

# SAN FRANCISCO FIRE COMMISSION

## Fire Commission Regular Meeting

May 25, 2022, 5:00 p.m.

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

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### AGENDA

This meeting will be held in person at the location listed above. As authorized by California Government Code Section 54953(e) and Mayor Breed's 45<sup>th</sup> Supplement to her February 25, 2020, emergency proclamation, it is possible that some members of the San Francisco Fire Commission may attend this meeting remotely. In that event, those members will participate and vote by video. Members of the public may attend the meeting to observe and provide public comment at the physical meeting location listed above or online at the below meeting link. Instructions for providing remote public comment are below.

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

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<https://ccsf.webex.com/ccsf/onstage/g.php?MTID=e23ce763e7d7145d9aff278d2df0b3dbb>

Watch live at [www.sfgovtv.org](http://www.sfgovtv.org)

### Participating During Public Comment: By Phone

Public Comment Call in number is:

1-415-655-0001

Access Code: 2499 206 7049

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.*

Item No.

**1. ROLL CALL**

President	Katherine Feinstein
Vice President	Stephen Nakajo
Commissioner	Francee Covington
Commissioner	Armie Morgan
Chief of Department	Jeanine Nicholson

**2. 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.

**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. PRESENTATION FROM SFFD FIRE AUXILIARY RESERVE *[Discussion]***

Philip Buckley, Commander of the SFFD Fire Auxiliary Reserve to provide an overview of their Program.

**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 May 11, 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. APPROVAL OF THE MINUTES *[Discussion and possible action]***

Discussion and possible action to approve meeting minutes.

- Minutes from Special Meeting on March 30, 2022.
- Minutes from Special Meeting on April 5, 2022.
- Minutes from Special Meeting on April 6, 2022.
- Minutes from Special Meeting on April 25, 2022.
- Minutes from Special Meeting on May 4, 2022
- Minutes from Regular Meeting on May 11, 2022.

**7. PUBLIC COMMENT ON ITEM 8**

Public comment on all matters pertaining to Items 8 below, including public comment on whether to hold Items 8(b) (c) (d) (e) (f) and (g) in closed session.

**8. POSSIBLE CLOSED SESSION REGARDING PERSONNEL MATTERS**

**a. VOTE ON WHETHER TO CONDUCT ITEMS 8(b) (c) (d) (e) (f) and (g) IN CLOSED SESSION [Action]**

The Commission may hear Items 8(b) (c) (d) (e) (f) and (g) in closed session pursuant to Government Code Section 54957(b) and Administrative Code Section 67.10(b).

**b. PUBLIC EMPLOYEE DISCIPLINE, CASE NO. 2021-08: COMMISSION DELIBERATIONS ON PROPOSED FINDINGS OF FACT, AND POSSIBLE APPROVAL OF FINDINGS OF FACT REGARDING COMMISSION'S DECISION ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT [Action]**

At a meeting on March 2, 2022, regarding the above-referenced matter, the Commission deliberated and reached a decision on employee non-disciplinary separation. The Commission is now considering proposed Findings of Fact in relation to that decision.

**c. PUBLIC EMPLOYEE DISCIPLINE, CASE NO. 2021-09: COMMISSION DELIBERATIONS ON PROPOSED FINDINGS OF FACT, AND POSSIBLE APPROVAL OF FINDINGS OF FACT REGARDING COMMISSION'S DECISION ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT [Action]**

At a meeting on February 24, 2022, regarding the above-referenced matter, the Commission deliberated and reached a decision on employee non-disciplinary separation. The Commission is now considering proposed Findings of Fact in relation to that decision.

**d. PUBLIC EMPLOYEE DISCIPLINE, CASE NO. 2021-10: COMMISSION DELIBERATIONS ON PROPOSED FINDINGS OF FACT, AND POSSIBLE APPROVAL OF FINDINGS OF FACT REGARDING COMMISSION'S DECISION ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT [Action]**

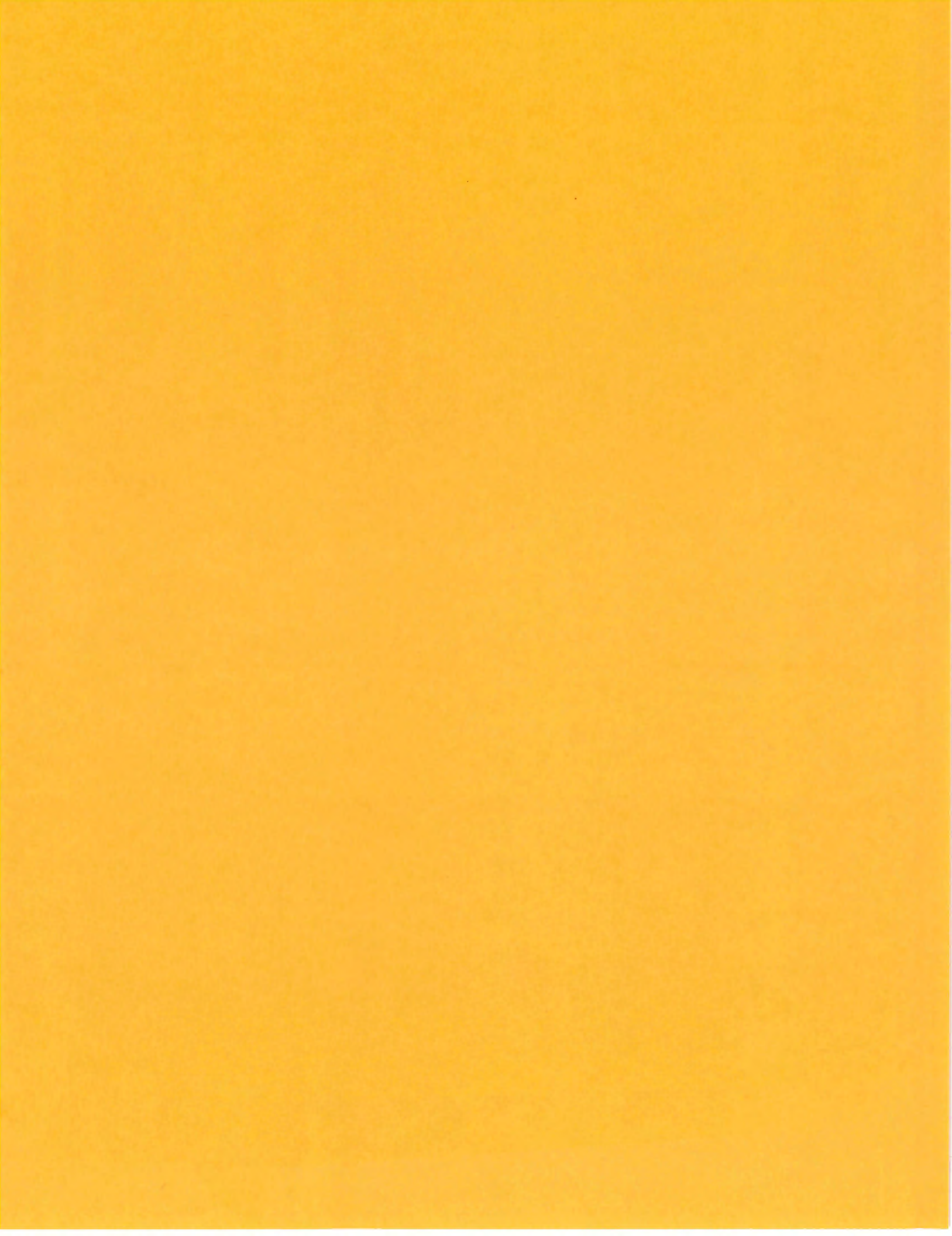
At a meeting on February 22, 2022, regarding the above-referenced matter, the Commission deliberated and reached a decision on employee non-disciplinary separation. The Commission is now considering proposed Findings of Fact in relation to that decision.

