SAN FRANCISCO FIRE COMMISSION

Fire Commission Regular Meeting
Wednesday, December 12, 2018 - 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	Ken Cleaveland
Vice President	Stephen A. Nakajo
Commissioner	Michael Hardeman
Commissioner	Francee Covington
Commissioner	Joe Alioto Veronese
Chief of Department	Joanne Hayes-White

2. GENERAL PUBLIC COMMENT

Members of the public may address the Commission for up to three minutes on any matter within the Commission's jurisdiction and does not appear on the agenda. Speakers shall address their remarks to the Commission as a whole and not to individual Commissioners or Department personnel. Commissioners are not to enter into debate or discussion with a speaker. The lack of a response by the Commissioners or Department personnel does not necessarily constitute agreement with or support of statements made during public comment.

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

- Minutes from Regular Meeting on November 14, 2018.
- Minutes from Regular Meeting on November 28, 2018.

4. 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 November 28, 2018, including budget, academies, special events, communications and outreach to other government agencies and the public.

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

5. DISCUSSION OF DESIRABLE QUALITIES FOR THE NEXT SAN FRANCISCO FIRE CHIEF. THIS IS AN OPPORTUNITY FOR MEMBERS OF THE PUBLIC AND SFFD TO PROVIDE INPUT TO THE COMMISSION REGARDING THE NEXT FIRE CHIEF *[Discussion]*

6. CANCER PREVENTION FOUNDATION PRESENTATION *[Discussion]*
Tony Stefani, President of the Cancer Prevention Foundation to present an update on the Cancer Prevention Foundation and recent studies conducted.

7. DRONE POLICY UPDATE *[Discussion]*
Update from Assistant Deputy Chief Michael Cochrane on the Drone Policy.

8. COMMISSION REPORT *[Discussion]*
Report on Commission activities since last meeting on November 28, 2018.

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

10. `CORRESPONDENCE RECEIVED SINCE LAST COMMISSION MEETING

- Unsigned letter from the United Employees Group.

11. PUBLIC COMMENT ON ITEM 12
Public comment on all matters pertaining to Item 12 below, including public comment on whether to hold Item 12(b) and (c) in closed session.

12. POSSIBLE CLOSED SESSION REGARDING UNLITIGATED CLAIM AND PERSONNEL MATTERS

a. VOTE ON WHETHER TO CONDUCT ITEMS 12(b) and (c) IN CLOSED SESSION *[Action]*
The Commission may hear Item 12(b) and (c) in closed session pursuant to Government Code Section 54957(b) and Administrative Code Section 67.10(b).

b. CONFERENCE WITH LEGAL COUNSEL –UNLITIGATED CLAIM
Conference with legal counsel to discuss existing unlitigated claim pursuant to Government Code Section 54956.9(a), (c), (d), and Administrative Code Section 67.10(d)(1) and possible recommendation to the Board of Supervisors for settlement approval or to take other action. ***[Action item]***

Unlitigated Claim
California State Automobile Association v. City and County of San Francisco

c. CASE NO. 2018-01: COMMISSION DELIBERATIONS AND POSSIBLE ACTION ON EMPLOYEE SUSPENSION APPEAL *[Action item]*

The appeal is from a three-calendar day suspension for violation of the Rules and Regulations as follows:

Section 3901 - Unauthorized Use of Department Name
Section 3902 - Unauthorized Use of Uniform
Section 3905 - Familiarity with the Rules
Section 3914 - Unauthorized Visit to Places of Amusement
Section 3923 - Acts Detrimental to the Welfare of the Department

13. REPORT ON ANY ACTION TAKEN IN CLOSED SESSION *[Discussion and possible action]* as specified in California Government Code Section 54957.1(a) and San Francisco Administrative Code section 67.12(b).

14. 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]***

15. ADJOURNMENT

SAN FRANCISCO FIRE COMMISSION

FIRE COMMISSION REGULAR MEETING
DRAFT MINUTES

Wednesday, November 14, 2018
City Hall, 1 Dr. Carlton B. Goodlett Place, Room 416, San Francisco, California, 94102

The Video can be viewed by clicking this link:
http://sanfrancisco.granicus.com/MediaPlayer.php?view_id=180&clip_id=31796

Vice President Nakajo called the meeting to order at 9:03 a.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
Jeanine Nicholson	Deputy Chief --Administration	
Dan DeCossio	Bureau of Fire Prevention	
Andy Zanoff	EMS	
Tony Rivera	Support Services	
Michael Cochran	Homeland Security	
Khai Ali	Airport	
Joel Sato	Training Division	
Assistant Chiefs		
Robert Postel	Division 2	
Bill Storti	Division 3	
Staff		
Mark Corso	Deputy Director of Finance	
Olivia Scanlon	Communications and Outreach	
Tony Boone	Director of Occupational Environmental Health and Safety	

President Cleaveland called for a moment of silence for the people affected by the ongoing wildland fires throughout California and the recent mass shooting in Southern California.

2. PUBLIC COMMENT

Tatjana Eggert-Reich President of Golden Gateway Tenants Association; Bill Hannan, Vice President, and Desa Belyea all spoke in support of the great work that the SFFD did in responding to the October 22, 2018 fire at the Golden Gateway's Vista South Building at 405 Davis Court and they came to show their support and thanks to the SFFD for the quick response in putting the fire out. They added that it reflected the great credit on the training and

professionalism and courage of the Fire Department and wanted to extend their appreciation to all the members of the force. Martin Hardee sang a thank you song he wrote for the great work of all the firefighters involved in responding to the fire.

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

- Minutes from Regular Meeting on October 24, 2018.

Commissioner Covington added the word "didn't" to her response on page 3, paragraph 3. Commissioner Hardeman Moved to approve the above meeting Minutes as amended. Commissioner Alioto-Veronese Seconded. Motion to approve above Minutes was unanimous.

There was no public comment.

