the Fire Rescue International Conference. Commissioner Veronese Seconded. Motion to approve above Leave was unanimous.

There was no public comment.

**5. CHIEF OF DEPARTMENT'S REPORT [Discussion]
REPORT FROM CHIEF OF DEPARTMENT, JOANNE HAYES-WHITE**

Report on current issues, activities and events within the Department since the Fire Commission meeting on June 27, 2018, including budget, academies, special events, communications and outreach to other government agencies and the public.

Chief Hayes-White reported on events since the last meeting on June 27, 2018. Chief Hayes-White congratulated the newly elected Mayor Breed on her ascension into leading the City and she looks forward to continuing to get the great support from the Mayor's Office for the San Francisco Fire Department. Chief Hayes-White stated that in regards to the budget, they are in the process of closing out fiscal year 2018 as they continue to work with the controller's office and they are waiting for formal approval and loading of the fiscal year 2019 budget. With regards to the 125th academy class, she mentioned that they are in their 18th week and they will graduate 49 members at Archbishop Riordan High School on Friday, August 19, 2018 at 9:30 a.m. She thanked Chief Sato and his staff for preparing the new recruits for their assignments in the field. She mentioned that they have taken a look at staffing levels and they had 73 retirements in the last fiscal year, which is less than anticipated and therefore, she will push the 125th academy out to a start date in January of 2019. In the meantime they will have bump-up academies which is basically advancement opportunities for approximately 30 current members. Chief Hayes-White talked about the recent patient rescue reunion of a young man in his early 20's who was involved in a very serious solo car accident with significant injuries that required a 2 ½ hour extrication that saved his life and his legs. She added that it was a very rewarding reunion because as first responders, you don't always know what the outcome is and to have that closure is very helpful. She touched on other events that she participated in since her return from vacation, including the highest honor and recognition that Vice President Nakajo received from the Emperor of Japan. She announced the recent promotions that took place during the reporting period, which included 25 acting and 16 conditional/permanent promotions. She congratulated Rex Hale who was in the audience on his recent promotion to Assistant Chief of Division II.

Commissioner Covington confirmed that members receive the pay of their new position as soon as they are promoted. She also confirmed that they have set the schedule for the remainder of the year at the Division of Training with bump up academies, as well as in-service training and an Officer's Academy.

Commissioner Hardeman was glad to hear that Chief Hayes-White had a nice vacation. He confirmed that the recent promotions were available because of the retirements of members who held those positions and was glad to see all the promotions. He confirmed that there will still be three new H-2 academy classes within the next two years.

Vice President Nakajo confirmed that academy classes 125, 126 and 127 will be completed before July of 2020. He confirmed that the Department anticipates asking for two classes per fiscal year in the next budget cycle as well. He suggested that it might be an appropriate time to approach the new Mayor about a projected hiring plan during her administration. He congratulated Chief Hale on his recent promotion.

Commissioner Veronese asked if the grant writer position has been filled. Mark Corso responded that it is a new position in the budget and technically hasn't been fully approved so they aren't able to actually access the position to hire, but he anticipates in early August when it becomes available it fill, they will advertise for it and whoever is hired will work out of headquarters and report to Mr. Corso. Commissioner Veronese congratulated Vice President Nakajo on his recent honor.

President Cleaveland confirmed that the H-8 program is alive and well and they are hired as per diem medics that fill in kind of surge capacity and they are not benefited employees. He also agreed that two priorities of the Department going forward are staffing and fleet replacement.

There was no public comment.

REPORT FROM ADMINISTRATION, DEPUTY CHIEF JEANINE NICHOLSON

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

Chief Nicholson reported on events for the month of June 2018. She congratulated Vice President Nakajo for the honor he received from the Emperor of Japan. With regards to the Physician's Office, she stated that they conducted four probationary and permanent physicals in multiple ranks due to promotions and with all of the promotions, they will be busy over the next month or so. She added that the Investigative Services Bureau conducted 59 drug and alcohol tests, all with negative results. She confirmed that the total staffing of uniformed members is at 1,665. She stated that the assignment office is busy reassigning classes 122 and 123 and class 122 will be getting off probation and going to vacation relief spots. In regards to Support Services, she had good news on facility requests and that they were making good headway with reducing service requests, and she thanked Chief Rivera and Oliva Scanlon for their work in that regard. She announced that they are strategically looking at places throughout the city to place the NERT trailers because they want NERT supplies to be available in different neighborhoods when a disaster hits. She mentioned that the Ambulance Deployment Facility has bids due by August 8th and that DPW has already pulled permits for that building. She announced that they selected the art piece from artist Michael Bartalos and his piece is called "serving the city" for the ADF fence surrounding the building. She touched on Station 16 which is due for completion on November 7 and Station 5 which should be completed on December 28th. Chief Nicholson stated that she did a walkthrough of the TI training facility with Heather Green from Capital Planning so they could get an idea of what they need to look for in order to find a new location for a new training facility. She touched on other Divisions of the Department, and outreach and training efforts, such as the EMS academy taking part in community CPR and stop the bleed campaigns.