**e. PUBLIC EMPLOYEE DISCIPLINE, CASE NO. 2021-12: COMMISSION DELIBERATIONS ON PROPOSED FINDINGS OF FACT, AND POSSIBLE APPROVAL OF FINDINGS OF FACT REGARDING COMMISSION'S DECISION ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT [Action]**

At a meeting on February 25, 2022, regarding the above-referenced matter, the Commission deliberated and reached a decision on employee non-disciplinary separation. The Commission is now considering proposed Findings of Fact in relation to that decision.

**f. PUBLIC EMPLOYEE DISCIPLINE, CASE NO. 2021-15: COMMISSION DELIBERATIONS ON PROPOSED FINDINGS OF FACT, AND POSSIBLE APPROVAL OF FINDINGS OF FACT REGARDING COMMISSION'S DECISION ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT [Action]**

At a meeting on February 22, 2022, regarding the above-referenced matter, the Commission deliberated and reached a decision on employee non-disciplinary separation. The Commission is now considering proposed Findings of Fact in relation to that decision.



**MINUTES OF THE FIRE COMMISSION SPECIAL MEETING**  
**March 30, 2022 – 1:30 PM**

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*President Feinstein called the meeting to order at 1:33 p.m.*

**Item No.**

**1. ROLL CALL**

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

Also present: Court Reporter Dawn Stark  
Member  
Attorney Heather Gibson  
Chief Jeanine Nicholson  
Deputy City Attorney Jennifer Stoughton  
Deputy City Attorney Brad Russ  
Adam Wood, Local 798  
Fire Commission Secretary Maureen Conefrey

**2. CASE NO. 2021-20: HEARING AND DELIBERATIONS ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT [Discussion and possible action]**

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

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

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

Members of the public may comment on all matters pertaining to Agenda Item 2 and whether to consider the matter in closed session. [Government Code §54954.3(a), Administrative Code §67.15(b)]

PUBLIC COMMENT CALLER: Thank you. My name is Dan Yonn (phonetic), retired San Francisco Fire Department. Commissioners, you've overseen the termination of a number of firefighters recently. You are a check and balance in the progressive disciplinary process. You have incredible latitude to agree or disagree with the Chief or to come up with alternative judgments. The primary job description of the Commission is to make decisions that facilitate the efficient operations of the Fire Department. Every Commissioner is aware that the greatest assets of the Fire Department are its Firefighters. The City Attorneys are framing this as if you have no choice, that these Firefighters are demanding the Department ignore a Health Order. That's clearly not true; they've simply requested accommodations in line with the Health

Order. The process for determining religious sincerity has raised many questions. An attorney saying it was determined that it was "impractical to accommodate" is not going to hold up in a religious-discrimination lawsuit. After hearing that -- oh, excuse me. One attorney stated carelessly that comirnaty was readily available. After hearing that, I went to my local pharmacist and confirmed what I already knew, which is that comirnaty is not available anywhere in the U.S.; so all COVID vaccines that are available are under the EUA at best. The language in the EUA that makes mandating these vaccines illegal has language that includes coercion. Discrimination and wrongful-termination lawsuits are just beginning. The vaccine-injury and wrongful-death lawsuits -- some of them being criminal -- are going to be much more detrimental. Please make the best choice for the future of the department; vote to not terminate these Firefighters and pursue reasonable alternatives. Thank you.

PUBLIC COMMENT CALLER: Okay. This is Greg Savin, forced to retire prematurely. Unfortunately, we are here to witness yet another unlawful termination of a fellow Firefighter. I'm sure everyone here knows that most cities and counties around the Bay Area have either reversed their mandates or never enforced one to begin with. This is not about safety; it has become all political. It has become abundantly clear that before the mandates came out that back-room deals were made with the Department heads. Even President Feinstein herself asked, in prior Commission meetings: What do we have to do to get these Firefighters vaccinated? I guess the answer to that is to threaten, coerce, dismissing their sincerely-held religious beliefs, and by taking away their freedoms, liberties and livelihoods. It won't happen in this kangaroo-court setting, but one day, everyone that has been a part of this shameful process will be held accountable. Thank you.

PUBLIC COMMENT CALLER: I'm Michael Crotty, San Francisco Firefighter. We know that this isn't about public health; we know this is about the funding that the government promised the City and County of San Francisco, the hundreds of millions of dollars of COVID relief if they got 100 percent compliance with being vaccinated. So regardless of who dies from the shot, regardless of who's maimed for life, regardless of the long-term consequences, you sold us out for 30 pieces of silver. You are ending the lives in the Fire Service and -- and every other department in the City for people who -- who are against this religiously. Now, that's illegal, and we know why you're doing it; so this sham, fraud, front -- it's a joke. You guys are all puppets, and -- and you're answering to your slave masters, and you're committing horrible atrocities against these people. Think about that. You sold us out for money. You took away our careers. You're taking people's livelihoods, and you're joking. I'm like: How many people are going to be killed because of these shots? In the military, deaths are up 1,100 percent. You can't like deny what's happening. You can go and read your CNN BS, but the truth of the matter is: We know the truth about all of this, and you're complicit. Now, you can pretend that this is an illegal operation and -- and a Commission, but you --

PUBLIC COMMENT CALLER: Yesterday, Jeanine Nicholson and the Fire Commission fired one of my colleagues. She is an amazing human being, a daughter, a sister, a wife and a mother who has served the City of San Francisco with grace and professionalism -- Okay. Well, what you have done to her and to others, whose lives you've turned upside down, is shameful, as you

know. Today you will likely continue to breach due process and carry out the predetermined decision to terminate another colleague of mine; I pray that you do not. Will's a professional. He's incredibly intelligent. He has an amazing family who do not deserve this type of treatment. Since being put on unpaid leave, he has shown incredible adaptability and fortitude by figuring out ways to feed his wife and kids. To fire Will be an incredible display of ineptitude by the Chief and the Commission. The Commission has been presented with a preponderance of data that proves that being -- that those being terminated are no more a threat to the public than any other employees who have accepted the COVID-19 shots. There have been logical and factual arguments provided to Nicholson and the Commission that detail how accommodations could have been provided to these Firefighters that's mitigating this charade. There's no excuse for this to continue. This shallow and baseless procedure of firing faithful and professional Firefighters is not simply considered disgraceful anymore; it is sinister and it is clearly driven by the incompetence, laziness, modes of power or some other form of darkness. Unfortunately, bad news and bad deeds don't get better with time. I suggest all members involved, including staff and counsel, check the integrity of their personal moral compasses and decide how you would want to be seen when the data that has been presented to you over the past few weeks becomes mainstream. Take a look outside of your microscope with which you view the City of San Francisco and your positions as Chief, Commissioner, Secretary or Counselor. If you are being pressured to do the wrong thing with these terminations, I ask that you pick yourself up and change course. You may find that any remaining bit of fear -- just the act of doing the just thing may far outshine that fear. Prayers will continue to come your way and --