4. RECOGNITION OF SAN FRANCISCO POLICE OFFICER NICOLSA WISE AND OFFICER BRIAN CAREW
SFFD to acknowledge the heroic work performed during a call for service on a person who overdosed from narcotics and Officers Wise and Carew performed CPR on the unconscious person.

Chief Hayes-White introduced the officers and thanked them for their partnership and their great work on September 19th, 2018 where they responded to a well-being check on a reported suicidal person and the officers found an unconscious male patient inside the residence who was experiencing an Opioid-induced respiratory arrest and they provided rescue breathing through a CPR mask and after receiving Narcan from the responding firefighters and paramedics, he regained consciousness and was able to converse with the responders. She added that because of their rapid actions at this medical emergency, they saved a man's life. Chief Hayes-White read the certificates and presented them to the officers.

5. AMBULANCE DEPLOYMENT FACILITY UPDATE *[Discussion]*
Assistant Deputy Chief Anthony Rivera and Kathleen O'Day of San Francisco Public Works to present on the progress being made with the construction of the new Ambulance Deployment Facility and overview from San Francisco Arts Commission on artist's concept design.

Chief Rivera introduced Kathleen O'Day from Public Works and acknowledged that the Department has been working very closely with them on the Ambulance Deployment Facility. He also mentioned that Chief Zanoff and his team have been an integral part of the ADF team. Ms. O'Day presented the attached PowerPoint: https://sf-fire.org/sites/default/files/COMMISSION/Fire%20Commission%20Support%20Documents%202015/ADF%20Project%20Update%2011-14-2018REV3.pdf

Ms. O'Day explained that the building will be a four-story steel framed building with deep piling foundations and the area of land is 48,000 square feet and will have an ambulance lot yard for 49 ambulances. She added that the first floor is the warehouse, the second floor will have the EMS offices, as well as the biomedical and gurney repair, the third floor will have locker rooms, showers and a break room and the fourth floor will also have offices and a conference room. She mentioned that there will be two pumps, one for gas and one for diesel and will be able to fill up four ambulances at a time, which will expedite response times. She added that the contract was awarded to SJ Amoroso and the total construction budget it 38.1 million, but the total project, including art and technology, is 50.1 million. The project is

scheduled for completion in the fall of 2020. She touched on the risks and challenges including contaminated and corrosive soil. She then turned the presentation over to the artist, Michael Bartalos who presented the attached PowerPoint: https://sf-fire.org/sites/default/files/COMMISSION/Fire%20Commission%20Support%20Documents%202015/2018-07-17%20Bartalos%20ADF%20presentation_edit_MB.pdf Mr. Bartalos gave an overview of the artwork that has been commissioned for the fence and gates at the proposed Ambulance Deployment Facility. He added that the artwork's imagery speaks to the history and visual vernacular of the San Francisco Fire Department and the Emergency Medical Services. He stated that he will be using two types of steel, brushed stainless steel, which is silver in color and painted black steel.

Commissioner Covington stated that it is wonderful to see everything coming along so well and asked for clarification on some of the icon images such as the crown and coat of arms. Mr. Bartalos responded that he was borrowing from heraldry and coats of arms and they are symbols which are supposed to represent courage, commitment, and pride and other images are playing off the iconography and the emblems of the Fire Department, the EMS and various city agencies that also have to do with similar type of work. She also expressed her concern with the image of the eagle and since the emblem of the SFFD is a phoenix, perhaps the eagle can be replaced with a phoenix. Mr. Bartalos assured the commission that the eagle image will be changed and will not be in any future presentations. Commissioner Covington also expressed her concern with the razor wire that is placed at the top of the gates and asked if another more artistic deterrent could be used. Ms. O'Day responded that the razor wire is currently how they are showing it basically defend the site, but they are also open to looking at other alternatives that will keep people from climbing over the fence.

Commissioner Veronese also expressed his concerns with some of the images portraying Nazi symbology. He was assured by Ms. O'Day that the artist is very willing to modify is design to meet the concerns of the Commission. Commissioner Veronese was also concerned that there was no mentioned of Station 9 in any of the art images. Chief Rivera responded that they have been very sensitive to the needs of Station 9 to ensure that any response is not hampered by any of the construction that is going on and they have kept them in the loop to ensure that they are aware of all the different stages of construction.

Chief Hayes-White thanked Kathleen, as well as Sam, the developers, and the architects as well as Susan Pontious from the Arts Commission stated that she thinks the SFFD is a good client, but at times, a demanding client because of all the redos they have asked for over and over for, and that they have been very responsive to the Department's requests and needs and she really appreciates it. She also stated that the artist has been very diligent in responding to the department's feedback. With regard to the razor wire, she thinks there could be other solutions keeping in mind that security is a number one concern.

President Cleaveland stated he appreciated the presentation and thought it would be a good idea to have a Phoenix rising from the ashes. He confirmed that the pilings would go down 135 feet. He asked if there were any penalties for not completing the project on time or a bonus for completing the project ahead of schedule. Ms. O'Day responded that there is no bonus for completing ahead of schedule and liquidated damages if they go over.

Vice President Nakajo commented that he appreciates the Art Commission, Architects, and contractors who were in attendance and that the Fire Commissioners are very engaged in the project as it has been a long time coming dream.

Commissioner Hardeman thanked them all for their presentation and for the patience of the members of Station 49, particularly over the years for a very rundown facility and will soon have a better run ambulance system. He also thanked the taxpayers of San Francisco that love their Fire Department and have shown it their brilliance in voting to support the Fire Department like they usually do.

There was no public comment.

6. FIRE CHIEF RECRUITMENT ***[Discussion and possible action]***

Review the Department of Human Resources (DHR) draft timeline and plan for recruitment and review of candidates for Chief of Department. Discussion and possible action to authorize DHR to administer the process under the direction of the Fire Commission, or to take other action regarding the recruitment and selection process and approval of the job announcement.