President Cleaveland confirmed that the amount of acreage needed for a new training facility is seven contiguous acres.

There was no public comment.

REPORT FROM CHIEF OF OPERATIONS, MARK GONZALES

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

Chief Gonzales reported on the month of June. He mentioned that during the month of June there were 18 working fires, two of which were second alarms and that Assistant Chief Juratovac was the incident commander at both of those fires. The first was at 900 Ellsworth and the other was at 938 Ellsworth and companies on both scenes did a great job keeping it contained. He touched on notable incidents including the fireboat going to Oakland to put out a dump fire, a water rescue at Aquatic Park a cliff and bay rescue and an automobile v. pedicab hit and run accident. Chief Gonzales announced the recent Firefighter of the Year award for the State of California that DeWayne Eckerdt received for his community outreach efforts and Matt Lane who received the state's Valor Award for his actions during a structure fire where he made several rescues. Chief Gonzales showed a short training video showing an auto extrication using the new Genesis tools.

Commissioner Covington confirmed that there is no height restrictions for recruits into the Department as they also need people who can conduct confined space rescues. She thanked Chief Zanoft for showing her around on inauguration day and allowing her to review the action plan for that event. She acknowledged the outreach that the firefighters do to interact with youth and stated that she finds that inspiring. She asked for more information on the Black Firefighters Youth Academy where they work very closely with San Francisco at Risk youth.

Commissioner Hardeman thanked Chief Gonzales for the great job he did while the Chief was on vacation. He confirmed that the Jaws of Life have been supplied to the rescue squads and truck companies. He congratulated Chief Hale on his promotion. He acknowledged Chief Cochran's recent visit to New York where he attended a very moving and informative conference.

Vice President Nakajo thanked Chief Gonzales for his informative report and mentioned it shows how much is going on within the Department. He confirmed that with electric cars, firefighters have to be careful with the Jaw of Life so that they don't get electrocuted. He mentioned that he noticed at the spectacular Pride Parade that there seemed to be more in attendance than past years and that his pager was going off constantly in terms of medical calls. Chief Zanoft stated that he would get the numbers, but didn't think there were more call that day, as they had staffed up and had a separate task force for covering the parade and the system never became stressed to the point they were not able to respond to calls.

Commissioner Veronese confirmed that the Department responded to 12,491 calls last month and stated that the City is certainly getting its money's worth from the Department.

President Cleaveland thanked Chief Gonzales for his report and also thanked Lt. Baxter for the video and for the excellent outreach he is doing in the community and educating the citizens about fire safety and how to become involved. He asked that Firefighter DeWayne Eckerdt and Paramedic Matt Lane be invited to an upcoming Commission meeting to be acknowledged for their outstanding achievements. He congratulated Chief Hale on his promotion.

There was no public comment.

6. COMMISSION REPORT [Discussion]

Report on Commission activities since last meeting on June 27, 2018

Commissioner Hardman acknowledged Vice President Nakajo on his honor from the Emperor from Japan. He acknowledged what a fantastic meal they served and that Vice President Nakajo's brother received the same Rising Sun Medal previously.

Commissioner Covington also mentioned it was a wonderful event and that the Nakajo family has been honored numerous times and that it is really great to have someone on the commission who is so dedicated to the city and dedicated to his community and stated it's been a pleasure to have known Commissioner Nakajo for 40 year. She mentioned that she and Commissioner Nakajo were part of the Mayor's transition team, She was on the Housing Team and Vice President Nakajo was on the Public Safety Team which was followed by a follow up summit were a number of items that came up on their respective teams that were germane only to the Fire Department and she would like to schedule a retreat to discuss them in more detail.

Vice President Nakajo thanked the commissioners for their comments on his receiving the acknowledgement by the Emperor of Japan and described what the medal was. He talked about Mayor Breed's transition policy team he was on as well as retired member Jeff Columbini, and Tom O'Connor from 798 along with 21 other folks who formed the Public Safety Team. He explained the procedures of what took place following the summit and said he looks forward to having more dialogue, whether it's an informal session such as a retreat for some other meeting type.