PUBLIC COMMENT CALLER: Christopher Salas, prematurely retired Firefighter, Station 3, San Francisco. Good afternoon, brothers and sisters. I just want to revisit some of the numbers thrown out yesterday by Mr. Yan at the end of Firefighter Lindsey's kangaroo hearing yesterday to try and shame Firefighter Lindsey for not getting vaccinated. Sadly, Mr. Yan mentioned 839 COVID deaths in San Francisco out of 132,000 cases, in a city of 833,255 people. Those that passed and those that caught COVID were counted over a two-year period. Doing the math, we get a total of 15 percent of the City and County of San Francisco that caught COVID over two years, and a mortality rate of .006 percent, which gives us a survival rate of 99.994 percent. These are not pandemic numbers. As anti-mandate Firefighters, we have a slogan: We've been awake. Good Lord willing, all of you will wake up soon and invite all of the unjustly terminated Firefighters back to work, as well as those of us that have prematurely retired and wish to come back. We will hope and pray that you all awake soon. Thank you.

PUBLIC COMMENT CALLER: Each and every one of these Firefighters that you have put through this ridiculous and unjust process are the true heroes. They aren't letting money, their ego or pressure dictate their inner truth. Every member of this Commission: What is your inner truth? Are you actually doing what you think is right? After hearing all of these Commission hearings, it seems evident to me that you're holding on so tight to such limited and biased information. What is actually said as you hide your conversations through your closed deliberations? These Firefighters know the truth, that your mandates are illegal, unjust and not proven to be safe or effective. If you really want to do something for the public health of San

Francisco, vulnerable populations and the entire San Francisco Fire Department, then let these Firefighters do their jobs, which they love and hold and honor with dignity and respect. Uplift the morale of the entire San Francisco Fire Department. How do you think the currently employed Firefighters feel to be demanded to be boosted and then harassed in silence when trying to defend their personal medical freedom and health? What quality of service are they able to provide when you keep doing -- when you keep acting like dictators of their personal health? You might want to consider doing something that actually benefits Firefighters, such as admitting your overreach and let them back to work like every other county in the Bay Area. It's never too late to admit you're wrong and to find solutions for these Firefighters. The time is now. We know you keep resisting, but we won't give up; you will keep hearing our truth.

PUBLIC COMMENT CALLER: I've watched all of the Commission hearings thus far, and now I have fully come to the conclusion that there is a level of conspiracy going on here. After Firefighter Lindsey's termination, not one Commissioner spoke up, asked questions, dove into real accommodations, real fact finding, real solutions to this problem. You just let Attorney Yan speak and regurgitate a Health Order in one direction, which clearly has an avenue for everybody to continue to work, which has been working for the 18 months in the entire pandemic when there was no vaccine. Your level of conspiracy is now very broad and in everyone's public view; so I ask everybody to spread the word and -- of what's going on here, and the investigation will hopefully turn out to be true. Thank you.

PUBLIC COMMENT CALLER: Oh, great. Thank you very much. Sorry, I'm not -- I don't have anything prepared. Anyway, I just want to say that it was very confusing to me yesterday. The Chief was on record, saying that she couldn't have unvaccinated people back because of the Health Order, the General Order, and because she's not comfortable with unvaccinated people -- these are quotes -- working in the Fire Department. She also said that -- yesterday that she consulted specialists and doctors, her command staff, HR and City Attorneys, but in all the other prior Commission hearings, she never mentioned any doctors or any special experts. The Defense in these have had expert witnesses who asked scientific questions and answered in their scientific knowledge, and the City Attorney's cross-examination was very telling. He's a brilliant man who started bringing up blog posts about "Is the guy a conspiracy theorist," because the science cannot be argued. The Surgeon -- these are -- these are quotes. Here's -- here's a professor from Harvard, "The bottom line is that these vaccines do not prevent transmission." Here's another infectious-disease epidemiologist, "It is really not logical to use these vaccines to protect other people. I don't think they should be forced on the understanding simply because this vaccine does not prevent transmission." Yesterday or whenever you guys fired -- great job, by the way -- I read quotes from the CDC Director, from Anthony Fauci. Here's another one from Oxford, "We don't have anything that will stop transmission." So I think we're in a situation -- okay. He goes on. Dr. Jay Bhattacharya, who is at Stanford, says, "Based on the analysis of existing medical"

**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 Covington Seconded. The motion was unanimously approved.*

*Convened in closed session at 4:58 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 Covington Moved to find that the Chief of the Department proved by a preponderance of the evidence that member failed to comply with the vaccination requirements of the Order of the San Francisco Health Officer No. C19-07y and the Chief of Department's General Order 21-A-70, as alleged in the Chief's Verified Complaint. The Commission upheld the Chief's recommendation of 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 5:34 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]**

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

**ADJOURNMENT:** President Feinstein adjourned the meeting at 5:36 p.m.

**MINUTES OF THE FIRE COMMISSION SPECIAL MEETING**  
**April 5, 2022 – 10:00 AM**

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*President Feinstein called the meeting to order at 10:00 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 Kayla Knowles  
Member  
Chief Jeanine Nicholson  
Deputy City Attorney Jennifer Stoughton  
Deputy City Attorney Brad Russ  
Adam Wood, Local 798  
Fire Commission Secretary Maureen Conefrey

**2. CASE NO. 2021-07: 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 CALLER: This is Dan Yox, retired San Francisco Fire. During these termination hearings, a couple commissioners have asked good questions regarding religious exemptions. Other questions seem to have been based on fear, which is disappointing. Fear compromises your ability to make wise informed decisions. Bear with me as I ask some questions I think everyone here should be asking. Why were treatments previously determined by the NIH to be detrimental for SARS-CoV2 the primary means of treatment for COVID? Why did several European news agencies sign the Trusted News Initiative agreeing to not report any news detrimental to vaccines? Did U.S. news agencies that receive 75 percent of their funding from pharmaceuticals make a similar agreement? Why were therapies that were successfully treating tens of thousands of patients censored along with the treating doctors who testified before Congress? These therapies would have not allowed a mid-trial experimental vaccine to be approved under the EUA. If EUA approval must be based on all of the scientific evidence, why did the FDA request the information they used from Pfizer be sealed for 75 years? And why does the FDA recall over 1,000 drugs every year, drugs

they previously deemed safe and effective? These are only a few of the many questions everyone here should be asking. These firefighters you're firing are not basing their decisions on fear. They've asked hard questions, flagged critical thinking, and have observed inappropriate government overreach. When they were hired, they took an oath to defend the Constitution. They demonstrated courage and honor, making difficult and costly decisions --