Micki Callahan, Director of Department of Human Resources introduced herself and her principal analysts, Scott DeWolfe. She mentioned that the goal was to ensure that the Fire Commission has a group of well-qualified candidates from whom to select either up to three candidates to send to the mayor for consideration and appointment in light of the announced retirement of Chief Hayes-White. She explained how the process would work, including posting the announcement and job application, setting a deadline for submittal of applications and sorting them into groups of qualified candidates, such as "good, better and best" so that the commission could decide in a closed session meeting who they wanted to interview. She also explained what the role of the commission will be during closed session interviews, including preparing interview questions and deciding who will ask the questions and things of that sort. She also described the brochure in detail that her department put together, along with the job announcement and supplemental questions. She added that there is a strong belief, and the mayor shares that belief, that there is good local talent to choose from

Commissioner Hardeman thanked Ms. Callahan and stated that he thought the brochure was extremely well done and he confirmed that the application and interview process will be confidential, and they should engage in any conversations where confidentiality could be jeopardized.

Commissioner Covington stated she thinks the brochure looks good and she likes the way it is laid out and thinks it is very clear. She asked for clarification under the minimum qualifications where it says "10 years of work experience as a uniformed member of the fire department at the sworn rank of captain or higher" and that someplace else it says that you should have been a battalion chief. Ms. Callahan explained that the minimum is what it takes to get qualified and the desirable characteristics are those which would elevate an individual. Commissioner Covington suggested that it would be helpful for someone to come in with the nomenclature and the vocabulary of how to interact with the people who are on the medical side as well and Ms. Callahan confirmed that if the commission would like a more explicit reference in the minimum qualifications or the desirables, they can absolutely do that. They discussed the implementation of the Supervisory Management Test Battery. Commissioner Covington suggested adding the organizational chart of the Department as part of the online

posting so that people have a much better idea of all the different branches of the SFFD as well as holding a special meeting so that members of the public and department have an opportunity to express what they would like to see in the next chief of the Department.

Commissioner Veronese asked how many people in the Department have 10 years at rank as Captain Chief Hayes-White responded that there are a number of very talented members in the Department that have risen through the ranks quickly and as Chief for almost 15 years, she has hired and promoted to lieutenant, captain, and battalion chief all within 15 years, and to Commissioner Veronese's point, there are some people that may not have had a full 10 years at captain or higher that would be excluded from consideration. Commissioner Veronese let Ms. Callahan know that she's a great service to the City.

Vice President Nakajo confirmed that the Recruitment Brochure was being adopted by the Commission at today's meeting and once adopted would be sent out to the rank and file through a general order by the Chief of Department and will be posted on the City website as it is an open recruitment. He added that he appreciates the formalization and concepts of Commissioner Veronese's concerns and that it's better than off the cuff, but he still needs to process all the information as well and suggested possible postponing the vote, but if the Commission in its flavor and its wisdom wishes to accept it as presented, and he knows that as commissioners they can't abstain on a vote. He added "I guess somewhere along the line, does it change things much if we take it back and get it a little more refined? Or again, to you, colleagues, if you wish to vote for it, I could support it, I guess. Thank you." He confirmed that the Mayor can accept, reject, or ask the Commission to go back and select other candidates. Commissioner Covington had Deputy City Attorney Brad Russi confirm that Commissioners are required to vote on every matter that comes before the Commission unless they have a legal conflict of interest. Mr. Russi also mentioned that the Commission should always take public comment before they vote on any matters.

Commissioner Hardeman stated that he is very much in support of having earned rank and maintaining rank. He also thinks it is extremely important to have leadership qualities.

The changes that were made to the Recruitment Brochure are as follows: Adding the organizational chart for information; adding a specific reference, in desirable qualification to oversight of emergency medical services; available residence for Chief of Department and adding to the minimum qualifications section "or appointment to the rank of Battalion Chief or higher in the San Francisco Fire Department". They also agreed to hold a closed session meeting on 12/19/18 to vet the applications and decide whom to interview and prepare interview questions and to schedule the interviews for January 4, 2019, and January 8, 2019, at Department of Human Resources located at 1 S. Van Ness Avenue.

Commissioner Veronese Moved to amend the Recruitment Brochure with the above changes. Commissioner Covington Seconded. The motion to approve the amended Recruitment Brochure was unanimous.

There was no public comment.

7. DRAFT CHANGES TO THE PROCEDURAL RULES GOVERNING TRIAL OF DISCIPLINARY CASES *[Discussion and possible action]*

Discussion and possible action to adopt changes to the Procedural Rules Governing Trial of Disciplinary cases added under Section IV. PROCEDURES FOR SETTING A DISCIPLINARY CASE FOR HEARING.

Brad Russi from the City Attorney's Office explained the changes that the Commission would like to incorporate into the procedural rules governing trial of disciplinary cases. He added that for some time, the Commission has been offering in disciplinary cases the possibility of an early case resolution conference to members to try to move along the process and see if the Department and the member can come to some sort of resolution short of an expensive and unfortunate sort of trial that would have to occur, but the rules haven't reflected that procedure. The changes would be reflected in Section IV of the Rules where two main changes are being made. In all cases, there will be an initial case management conference by telephone with the commissioner who is sitting as the hearing officer, to come to an agreement on dates and to discuss the possibility of an early case resolution conference, which would be voluntary where both the Department and the member would have to agree to. He added that this would not be available in termination cases because that is the decision that the Commission as a whole needs to make.

Commissioner Covington Moved to accept the changes. Commissioner Hardeman Seconded. The motion passed unanimously.

There was no public comment.

8 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 October 24, 2918, 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 October 24, 2018. She thanked President Cleaveland for the moment of silence for that are suffering great losses from what's happening in Northern California, as well as Southern California. She added that she is very proud of the members that have been deployed, both to the Camp Fire in Butte County and the Hill fire in Southern California. She added that they are working hard, all are safe and that she really appreciates their hard work.