Commissioner Veronese talked about his visit to the Chief's Residence along with Commissioner Covington and Chief Rivera. He thought it was interesting to see and that it is in need of some repair but looked sturdy and habitable. He would like to know what the \$1,000,000 line item in the budget for the Chief's Residence will be used for

Commissioner Covington stated that she was quite happy that the house was in better shape that she had thought and noticed it had been updated in terms of its wiring and plumbing and was impressed to see there was a backup command center available to the Department.

There was no public comment.

7. RESOLUTION 2018-02 [Discussion and possible action]

Discussion and possible action regarding proposed Resolution 2018-02, recommending that the San Francisco Fire Department expand the duties and rename the Stress Unit to Peer Support Services.

Public Comment: Drew Aversa gave a history of his career and how he was injured using the Jaw of Life while in the fire service. He stated that post-traumatic stress was not something that firefighters had in 2010 and finding help was a needle in a haystack. He stated that he supports the Resolution and urged the Commission to take it seriously and to make the best stress program for our nation's firefighters here in San Francisco.

Commissioner Veronese thanked Drew for his comments and all the good work he does on the issue. Commissioner Veronese also thanked Zack Harvelle, a graduate student at USF who helped him do a lot of the research on the resolution and he talked to several different departments who were spearheading mental health issues within their own departments. He gave an overview of what lead him to create the resolution and why he thinks it is so important to have a state of the art Peer Support Unit that the nation. He acknowledged the Chief's support for the unit and mentioned that from the time he was appointed to the commission he made it public that he would endeavor on focusing on the issues that serve the members of the Department because it's his belief that if you serve the members and make their lives better,

you are making their ability to serve the public better. He added that the main issues he was focused on were mental health and post-traumatic stress. He gave a detailed account of what he expected to get out of passing the resolution and what went into it and stressed that the document was a planning document not a document that is a mandate for any budget or any particular resources to be in the Stress Unit.

Commissioner Covington thanked Commissioner Veronese for doing incredible research and giving a very detailed picture of what it is he envisions that the Chief will consider in terms of looking at a new model for the Department. She added that it is not just a daunting task for the Department, but for our society and that men in our society are viewed in a certain light in order to be real men and not showing weakness or sharing problems and feelings and having an expanded Stress Unit is an acknowledgement that we understand their challenges, not just in fighting fires or on the emergency medical side, but that they understand there is a lot of stuff that nobody else will understand except another person who has the same job.

Vice President Nakajo stated his appreciation for the resolution and agreed with much of what he Commissioner Veronese said but he is concerned with some of the details that are part of the resolution and has questions on every page and he is not sure it is ready to be voted on this evening. They exchanged questions and answers in detail page by page and Vice President Nakajo suggested establishing a special meeting to write it more concretely and get further public involvement.

President Cleaveland also shared his opinion on the Resolution which included that none of the commissioners disagrees with his intent and the importance of having a restructured Peer Support service unit for the Department. He added that it is a very complicated and detailed resolution and it almost comes across as a mandate in many ways which is problematic. He touched on the services that are already available to members and he has many unanswered questions and he believes that they need to discuss it at greater length before voting on it. He suggested that Commissioner Veronese clean up and shorten the resolution and make more of a set of considerations and not mandates and they can vote on it at the next meeting.

Chief Hayes-White commented that she is a long-time supporter of the Stress Unit and she's worked with a number of members, including Captain Griffin and acknowledged new members Dan Nazaretta and Dan Mahoney and would like their input.

Commissioner Covington added that she thinks this is a very valuable discussion and she thinks they are moving in the right direction. She stated that the Chief needs input and she needs input from a variety of sources and people and to make sure that people feel included in the process and it all doesn't have to come out of the Chief's head, and that there is a meeting of the minds as to how best to proceed.

Commissioner Hardman was surprised that the people who helped him write the resolution want to hire a medical doctor specializing in treatment of mental illness to be a full-time employee of the Fire Department. He gave a history of his prior work dealing in writing an addiction policy for his union 35 years ago and what he learned from that. Commissioner Veronese stated that he respects Commissioner Hardman's experiences and that they all come from different experiences and have different things to add to these meetings and that's why this discussion is so important, it gets people talking about the issues.

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

Discussion regarding agenda for next and future Fire Commission meetings.

- Peer Support Resolution
- Chief's Residence update

- Mayor's Transition Team update
- Recognition of Eckert and Lane
- Closed settlement item

9. ADJOURNMENT

President Cleaveland adjourned the meeting at 8:19 p.m.