UNIDENTIFIED SPEAKER: Yes, this is Greg Saven, forced to retire prematurely. Sadly we are here to witness the unlawful termination of our brother, Ryan Crow, a strong dedicated worker, husband, and father of two, the youngest being just a few months old. Everyone attending these meetings by now knows that these hearings are just a charade. The commissioners pretend to listen to statements, evidence, and facts and then pretend to actually deliberate before coming back with a predetermined outcome recommending termination. The public has been watching, and no one is fooled. The logic behind your decisions has become almost laughable. This is all based on a health order that states that the vaccine will prevent you from getting COVID. If the vaccine is so effective, then why does the chief feel it would be necessary for unvaccinated firefighters to wear masks while eating, sleeping, and taking showers to protect the vaccinated. And now the booster mandate for most City employees, excluding the fire department, has been dropped, even though the efficacy of the vaccine for most employees has probably expired by now and yet they are still allowed to work. The deadline for the fire department has been moved -- moved to June 15th, just far enough out to get through the last of these shameful hearings, and then I'm sure the fire department's booster mandate will be dropped as well. Thank you.

UNIDENTIFIED CALLER: Okay. Great. Here's a question a Commissioner might want to ask. If the vaccinated can catch and spread COVID, why aren't they being fired? If the unvaccinated are being fired for not following orders, why is this a nondisciplinary separation? Shouldn't it be disciplinary? We have -- one Commissioner thinks that she's saving people's lives by firing them. One Commissioner is on record saying she gets her information from the Chronicle but would not allow a doctor's expert testimony and suggested natural immunity was conspiracy theories. The doctor for the fire department is on record stating the shot is for yourself, and you wear a mask to protect others. Oh, and the San Francisco Police Department can arrest a vulnerable population, ride in the back of an ambulance with them, go into a high-risk setting of a hospital, and then take them to another high-risk setting of a jail and not have a booster. So you also have people in the fire department working without a booster for over 16 months and still being allowed to work. Is this making any sense for anyone? Also, Ms. Stoughton -- I hope she brings it up again today. She really needs to read the health order. Section 6, Roman Numeral I and II, you don't need to wear a mask at all times. You need to wear a mask while working in a high-risk setting. A firehouse is not a high-risk setting. Safeway is not a high-risk setting. Appendix A, Sections A, B, and D specifically state you do not need -- people do not need to wear a mask indoors while showering, eating, or sleeping. Why are the commissioners letting them keep lying and misstating the facts over and over and over? I know we all hate unvaccinated people. I know they're horrible, but --

UNIDENTIFIED CALLER: Ethical scientists and doctors are screaming from the rooftop about the atrocities that are being perpetrated against the population. At this point, willful ignorance or malfeasance is what's driving you all to proceed with this crime. This isn't going to well for anyone, including all of you conducting this injustice. You should be ashamed of yourselves and seriously look inward to salvage what's left of your souls. You can't pretend you're trying to help when you're actively causing great harm physically and psychologically. I pray one of you takes the time to read what the media is admitting and stop calling us conspiracy theorists. The data is available with the pharmaceutical companies we're trying for -- and bury for 50 years. You should

all be informed that what you're engaged in is conspiracy. You think very little of this good man Ryan's career, but I bet you care about yours. Just know, when this whole mess is sorted out, you better have some other means of making a living other than the position you hold now. Our command staff was engaged in harassing, intimidating, and a coercing aspect, if we didn't take the shot, we would lose our pension. In order to lose our pensions, we would have had to commit a crime of moral turpitude. Ironically, this is what you're all guilty of now, abusing your power to falsely accuse the firehouse, as a crime of highest moral failure, in my opinion. You will be judged more harshly than this man now. You think you can stand behind the City attorneys by using the excuse you were following orders. You mock us in your sincere beliefs and have destroyed our careers. I don't think anyone will be feeling sorry for any of you when the hammer falls on your corruption. This commission and all are engaged in criminal behavior. You have engaged in the crime of extreme bias --

UNIDENTIFIED CALLER: Yes, I would. Thank you. Good morning, brothers and sisters prematurely retired. Welcome to the kangaroo court of the San Francisco Fire Department where the decision to terminate Firefighter Crow has been made before these proceedings began. The City and County of San Francisco has found a booster mandate -- has ended the booster mandate for all City departments, except the fire department. Interesting, perplexing. Could that be because all of you sitting in predetermined judgment would look even worse if you continue firing loyal firefighters with no mandate? Never mind the vaccine has never worked to begin with. Regardless of what Ms. Stoughton says, the vaccines do -- do not prevent catching or spreading COVID. They do not prevent that. The word "prevent" is not a red herring. It is not a distraction. Rather, it means what it means, to keep from happening or existing. We all know the vaccines did neither. Spare me the argument that it keeps people from severe illness or being hospitalized. That is a red herring. That is a distraction. Check San Francisco General Hospital numbers on 21 January 20, 2022. 69 COVID patients: 19 of those were unvaccinated, 32 were vaccinated, and 18 were vaxed and boosted. 50 of the 69 COVID patients at San Francisco General Hospital on January 20, 2022, were fully vaccinated. 18 of those boosted. 72 percent of the COVID patients were fully vaccinated. The vaccines prevent nothing, Commissioner Morgan. I will continue to hope and pray that all of you misinformed people sitting in unconstitutional judgment, Firefighter Crow will find the courage and moral fortitude to acknowledge the truth. God bless you all. We'll be praying for you.

UNIDENTIFIED CALLER: Hello, everyone. I'm Kathy Johnson. Thank you for giving me a moment to speak on Ryan's behalf. I've known Ryan for nine years. That is when he started dating my daughter, Laura. They were married in 2015, which makes Ryan by son-in-law. My husband really liked Ryan from the beginning and said this was the first real man that Laura had dated. I was talking to a client about my family, and she admired how proud I was of Ryan. I didn't realize I was proud of him; I was simply sharing a little bit about him. Ryan is special. He's a dedicated family man, he's humble, and he's kind. To give you an idea of the man that you may let go of, in August of 2020, Ryan's hometown in the Santa Cruz mountains was in trouble with forest fires. His parents still live in the area but were staying at Laura and Ryan's because they were evacuated from their home. This area relies on volunteer firefighters. He didn't want to leave his wife and infant son, but he desperately wanted to help his hometown. Ryan decided to help his brothers in the fight. His wife was in tears. I was in tears. Laura knew the kind of man that Ryan is, and she had no choice but to support him as he left to go volunteer to fight in these forest fires. I am pro vaccine and am boosted. This was my choice. We are blessed to live in America where people are given free choice. The reality is the vaccinated and nonvaccinated are both transmitting COVID. Ryan is a good man. His 2-year-old, Sean, sums it up. When you ask Sean where his daddy is beautiful,

he puts his hand over his heart. His 2-year-old sees it; I see it; you would see it too if you knew the man. We are a community that needs to support these people who risk their lives every day to save yours and your family's life. Why make this firefighter suffer from unemployment? Please rehire these firefighters today. God bless you.