Chief Hayes-White stated that she appreciates all the efforts of the staff, the command staff as well as operations at a safe Halloween was enjoyed by many and was uneventful for the most part in terms of any major injuries or incidents. She attended, along with Chief Zanoff, the Healthy Streets Committee where they partnered with other departments related to some of the street behavior that they've experienced, and she attended in a career day at Mercy High School. Other events she attended included SFFD Toy Program, the Phoenix Society dinner, and the celebration of life for Willie McCovey. She stated that she hosted the Orange County Fire Authority who were interested in the SFFD's recruitment and retention efforts, as well as in conjunction with the diversity of our department. She also attended the SF Youth Academy graduation led by the Black Firefighters Association. She acknowledged and thanked the command staff for attending the Veterans' Day parade with her. She also attended the World

War I Armistice Centennial Celebration which was hosted by George Schultz and Chief of Protocol Charlotte Schultz to acknowledge the ending of World War I. She also acknowledged Jesusa Bushong of HR who worked on securing the bronze award for the Healthy Mothers Workplace award. She mentioned that the budget is on track, that they have an H-3 Level 1 class graduating November 30th and they are beginning the selection process for the 125th class. She asked that the meeting be adjourned in the memory of Firefighter Lynette Dryer, Sid Taylor, and retired Captain Matt Plescia.

There was no public comment.

REPORT FROM OPERATIONS, DEPUTY CHIEF 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 activities for the month of October. He stated that there was n greater alarms, a third alarm at 405 Davis Court and that Assistant Chief Post was the incident commander and he did a great job, he led it with a very calm demeanor and a precise methodical manner. He also acknowledged the fantastic job done by the members of the department who responded to that fire. He also thanked the strike teams that were out on deployment. He touched on other notable incidents during the reporting period including a baby that was delivered by field personnel.

There was no public comment.

9. COMMISSION REPORT *[Discussion]*
Report on Commission activities since last meeting on October 24, 2018.

Commissioner Hardeman stated that his son, Nick Hardeman is going to be honored by the Laborer's Union to raise dollars and items for the SFFD Firefighters Toy Program.

Commissioner Veronese stated that he presided over two disciplinary hearings and appeared at two fires, one at Golden Gate Park and the Highrise fire downtown and mentioned the amazing job crews did to extinguish those fires.

10. COMMISSION RETREAT ACTION PLAN *[Discussion]*
Commissioner Covington and Vice President Nakajo to discuss forming sub-committee on action to be taken following the September 25, 2018 Commission Special Meeting/Retreat.

Commissioner Covington stated that she thought it would be prudent of the commission to have a subcommittee to go over a number of the items that were put forth during the retreat and to prioritize the subjects going forward and to present to the Commission those items to be voted on. She suggested that the subcommittee should include two members of the Commission, and President Cleaveland appointed Commissioner Nakajo as he served on the Public Safety Transition team and has that knowledge base. She also suggested that the two deputies who were at the retreat the entire day as well as retired Chief Columbini and Local 798, President Tom O'Connor, to be part of the subcommittee, as they were part of the Mayor's Public Safety Transition team. She added that the two commissioners on the subcommittee will be making the decisions about presenting whatever the action items are to the entire commission.

Vice President Nakajo expressed his concerns with the forming of a subcommittee. He stated that he is reluctant in terms of the commission formalizing a subcommittee, in his opinion, is

another committee that was formalized around the retreat that was supposed to have findings from the commissioners and he feels sometimes when he makes remarks, it sounds like he is criticizing the process, but he's actually voicing his opinion and his concerns and that doesn't mean that he's not supportive of the conceptual. He added that he was disappointed that the $3,000.00 fee for the consultant at the retreat didn't at least produce a written product.

President Cleaveland relieved Vice President Nakajo of his duties on the subcommittee and asked Commissioner Veronese to serve with Commissioner Covington and to come back with a report when they are ready to come back to the commission with a report on the retreat's recommendations. Commissioner Veronese accepted as long as there is no deadline in early December because he will be out of town for the first week. He stated that he thinks it is important that in this transition to a new chief, that there is some information that is being handed off that is speaking to the priorities of the new administration with the Mayor and her office, and which is where the information is coming from. He added that he thinks this is an important time and important task. Commissioner Veronese was excused from the meeting at 11:50 a.m. to attend a court proceeding.

There was no public comment.

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

- Update on study for the training facility.

There was no public comment.

12. PUBLIC COMMENT ON ITEM 13
Public comment on all matters pertaining to Items 13(b), below, including public comment on whether to hold Items 13(b), in closed session.

There was no public comment.

13. POSSIBLE CLOSED SESSION REGARDING PERSONNEL MATTERS AND EXISTING LITIGATION

a. VOTE ON WHETHER TO CONDUCT ITEMS 13(b), IN CLOSED SESSION *[Action]*

The Commission may hear Item 13(b) regarding existing litigation in closed session if it votes to invoke the attorney client privilege (Government Code § 54956.9; Administrative Code § 67.10(d))

Commissioner Covington made a motion to conduct item 13(b), in Closed Session. Commissioner Nakajo seconded, and the motion was unanimously approved. (4-0; Cleaveland, Nakajo, Hardeman, Covington)

The Commission went into closed session at 12:01 p.m.

Also present was Deputy City Attorney, Lisa Berkowitz.

b. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION. Conference with legal counsel to discuss and possibly approve settlement of existing litigation pursuant to

Government Code Section 54956.9(a), (c), (d), and Administrative Code Section 67.10(d)(1). ***[Action item]***

Existing Litigation:
Chiles v. City and County of San Francisco
San Francisco Superior Court No.: CPF 17-515732

14. REPORT ON ANY ACTION TAKEN IN CLOSED SESSION *[Discussion and possible action]* as specified in California Government Code Section 54957.1(a) and San Francisco Administrative Code section 67.12(b).

The Commission reconvened in Open Session at 12:09 p.m. President Cleaveland reported that the Commission unanimously agreed to approve the settlement agreement.