UNIDENTIFIED CALLER: Good morning. To whom this may concern, my name is Charlie McCoy, captain of Station 22 of San Francisco Fire Department. I am calling on behalf of Firefighter Ryan Crow. I worked directly with Firefighter Crow at Station 36 from 2012 to 2018. Firefighter Crow is a husband, father, member of his community, and friend of myself and members of the San Francisco Fire Department. Firefighter Crow began his career with the City of Davis Fire Department for nine years and then migrated to the San Francisco Fire Department to follow in the footsteps of his grandfather, who was a lieutenant. October 13, 2021, Firefighter Crow protected the citizens of the City and County of San Francisco. Respectfully, Chief Nicholson and fire commissioners, I implore you all to reconsider separating Firefighter Crow at the end of this business day. Collectively, you're all collaborating against logic. Some day, you may look back and realize you've taken personal property rights from a member of the San Francisco Fire Department. Ask yourself, how would you feel if the state or local government practiced eminent domain against your personal property rights? Chief Nicholson, you have the ability to rescind general orders. Please consider this one. I can only hope yourself and the Fire Commission will consider putting the systems, City and County of San Francisco, and the members of the San Francisco Fire Department before the agenda of the world economic forum. Thank you for your time.

UNIDENTIFIED CALLER: Okay. Thank you. My name is David Doll. Ryan Crow introduced me to the fire service years ago. I have never known a better or more morally strong man in my life. Today I'm a captain of the City of Palo Alto. I work for the greater County of Santa Clara, who's had over 1,000 firefighters, similar to San Francisco. We went through the same ordeal with our nonvaccinated members not being able to work and pulled off the line, being a detriment to their families. Our fire chiefs, city council, and Santa Clara County Health worked collectively together and concluded that they could figure out a safe way to reintroduce these nonvaccinated personnel. For us, they do a rapid test prior to each shift, and they need to wear mask when and around the station. This gives the San Francisco the option to be able to make things work. We have not seen an increase in our vaccinated people spreading COVID-19 or an increase in our firefighters who are vaccinated by allowing this action. Currently we are -- the fire service is in a hiring crisis, and we're losing hundreds of firefighters to -- not allowing these firefighters to come back to work because the unvaccinated will be a detriment to the fire service, to the city, and to the citizens we are sworn to protect. Thank you.

UNIDENTIFIED CALLER: Thank you. I started working with Ryan Crow in 2016. We were tour buddies at Station 36, which means we worked watch for watch. I got to see that Ryan was an excellent firefighter. He's someone that you can plug into any spot on any rig, meaning he would work anywhere on the engine. He could be the driver, the firefighters, the EMT. We could detail him to a truck. He could drive it. He could tiller it. He could do whatever you wanted, and he could even drive the tees, and he was excellent in that role as well. Ever since Ryan was 18, he has made his own decisions on vaccines. It was a personal medical choice, not political one. He is an exceptional employee. He is in for everything. He thinks of others before himself. He stepped up to be the house collector of 36 when it was vacant. It is a job that is -- it's very difficult and, you know, underappreciated. He volunteered to oversee all the HAZMAT tools and equipment were up to spec at Station 36, and to be the point of contact to repair all the CGIs used by the HAZMAT unit, the squads, and all ten battalion chiefs. When Ryan was at BR36, he had a medical issue which he had to

take some time off of work. The guys at the station went out of their way to donate time or to work trades because Ryan is so well-respected by his coworkers. It would be devastating to lose an employee like Ryan Crow. He left a position as a firefighter with another jurisdiction because all he wanted to do was work for the San Francisco Fire Department. If there's any way to retain Ryan, I implore you to look into it. Maybe some type of alternative offered besides vaccination or termination.

UNIDENTIFIED CALLER: My name is Mory Lamo. I'm a 13-year veteran of the Berkeley Fire Department. I've known Ryan since the first grade. Since I've known Ryan, he's always wanted to be a San Francisco firefighter, just like his grandfather. Ryan was absolutely who steered me towards a career in the fire service. Ryan is a friend, role model, and mentor to me. He's who I picked to pin my badge at my ceremony when I was hired with the Berkeley Fire Department. Berkeley still has unvaxed firefighters and City employees who are currently allowed to work, if they wear a mask and get tested regularly. I am currently home sick with COVID right now, and I implore vaccinated and pro vaccines. The vaccine has not stopped you from spreading it or contracting it. I hope that you will allow Ryan to keep his job. He's a father of two young kids. Please do not strip his livelihood from him. Thank you.

This is Dana Tomhayo, forced to retire due to the mandate. There are four questions we ask patients to determine if they are of sound mind to make an informed medical decision, which, in some cases, might cost them their lives. Those questions: What city are you in? What's the date? Who's the president? And -- PRESIDENT FEINSTEIN: Ma'am, I'm sorry. I am going to have to ask you to slow down on behalf of the court reporter, please. UNIDENTIFIED CALLER: Those questions -- what city are you in, what's the date, who is the president, and how many quarters in a dollar -- if they answer those four questions, then they have the right to make a medical decision that the crew has to respect, even if they don't agree with it. We would be with someone who has taken a bad fall and cracks their head open, and they could potentially die without medical care if they answer those four silly questions. We have them sign an AMA, against medical advice, and they get to go home. I am sure that all of the firefighters that have come before this Commission know the answers to those questions. Therefore, in the eyes of EMS and the fire department, they should be given the same rights as our patients, even if the Commission, the chief, and the department doctor all think that, by not doing this medical intervention, they could die. As to the risks -- excuse me. As to the risks involved with taking an experimental injection, there should be informed consent, which I am sure was not given to one person in the fire department. I urge you all to check out the FDA.org Web site, which basically says no investigator may involve a human being as a subject in research unless he has obtained the legally effected informed consent of the subject without coercion or undue influence. The informed consent process is not only an ethical obligation for doctors, it is also a legal one. The doctor's required to discuss your diagnosis, the recommended treatment, and alternative treatment, and the risks associated with both and the consequences of taking no action at all. If the doctor fails to obtain informed consent for nonemergency treatment, he or she may be charged --

UNIDENTIFIED CALLER: I wish to speak on behalf of Firefighter Ryan Crow and on behalf of all those who respect the value of public service and those who fight to uphold freedom of medical choice. I ask this Fire Commission to please start protecting the livelihoods of our public service workers so that we can continue to protect our communities, so many of which are in a critical state of distress. The individuals who are losing their badges to mandates have all been through rigorous

UNIDENTIFIED CALLER: My name is Michael Cricket, unlawfully terminated March 16th. I don't think there's anything I could really say that's going to make a difference here, and I don't think I am going to be able to follow up with anything that everyone has not already said before me; so I'm just going to start by saying, Ryan, you're a good man, a good family man. Keep standing up for what you believe. Everything you're going to say today is going to go to deaf ears. These people don't care. Look outside their window. Look what they turned our city into. It's a complete war zone, but yet they pat each other on the back as if they're doing great things for their city. It's one of the worst cities in the nation. 2 They said they're ready to replace all of the civil servants if we refuse the shot, but yet PD -- about 5 or 600 of them were going to stand in solidarity. All of a sudden, they're moving the goal post back, something I wish we could have done for our fire department. So with that said, I am just going to do something that I thought I would never do for people with no due regard for families and people. I would never pray for them. But, today, I am actually going to pray for you guys, and that's going to be difficult for me, but I am going to do it. So with that said, I am just going to close it out by saying hold the line. All of us that are standing -- what few of us are standing in solidarity stay together, and at the very end, we're going to win this. :

UNIDENTIFIED CALLER: Commissioners, at this point, to continue this seizure is wrong. The health order clearly states that unvaccinated firefighters can work safely and efficiently with certain protocols put into place. Everything Ms. Stoughton says and Mr. Yan says is a fallacy. To go around that or to create an illusion around it is criminal. Ask yourselves, when was the last time the joint management committee disseminated accurate information of COVID? Ask the chief. Could at this point today and as of yesterday 11,000 pages of information have been presented that are not favorable to anybody that have been terminated? They are not a threat to anyone else. They are not a threat to any population. The vaccine only helps the individual at most. So ask yourselves again, what accommodations, what has been provided to this firefighter for the -- now that wasn't the 18 months prior when they were doing their job? Nothing has changed except a piece of paper that is now clear as day incorrect. You are in your full capabilities to rescind and reinstate this firefighter at the Commission and look for other avenues for these people to stay in their jobs because you're going to make a short-term decision that is going to be permanent in this man's life for his family, and the whole evolution of COVID is changing every single day. He is not a direct threat. So to continue this charade, to continue this fear is completely and utterly wrong. Make a

UNIDENTIFIED CALLER: I am Sean Hicky. I'm one of the current chiefs at Station 36, and I'm here to speak on behalf of Ryan Crow's character. I've known Ryan Crow for many years before he came to San Francisco Fire Department from his previous position with the Davis Fire Department. Since he's been in the Department, we've grown closer as friends than anything. I see this man growing in every aspect of this job, as an -- as a, you know, young man with children, a father, a husband. Every day, I see Ryan just doing something to help him and help others in the fire station, around the firehouse, quietly, unassuming, always happy. I've been in this fire service for about 37 years, and there's only been a handful of men that has the character and the respect that Ryan Crow has by others. I wish that the board would reconsider, you know, letting Ryan go. I know there's a lot of good firefighters that choose not to do the vaccination. It's their choice. You know, I know Ryan, up to the day he left, he was doing his best to help out in our station and the rest of the Department without hesitation. I just wanted to let the Commission to know that we're losing a lot of great people, and that's all I have to say. Thank you for your time.

UNIDENTIFIED CALLER: My name is Chris Ann Clifford Crow, and, needless to say, I am Ryan's mother. I -- Ryan had a wonderful career at the City of Davis, involved our whole family, and we loved it. His whole goal, however, his entire fire life, which started at age 14 as a volunteer where

we lived in the Santa Cruz mountains, was to work for San Francisco Fire like his grandfather did. I begged him not to, to stay in the small family-oriented department of Davis; however, he was determined, and he made it. I realized he still was in a family, and we appreciated that. I put his badge on him at the City of Davis, and he said to me, I would do this job for free. And he had said that to me often, ever since my great-grandmother was -- I'm sixth generation San Franciscan. My kids are not. I should have had them up there. But since the beginning of the turn of the century, my great-grandparents, especially my great-grandmother, fought for freedom and the right for the Chinese Laundry Workers Union to be able to be treated respectfully versus slave labor. She also fought for women's rights to vote. Not just in Santa Cruz -- or San Francisco but straight to Washington. That's allowed women to fill positions like a chief position, like an attorney, like a vice president. Our family has been committed to fighting for freedom and fairness and respect and no retaliation. Ryan has had a passion for the fire service since he was three. He --

UNIDENTIFIED CALLER: My name is -- (Reporter clarification.) PRESIDENT FEINSTEIN: His audio is blurry, at least to me. : Your connection is not coming in clear, sir. UNIDENTIFIED SPEAKER: Okay. I'll try again. PRESIDENT FEINSTEIN: And slowly, please, sir.

UNIDENTIFIED CALLER: Hi. My name is Liam Murphy. How's that? PRESIDENT FEINSTEIN: Much better. Thank you. UNIDENTIFIED CALLER: I want to remind the Commission of one thing. Your only job is to make the San Francisco Fire Department a better place. By firing Ryan Crow, you're doing the exact opposite; you're making it a worse place. Throughout my twenties, I've worked with the best of the best -- (Reporter clarification.) PRESIDENT FEINSTEIN: All right.

That is the court reporter speaking, and I don't know, sir, if there's a way for you to, perhaps, change locations, or I don't know if you're inside or outside, but this does need to be recorded by the court reporter, and if she can't hear you, she can't do that. UNIDENTIFIED CALLER: Why is that? PRESIDENT FEINSTEIN: She needs to hear you in order to report as a certified court reporter must do because there will be a transcript of this entire hearing, including all the public comments that will be used. UNIDENTIFIED CALLER: Yes, ma'am. PRESIDENT FEINSTEIN: So let's try -- try again, if you can shift positions or -- or, again, I don't know if you're inside or outside, but get to a place where your audio is more clear than it is. UNIDENTIFIED CALLER: Okay. I have dialed out. How's this? PRESIDENT FEINSTEIN: Much better, and let's hope it holds. Much better.

UNIDENTIFIED CALLER: All right. Hi. My name is Liam Murphy, active member of the San Francisco Fire Department and member of Station 36. I want to remind the Commission of one thing: Your only job is to make the San Francisco Fire Department a better place; by firing Ryan Crow, you are only doing this exact opposite. Ryan has done nothing but volunteered in one of the busiest stations in the nation, taking an extra job by being the lead HAZMAT specialist for the San Francisco Fire Department. These are not jobs we take lightly. These are jobs that can, at any second, take our lives. They require extra training, extra time; so therefore, by firing Ryan Crow, you are only making San Francisco Fire Department a worse place. Please think about what you are doing. Ryan Crow is a topnotch individual that is hard to find, not only in the City of San Francisco but around the world and the nation. Thank you for your time. Bye.

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UNIDENTIFIED CALLER: My name is Wendy. I'm a retired medic, and I want to take the time to say what this City and Commission has done to these amazing fire fighters is beyond words. These brave men and women that run into danger when you are running out deal with people on their worst days of their lives. They were good enough for the city during the pandemic and the unknowns. It is now known that the shot doesn't stop the transmission of the flu. The chief is obviously well aware of this. Now they are dealing with a group of commissioners and fire department attorneys that are biased and unprofessional. The president of the Commission has, on numerous times, spouted that she will not allow an unvaxed first responder into her home. A fire department attorney that is



unprofessional, outing unprotected personal info of a firefighter in a public forum, condescending, speaks half truths, if that. How are these individuals able to get a fair hearing? I personally know these firefighters, medics, fire boat engineer. They have become my family. Ira, Tommy, Jeff, Sarah, Jessica, Edie, Mike, Jessica, and Will are the firefighters and medics you have fired to date. There's still Ryan, Mark, Jack, Leaf, and Marcos awaiting the chopping block. That doesn't include those that were forced to retire. I hope you think of them and remember them and their families when you go to sleep at night. Thank you.