15 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]***

Commissioner Covington Moved to not disclose discussions held in closed session. Commissioner Hardeman Seconded. The motion was unanimously approved. (4-0; Cleaveland, Nakajo, Hardeman, Covington)

16. ADJOURNMENT
President Cleaveland adjourned the meeting in the memory of Firefighter Lynette Dryer, Sid Taylor, and retired Captain Matt Plescia. at 12:11 p.m.

FIRE COMMISSION REGULAR MEETING
MINUTES

Wednesday, November 28, 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=31895

President Cleaveland called the meeting to order at 5:00 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
Acting Chief of Department	Mark Gonzales	Present
Jeanine Nicholson	Deputy Chief --Administration	
Dan DeCossio	Prevention	
Tony Rivera	Support Services	
Michael Cochrane	Homeland Security	
Andy Zanoff	EMS	
Joel Sato	Division of Training	
Assistant Chiefs		
Brook Baker	Division 2	
Nicol Juratovac	Division 3	

2. PUBLIC COMMENT

Tom Doudiet, retired Assistant Deputy Chief suggested that there are some non-negotiable requirements for the next Chief of Department. He added that the next Chief must recognize that their primary responsibility and the preservation of life and property is to prevent the city from being once again destroyed by firestorms following an earthquake, because if the city is destroyed by fire, thousands of lives will be lost, and nothing else that may have been accomplished in San Francisco up to that time will matter. He also suggested that the next Chief must understand that following a great earthquake, it can only be brought under control by a continuous and inexhaustible supply of water, which fortunately the City has available on three sides of the city in the Pacific Ocean and the Bay. He went on to explain the inadequate supply of water in the outer Richmond and Sunset Districts and described the limited water sources in those districts. He added that the next chief must not endorse the proposals being submitted as the SFPUC's Option 12 hydrant system and he provided binders with useful information that will clarify the issues that are most critical to the process of the selection of the next chief of the SFFD.

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

- Minutes from Regular Meeting on November 14, 2018.

The minutes were tabled to the next meeting for approval as Commissioner Covington noted there were significate omissions from the minutes that she would like added.

There was no public comment.

4. DISCUSSION OF DESIRABLE QUALITIES FOR THE NEXT SAN FRANCISCO FIRE CHIEF. THIS IS AN OPPORTUNITY FOR MEMBERS OF THE PUBLIC AND SFFD TO PROVIDE INPUT TO THE COMMISSION REGARDING THE NEXT FIRE CHIEF *[Discussion]*

Stephen Martinpinto, temporarily assigned to Engine 35 and is a fifth-generation San Franciscan would like to see in the next Chief someone who would be interested in forming a USAR team for SF, and he thinks it would boost preparedness to deal with any natural disaster or manmade terrorist attack as well as inject possible FEMA funding into the Department. He would also like the next chief to continue to hire more veterans.

Nancy Worful requested that the commission add an item to our next agenda specifically pertaining to adding a project to the Department's new 10-year capital plan to extend the original AWSS System with three new saltwater pump stations to serve all residential neighborhoods not presently protected with unlimited water. She added that the new chief should make the AWSS expansion a top priority. She also mentioned that the new chief must have the ability to effectively demonstrate independence on behalf of the Fire Department and to stand up to the SFPUC, who now owns the AWSS System, and who consistently fails to provide projects that will guarantee firefighters with enough auxiliary water to fight post-earthquake fires. She expressed her concerns with the SFPUC as well as it not being okay for the SFFD to not have their own standards for a new pipeline from Sunset Reservoir. She added that the PUC may own the AWSS assets, but the SFFD is the only beneficiary of the system and she suggested that they demand their rights. She provided the commission with a copy of her article in the Westside Observer.

James Dalessandro, author of 1906: A novel, who spent 30 years of his life studying this problem and studying what happened to San Francisco in 1906 and 1989 stated that the hiring of the new fire chief will be the most important hire the City may ever see in the Fire Department because the further we are from 1906, the closer we are to a repeat. He explained the history of past earthquakes and the lessons we should have learned and stated that the next chief has to have imagination, has to understand the history and has to put an end to this problem.

Lt. Buren, a 21-year member of the department stated that she agreed with the past speakers on characteristics they want in the next chief, and added firefighter experience, and knowledge of their job, vision, strength, leadership, integrity and maybe even some humor should also be considered. She also asked the commission to consider someone that will focus their attention and funds on health and wellness for the employees, training and someone who is able to work together to collaborate with other organizations in the city and communicating with the rank and file, and uniting every rank and division, from the command staff as a whole to all the divisions in the Department.

Commissioner Covington stated that she was happy that she pushed to have this item on the agenda and that the time of day was not the most opportune time, and that many people expressed to her that they couldn't be here today, but the few that did speak spoke eloquently and very specifically and she appreciates their comments.

Commissioner Veronese also thanked the people that spoke and that he thinks this is an important decision and that he was a little disappointed that they didn't hear from more members. He suggested that in order to really gauge the temperature and the needs of the members of the Department, he would be popping into the various stations to ask members to communicate with him on what they want in the next fire chief, and he would report back to the commission and suggested that maybe the other commissioners could do the same. He added that he wants to go into this decision with a lot of information and he wants to see a lot of candidates apply for the position.

Vice President Nakajo also thanked the individuals who took the time to come on short notice to express their desires in the next fire chief. He added that he thought the commission has opportunities to go to the rank and file and have further dialogue.

Commissioner Hardeman also thanked the speakers that came forward and expected to hear that everyone wants the same thing in the chief. He added that there are a lot of talented people in the department and he would be surprised if there was somebody from outside the department that could have the talent that the SFFD possess. He thinks they will have three wonderful candidates going forward. He also thanked Chief Tom Doudiet for his work on the auxiliary water over the years.