UNIDENTIFIED CALLER: Yes, I would. Thank you for the time. My name is Brian Farie. I'm a captain with the City of Davis Fire Department. I've been there for about 20 years. I've spent about half my career working with Ryan Crow, and it was an absolute pleasure. I call him a friend, a brother, and an excellent fireman. When I heard he was choosing to go to San Francisco to follow in his grandpa's legacy, I begged and pleaded with him to not go because he was such an asset to our department, an asset like he was to your Department and to the people he serves. Ryan possesses a lot of skills that most firefighters don't have and that take a lot of extra time and effort and commitment to gain. I know he -- he serves quietly with his head down, but he is one of the most capable people you'll ever meet. During the beginning of this pandemic, he -- you know, when we thought this thing was going to kill 10 percent of the population, he showed up to work, and he risked his own life. He risked his family's life at the time, selflessly serving his community. And now that we know what we know now, it's -- it's a real travesty that you're going through with this because it seems like we're just doubling down on the wrong decision. We, you know, had several members in our department that made the same decision. None of them have lost their jobs as of now, and our last nine infections were all on triple-vaxed people, and they all went home and infected their triple-vaxed families. This just doesn't have any point anymore. It's become politicized, and now you're harming people who risk everything. Firefighters don't typically live to be old men. It's part of the sacrifice of the job, and it's one that he's made. You know, he has a family. He has a son and a daughter and a wife that depend on him, and it's just not right taking away a man's livelihood like that, especially --

UNIDENTIFIED CALLER: Okay. My name is Diego Piasa, also a member of Station 36. I've been working there with Ryan Crow for about the last four years, and, again, he is just a -- kind of repeating the same thing everybody else is saying, a good man, a good person. He's kind of -- he was there previous to my time joining the station, and as I came in, he -- open mind, open heart, and kept me in the loop and tried to better myself for the station and the department as not only a fireman and driver, EMT, and all of the above, but in the HAZMAT, which is, in my opinion, the biggest asset that he has for the Department, the City, and the station. 1 2 3 4 5 6 7 8 9 Again, he's just an all-around good character, and it's frustrating to see that the decision has more than likely already been made. I hope you that you guys are listening with open ears and open hearts for keeping the Department with his strong character over the years, and, again, just try to keep in mind that it's the betterment of the Department, no politics -- all politics aside, making the best morally and ethically for the people, the city, the county, and all of the above

UNIDENTIFIED CALLER: Good morning. I am a firefighter with the City and County of San Francisco and also a member of Station 36. It was working at Station 36 that I met Firefighter Ryan Crow. Ryan has been a firefighter for 16 years. He began his career with the City of Davis. He spent nine years with Davis and left at the rank of acting captain. Ryan left the Davis Fire Department for a position with San Francisco. He gave up all his benefits and rank he held with Davis to start at the bottom of San Francisco. During his time with San Francisco, Ryan has served honorably and to the best of his ability. Ryan has spent the majority of his career at Station 36. Station 36 is a

downtown company and the third biggest engine in San Francisco. (Reporter clarification.)  
PRESIDENT FEINSTEIN: I'm sorry. The court reporter -- are you having a breakup in sound, Madam Court Reporter? (Reporter clarification.) UNIDENTIFIED CALLER: I'll slow down.  
PRESIDENT FEINSTEIN: Yes, please. And, again, I don't know where you're located, but if you can be in a place with the best reception you possibly can, that would be helpful because you are breaking up from time to time; so I'd appreciate it. Are you with me, sir? UNIDENTIFIED CALLER: Hello? Hello? Can you hear me? : We can hear you. UNIDENTIFIED CALLER: Okay. Station 36 is a downtown company and the third busiest engine in San Francisco. The members of Station 36 are also trained as hazardous materials specialists. Ryan is one of the leaders on the only specialized unit that responds to all hazardous materials incidents in the City of San Francisco. He is respected and often sought after for his knowledge and expertise. As a respected leader and experienced firefighter, Ryan is in the business of making calculated risk assessments. After confronting this pandemic downtown with all of the risks and uncertainty, Ryan put himself and his family at risk without question. Now being mandated to take a vaccine that does not prevent the spread of COVID, that does not protect against infection, and carries a significant risk for vaccine injury, Ryan is making another calculated decision. With vaccine mandates and booster mandates, you will continuously lose professionals of this caliber. By terminating Ryan, you have to acknowledge you are weakening your workforce. You are terminating a 16-year veteran firefighter. You are terminating all of the hazardous materials expertise --

UNIDENTIFIED CALLER: Okay. Thank you for allowing me to speak. I'm a coworker of Ryan Crow's at Engine 36. Ryan is an exceptional firefighter and a huge contributor to our HAZMAT program. I've never heard anyone speak illy of Ryan, and if you've ever met him, you would know why. He's passionate about being a firefighter, has huge amounts of integrity, is impeccably reliable, and a full -- and is full of compassion for the city he serves. It would be detrimental to both the Department and the citizens of San Francisco if Ryan was to be terminated because his stance on the COVID vaccine. Understanding that the vaccine only protects the person who receives it and actually increases the chance of exposure to patients, it's hard to accept, but it is the truth. Symptomless carriers of the virus, vaccinated or unvaccinated, are the primary reason viruses spread undetected. Weekly testing is the safest way to keep the at-risk citizens of San Francisco protected from exposures to COVID-19. In San Francisco, since March 2020, COVID has infected over 133,000 people and killed 843 of those infected. That's a .6 percent case mortality. Not to downplay the pandemic, but in the same time period, Engines 1, 3, and 36 responded to 5,851 fentanyl overdose-related calls, and 1,454 of them ended in loss of life. That is a 25 percent case mortality rate, which makes fentanyl 42 times more deadly than COVID in San Francisco. My point in all these statistics is very simple: Letting Ryan Crow --

UNIDENTIFIED CALLER: I've had the pleasure of working with him over the last year at the firehouse. He is one of the most well-rounded and talented firefighters I've worked with over my career. I feel it's a huge loss to separate him from the Department, especially his knowledge in hazardous materials for the main HAZMAT station, and his knowledge is just a great loss if he is separated from the Department. Just getting to know him over the last year, I mean, he's a great father, he's become a good friend, he was a stand-up leader in the firehouse, and he would sorely be missed. I hope you reconsider separating him from the Department so that he can continue to serve the citizens of San Francisco, and thank you for your time.

UNIDENTIFIED CALLER: Yes. This is Lieutenant Vince Pap, speaking on Firefighter Capuro's phone. Commissioners, Chief of the Department, thank you for hearing me. I'd just like to reiterate all of the character references that everyone has said about Firefighter Crow. He's a fine employee, and I hope that you consider retaining him. Thank you for your time.