President Cleaveland confirmed that the deadline for filing applications is December 7, 2018, and suggested that an agenda item is added to the December 12, 2018 meeting allowing for another opportunity for additional comment on the attributes for a future fire chief. He acknowledged the people that came to speak, particularly the AWSS information as he knows it is something that has been discussed multiple times over the years with very little action.

5. 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 October 2018. She mentioned that the Physician's Office is going to be busy over the next couple of months conducting physicals for the people that are going to be getting conditional offers of employment. With regard to Investigative Services Bureau, she announced they are in the process of conducting background investigations on people and meet and greets with those people for the next academy class. She stated that the Assignment Office was conducting vacation relief moves and vacation bidding begins tomorrow. With regard to Support Services, she mentioned that BOE has handled 70 plus field and equipment repairs and hundreds of calls for equipment. She stated that fleet has on order, six triple combination pumpers, engines with the pump, tank, and hose and they are currently being fabricated and that a team from the BOE, Local 798, and Central Shops are going to be traveling next week to Louisiana to conduct an inspection. She also mentioned that they have five more engines in addition to those six that are currently with the Office of Contract Administration as that request will have to go before the Board of Supervisors because they have gone over the $10,000,000 contract but she does not see an issue with that as they have the Mayor's full support. She added that the construction of the new aerial trucks is underway and the first one is due in April and once they have that one and it meets the standards and expectations, they can order four more. They also have the approval of ordering

15 ambulances. She touched on the groundbreaking ceremony that took place today for the Ambulance Deployment Facility. She announced that they continue to work diligently for the completion of Station 16, but that the contractor has been very difficult to work with and he keeps extending the completion date which has been moved to December 10th. With regard to Station 5, she stated that they could not work the past couple of weeks due to smoke and rain so that completion date may also be extended. She touched on street projects with MTA, the Division of Training including the MOU with City College they are working on where they will be able to enroll academy members in City College and get remuneration for hours of training. It will also facilitate training and certifications for the members, not just academy members but also officers and state fire marshal classes. She added that the MOU is currently in the hands of the City Attorney's Office and will come to the Fire Commission for approval once it gets vetted by the city attorney. She touched on the upcoming H-3 L-1 class that is scheduled to graduate Friday, the Fire Reserves; NERT, Homeland Security and the wildland responses where the department had multiple deployments to different fires in Southern California and in Butte County. She stated that they sent Engine 9, Engine 11, and Engine 17 to the Woolsey Fire in Ventura and they received a letter of commendation from a Geoffrey D. Maloon, Acting Battalion Chief from the Milpitas Fire Department that worked with our teams. Chief Nicholson read the letter into the record.

Commissioner Veronese confirmed that the City College classes will get college credits for the people being hired in the recruit academy and will get college credits toward their degree and the department will get some reimbursement back. Commissioner Veronese suggested that the commission get a report on the AWSS to get some sort of reassurance that the Department is planning for a worst-case scenario. He also suggested that the commission stays on top of priorities such as going to the Mayor's office or the Board of Supervisors about getting an in-house person for fleet repair and other priorities previously discussed. He also wanted to make sure that we are using our statistics on homelessness to implement Proposition C and advocate for some of that money. Commissioner Veronese also confirmed that the liquidated damages recovered for the delay of Station 16 does not come to the Department, it goes to the General Fund and he thinks legislation should be drafted so that those monies come back to the SFFD. He also mentioned that he wants to stay on top of the Stress Unit resolution and that the deadlines outlined in the document are met. He announced that he wants to make sure that if we are still fighting wildland fires with wildland equipment, that the department has updated that equipment to make sure that the men and women of the SFFD have what is needed to fight the types of fires that they are fighting today.

Chief Gonzales stated that he had the privilege to represent Chief Hayes-White at the Huntington Park, Nob Hill Association where Captain Pablo Sequenza was awarded recognition for his wildland deployments.

There was no public comment.

6. FIRE COMMISSION MEETING CALENDAR 2019 ***[Discussion and possible action]***
Discussion and possible action to adopt the 2019 Fire Commission Regular Meeting calendar.

Commissioner Hardeman Moved to approve the 2018 Fire Commission Meeting Calendar. Commissioner Covington Seconded. Motion to approve 2018 meeting calendar was unanimous.

There was no public comment.

7. COMMISSION REPORT ***[Discussion]***
Report on Commission activities since last meeting on November 14, 2018.

Commissioner Hardeman stated that he attended the Peer Stress Unit meeting and he thought it was very well done and he was there for support and to listen. He also attended the groundbreaking of the new Ambulance Deployment Facility and he acknowledged the huge crowd that attended, including Mayor London Breed, whom you could tell deep down loves the Fire Department.

Commissioner Covington echoed Commissioner Hardeman's sentiments regarding the groundbreaking ceremony.

President Cleaveland stated that he attended a couple of meetings during the reporting period, including with the Director of the Bicycle Coalition to see how the Department can work more closely with the bike folks, and apparently, the Department has a good representative who is doing a very good job. He also met with President Sherman Tillman of the Black Firefighters Association to see how their organization is going and to get his input on our next chief. He also attended the groundbreaking as well and thinks it was a long time in coming. He added that there is a need to get voters to approve a bond to pay for a future training facility, which is going to be in excess of $100,000,000.00.

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

- Cancer Prevention Presentation
- Chief's public comment
- Done policy update
- Training facility update

Commissioner Covington stated that at the last meeting it was announced that there would be a discussion on the new training facility for this evening's meeting and then it was taken off calendar, and she thinks it should be on the calendar for the next meeting.

Vice President Nakajo confirmed that elections of officers will be held the first meeting in January, January 9, 2019.

9. ADJOURNMENT President Cleaveland adjourned the meeting at 6:56 p.m. in the memory of Michael Kirk.

Conefrey, Maureen (FIR)

From: FireChief, Secretary
Sent: Tuesday, November 20, 2018 6:12 PM
Subject: General Order 18 A-86, Company Based Modular Training Module 15-Below Grade Fire Tactics / Live Burn

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 18 A-86
November 20, 2018

From: Chief of Department
To: Distribution List "A"
Subject: Company Based Modular Training Module 15-Below Grade Fire Tactics / Live Burn
Reference: Rules & Regulations, Section 402
Enclosure: None

Officer Endorsement:
Section 1108 - R. & R.

1. Company Based Modular Training Module 15-*Below Grade Fire Tactics/Live Burn* will commence on Monday, November 26, 2018 and continue through Thursday, December 21, 2018.

2. Class will be held from 0900-1200 hours at the Treasure Island Training Facility. Class starts **promptly** at 0900 hours.

3. The Below Grade Tactics portion will include findings from a study conducted by Underwriters Laboratories/National Institute of Standards and Technology (UL/NIST) with the cooperation of the San Francisco Fire Department. The Live Burn portion will encompass a variety of fireground operations such as laddering, ventilation, search and rescue, pump operations, and hose leads.

4. One Engine Company and one Truck Company from each Division will be selected by the Division of Training in consultation with the Division Chiefs each day. A Battalion Chief will also be selected alternating between Divisions. Companies will be notified of their inclusion in the drill no later than 0815 hours.

5. Members attending training shall bring Department issued Personal Protective Equipment (PPE). Rigs shall park on 10th Street ONLY.

6. Questions regarding this General Order shall be referred to the Division of Training, 415-318-4530.

Joanne Hayes-White
Chief of Department

Conefrey, Maureen (FIR)

From:	FireChief, Secretary
Sent:	Tuesday, November 20, 2018 6:12 PM
Subject:	General Order 18 A-87, Decorative Tree Inspections and Information
Attachments:	18 A-87 Attachments A-E.pdf

NOTE: ATTACHMENTS ARE PRINTABLE

SAN FRANCISCO FIRE DEPARTMENT

GENERAL ORDER

File Code 18 A-87
November 20, 2018

From: Chief of Department
To: Distribution List "A"
Subject: Decorative Tree Inspections and Information
Reference: Section 806.1 of the 2016 San Francisco Fire Code
Chapter 1, Section 3.08, Title 19, California Code of Regulations
Enclosures:
(A) BFP Informational Bulletin Re: Use of Decorative Trees in Regulated Occupancies
(B) NFPA Christmas Tree Safety Tips and Recommendations for Christmas Fire Safety (English, Spanish, Chinese and Versions)
(C) BFP Information Bulletin Re: Requirements for the Application of Flame Retardants to Decorative Trees (2018)
(D) 2018 Christmas Tree Lot List
(E) Christmas Tree Weekly Inspection Report Form

Officer Endorsement:
Section 1108 - R. & R _____

1. Assistant Chiefs and Battalion Chiefs supervising fire suppression units are directed to inspect decorative trees in public assemblies, schools, hospitals, department stores, high- rise office buildings; and public areas of hotels, motels, and apartment buildings within their respective Divisions and Battalions to assure compliance with the appropriate codes and regulations adopted by the State of California, as detailed in the enclosed Information Bulletin.

2. A weekly report of all inspected premises shall be forwarded to the Bureau of Fire Prevention; Attention: Fire Marshal. The inspection report *(Enclosure D)* shall include the name of the business, address, date inspected, type of tree (natural cut/artificial), pass/fail, and action taken. Inspection report forms may be printed out from AO Reports.

3. Natural cut trees are not permitted in hospitals and other facilities housing non- ambulatory persons (see Informational Bulletin). Further, natural cut trees are only permitted in public assemblies, schools, department stores, and public areas of hotels, motels, and residential buildings with more than two units when *they are protected by an approved automatic sprinkler system.*

4. Natural cut trees in schools, public assemblies, and public areas of residential buildings shall be treated with flame retardant and shall have an approved tag certifying the application of a California State Fire Marshal approved flame retardant. The tag shall include the following information: CSFM Seal of Registration, name of flame retardant used, name of registered applicator, registration number, and date of application.

5. Natural cut trees shall be removed from buildings whenever the needles fall off readily when a tree branch is shaken or if the needles are brittle and break when bent between the thumb and index finger. Chiefs shall remind responsible parties to check the tree daily for dryness.

6. Battalion Chiefs shall deliver a supply of *Enclosures (A), (B), and (C)* to each and every decorative tree lot in their Battalion for distribution to their customers, regardless of the Tree Lot's inclusion on the Battalion List. Additionally, each member shall be familiar with the provisions of *Enclosure (A),* and shall report non-compliance to their respective Battalion Chief or to the Bureau of Fire Prevention.

Joanne Hayes-White
Chief of Department

Conefrey, Maureen (FIR)

From: FireChief, Secretary
Sent: Tuesday, November 27, 2018 5:57 PM
Subject: General Order 18 A-89, Year 2019 Vacation Selections, Suppression Members
Attachments: 18 A-89 Vacation Selections Attachments.pdf

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 18 A-89
November 27, 2018

From: Chief of Department
To: Distribution List "A"
Subject: Year 2019 Vacation Selections, Suppression Members
Reference: Rules & Regulations, Section 2519
Enclosure: (A) Vacation Policy, Balance Limits, Accrual Rates, Granting Rules, Bidding Instructions
(B) 2019 Watch Calendar

Officer Endorsement:
Section 1108 – R & R _____

1. Vacation selections for the Year 2019 shall be made via HRMS. All Suppression members (CITY and SFO) working 24-hour shifts shall submit computer vacation bids. Members working in administrative positions shall have their vacations approved by their supervisors. All members are directed to enter a vacation bid. Probationary Firefighters must work one full year before using vacation leave.

2. First Round Vacation Request bidding will open at 1200 hours on Thursday, November 29, 2018, with a deadline of 1200 hours, Wednesday, December 5, 2018.

3. Second Round Vacation Request bidding will open at 1200 hours, Thursday, December 6, 2018, with a deadline of 1200 hours, Wednesday, December 12, 2018.

4. The Annual IDV and TC bidding will open at 1200 hours, Thursday, December 13, 2018, with a deadline of 1200 hours, Wednesday, December 19, 2018.

5. Under no circumstances will the sum of vacation, IDV and TC days granted exceed the number of days listed under the Vacation Granting Rules section of Enclosure (A).

6. Any member who is at or near their vacation balance limit is strongly encouraged to take their vacation and IDVs early in the year. It is recommended that members check their time balances against the stated limits set forth in Enclosure "A". Any member who reaches their respective accumulated vacation maximum will cease to accrue vacation time.

Conefrey, Maureen (FIR)

From: FireChief, Secretary
Sent: Friday, November 30, 2018 4:42 PM
Subject: General Order 18 A-91, H-16 Technical Training Specialist Position

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 18 A-91
November 30, 2018

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

Officer Endorsement:
Sec 1108 – R & R_____

1. The Department is developing an applicant pool for the position of H-16 Technical Training Specialist 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 Specialist assists in the development, organization, coordination, and delivery of Department training, education and evaluation programs for 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 of in-service Firefighters, Firefighter/Paramedics, Officers, Companies and Units
    - Preparation and presentation of classroom lectures
    - Preparation and delivery of driver training and safety programs
    - Return to duty training of Firefighters, Firefighter/Paramedics, and Officers

4. Desired skills:

    - Comprehensive working knowledge of all aspects of field operations
    - Commitment to and enthusiasm for training
    - Excellent working knowledge of SFFD tools, equipment, and apparatus including extensive Engine and Truck experience
    - Excellent organization, interpersonal and written communication skills
    - Ability to share expertise and knowledge to Department members
    - Teaching experience
    - Fire Officer I certification
    - Fire Control 3B

- Construction experience
- Welding skills
- Video production and editing skills
- One of the following CA State Fire Marshal Instructor Certifications, either:
  - Fire Instructor 1A and 1B (Pre-2009), or
  - Training Instructor 1A and 1B (2009-2016), or
  - Instructor I (2016 – present)

5. Application Process:

   - Provisions stated in G.O. 00 A-8 apply for this position. All interested H-2 Firefighters, H-2P and H-3 Level III Firefighter/Paramedics should submit a General Form Report **and** updated Personal Qualification Form (PQF) to the Director of Training by close of business on Monday, December 10, 2018. Candidates will be selected to interview for the position after all applicants are evaluated.

6. This General Order shall be rescinded on December 31, 2018.

Joanne Hayes-White
Chief of Department

Conefrey, Maureen (FIR)

From: FireChief, Secretary
Sent: Friday, November 30, 2018 4:42 PM
Subject: General Order 18 A-92, H-28 Training Officer Position

SAN FRANCISCO FIRE DEPARTMENT
GENERAL ORDER

File Code 18 A-92
November 30, 2018

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

Officers Endorsement:
Sec 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 Recruit Training Captain.

2. As a member of the Director of Training's staff, the H-28 Training Lieutenant assists in the development, organization, coordination, and delivery of 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

Minimum Requirements:

- One of the following CA State Fire Marshal Instructor Certifications, either:
  - 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 common software applications (i.e. Microsoft Excel, Word, and PowerPoint)

4. Desired Skills:

- CA State Fire Marshal Certification: Firefighter I and Firefighter II
- CA State Fire Marshal Certification: Ethical Leadership in the Classroom
- Comprehensive working knowledge of all aspects of field operations
- Commitment to and enthusiasm for training
- Excellent organization, interpersonal and written communication skills
- Teaching experience
- Fire Officer I certification
- Rescue Systems I
- Confined Space Operations

5. The position is open to all interested permanent H-20 Lieutenants and those on the on the current eligible list, however, the member must be a permanent H-20 at the time of appointment. Interested members should submit a General Form Report and updated Personal Qualification Form (PQF) to the Director of Training by close of business on Monday, December 10, 2018.

6. This General Order shall be rescinded on December 31, 2018.

Joanne Hayes-White
Chief of Department

UEG
UNITED EMPLOYEES GROUP

December 5, 2018

Fire Commission
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Re: Chief of Department

Dear Fire Commissioners,

At the November 28th Fire Commission meeting it was requested that the representative employee groups give input into what the "rank and file" were looking for in our next Chief of Department. It is the agreed upon priority of the United Employees Group that the next Chief of Department rise from within the ranks of the SFFD. San Francisco presents unique challenges for firefighting, emergency medical services and responding to natural disasters. Additionally, San Francisco presents a distinct cultural environment best met by the present workforce. No one knows how to face our public safety requirements better than San Francisco firefighters.

Currently, the Department is facing significant needs that must be met in collaborative and rapid fashion by our next management team:

- The new administration should be in place to in order to craft their own budget that reflects the internal, administrative and operational needs to carry this department forward.
- Increased demands on our EMS system as the population of San Francisco grows and call volume increases causing additional strain on our system and personnel.
- Capital projects that are long beyond their scheduled completion dates as well as capital needs that need to be addressed.

United Employees Group of the San Francisco Fire Department

Asian Firefighters Association • Black Firefighters Association • Los Bomberos
San Francisco EMS Officers Association • San Francisco Fire Chiefs Association • San Francisco Firefighters Union Local 798
San Francisco Paramedic/Firefighter Association • SFResQ • United Fire Service Women • Veterans' Group

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- The Department's fleet continues to age beyond national standards.

To meet these challenges, the implementation of the SFFD Strategic Plan must be a priority. Hiring practices and promotional exams must be consistent and transparent. The department must have a fleet replacement plan and aggressively pursue funding in order to alleviate our chronic shortfalls.

The United Employees Group requests that the Fire Commission hire our next Chief of Department from within. As initial deadline of the budget process approaches in February, it is imperative that the Fire Commission acts with deliberate speed to install a new administration.

Sincerely,

The United Employees Group