**B. Votes on Closed Session**

*Member requested an open session.*

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

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

*Convened in closed session at 2:16 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 that the Chief of the Department proved by a preponderance of the evidence that Member failed to comply with the vaccination requirements of the Order of the San Francisco Health Officer No. C19-07y and the Chief of Department's General Order 21-A-70, as alleged in the Chief's Verified Complaint and to uphold the Chief's recommendation of a non-disciplinary separation. Vice President Nakajo Seconded. The Motion was unanimously approved.*

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

*Reconvened in open session at 3:17 p.m.*

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

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

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

**3. ADJOURNMENT:** President Feinstein adjourned the meeting at 3:21 p.m.

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

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*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 member'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.*

**MINUTES OF THE FIRE COMMISSION SPECIAL MEETING**  
**April 25, 2022 – 10:00 AM**

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*President Feinstein called the meeting to order at 10:01 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 Sarah MacDevitt  
Member  
Chief Jeanine Nicholson  
Deputy City Attorney Jennifer Stoughton  
Deputy City Attorney Brad Russ  
Fire Commission Secretary Maureen Conefrey

**2. CASE NO. 2021-11: HEARING AND DELIBERATIONS ON VERIFIED COMPLAINT FILED WITH THE COMMISSION BY CHIEF OF DEPARTMENT**  
*[Discussion and possible action]*

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

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

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

Members of the public may comment on all matters pertaining to Agenda Item 2 and whether to consider the matter in closed session. [Government Code §54954.3(a), Administrative Code §67.15(b)]

**PUBLIC SPEAKER:** This is Dan Yonts, retired San Francisco Fire. In witnessing these hearings, it appears they have nothing to do with health or public safety. I have heard the public and city attorneys defer to the experts quite often, but they have chosen to ignore the science, data, and testimonies of brilliant physicians and scientists. Instead they chose to listen to heads of agencies who have significant financial conflicts of interest. The most surprising is the City's unquestioning trust of Anthony Fauci who devastated the lives so many people in San Francisco during his mismanagement of the AIDS crisis. He forced good doctors to go underground to provide beneficial therapeutics, therapeutics that he made illegal in a singular push of his horrific drug AZT. This time Fauci has pushed another drug he has a vested interest in, Remdesivir even though the study he cited had Remdesivir pulled from the trials after killing 54 percent of the test subjects and was shown to cause kidney failure. France wasn't so trusting. They did their own trial in 2020. Five subjects. Two of them died and the trial was stopped. Two others had to get kidney transplants. Under Fauci, the U.S. has the highest number of COVID deaths per capita of any industrialized nation. Third-world countries with very low vaccine rates using vilified therapeutics are doing way better. These terminations are really about holding on to federal funds. They are beyond unjust and are immoral. Please stop firing these good firefighters using politicized science, and placing financial interest over the lives of the public. That's all.

PUBLIC SPEAKER: Okay. This is Greg Savin. D student forced to retire prematurely. Sadly, we are here to witness the unlawful termination of our brother Jack Shanahan, a strong, dedicated worker, husband, and father of two, the youngest just being a few months old. Everyone attending these meetings knows by now these hearings are just a charade. The commissioners pretend to listen to statement, evidence, and facts and then pretend to actually deliberate before coming back with a predetermined outcome recommending termination. The public has been watching and no one is fooled. The logic behind your decisions has become almost laughable. This is all based on a health order that states that the vaccine will prevent you from getting COVID, but the City is claiming that it is only authorized to prevent COVID-19. If anyone can explain what the difference is, I would love to hear it. This is not about safety. It is all about politics and money. We know that if the City can maintain their 100-percent vaccinated compliance, it will mean a huge compensation of federal money. Even our down department doctor, Dr. Brokaw, is all over social media stating that politics and health are inseparable. If the vaccine is so effective, then why are we still not allowed to have open public hearings? The monthly commission meetings are open to the public, but City Attorney Yan feels that it would turn into a super spreader event if we were allowed to have our hearings open to the public. None of this makes sense, and sadly we will lose another dedicated firefighter to this madness while the City is crying about staffing shortages. Thank you. ¶¶: Thank you.

PUBLIC SPEAKER: Good morning. Thank you. I would like to address the interested public due to the fact that arguing science, data, sound logic, and common sense to the commission, chief, and city attorneys appears to be a futile endeavor. Gaslighting: Gaslighting defined by the website Psychology Today, is defined as: "An insidious form of manipulation and psychological control. Victims of gaslighting are deliberately and systematically fed false information that leads them to question what they know to be true, often about themselves. They may end up doubting their memory, their perception, and even their sanity. Over time, a gaslighter's manipulations can grow more complex and potent, making it increasingly difficult for the victim to see the truth." Why do I bring this up? The chief and her attorneys are attempting to gaslight the public. You may hear from the City Attorney Stoughton, phrases like there are no breaches of Skelly rights, no breach of due process, no violation of constitution -- or no breach of violation for the constitution in the State of California or for the United States of America. She may say this because everyone playing a part in this hearing is well aware that there's been a dedicated effort to eliminate firefighters who did not get the shots, and this is with all parties involved in this hearing. Though these paper victories that have happened thus far from the chief, Leanne [sic] Stoughton, and the commission may feel good in the moment, these "victories" are frail, shallow, and extraordinarily problematic for all involved in the long run. You see, you forgot due process. You forgot that even though every commercial on TV and every advertisement on the radio says

PUBLIC SPEAKER: Thank you. As a concerned California resident, I respectfully call upon the fire commissioners to open their final deliberations to the public and push back against the order of the City's health officer based on its unintended consequences for the citizens of San Francisco. During a February 24th separation hearing that resulted in the firing of a former Marine pilot, father of three, and seven-year-veteran firefighter, fire commissioner Ken Cleaveland when asked for his vote to keep the commission's final deliberations closed to the public said, "I vote no. I do believe we should keep this discussion public. This is a matter that goes far beyond the four commissioners here and needs to be addressed in open session." However, the deliberations were voted closed. So we can only assume based on the testimony during the hearing that Commissioner Cleaveland was referring to the unintended consequences resulting from the implementation of the health officer's order, the impact on San Francisco citizens of an already short-staffed fire service now further burdened the loss of more than 17 well-trained and experienced public safety personnel, those firefighters who early on in the pandemic were deemed

essential front line heroes, trained and willing to take calculated risk when saving other people's lives, but also chose to ensure their own personal safety by avoiding the unknown and unintended health risks that can accompany any new vaccine. The commissioners said ignoring or amending the health order was, quote, out their purview. However, Commissioner Cleaveland apparently felt it was his responsibility to -- and I'm quoting a former firefighter -- to assert yourself in protection of those that serve under your charge because the next day, following an apparent disagreement of principle during the closed deliberations, Commissioner Cleaveland chose to step down from eight years of public service, removing his voice from the conversation forever, another unintended consequence of this order. Thank you.

PUBLIC SPEAKER: Christopher Salas, retired fireman under duress, City and County of San Francisco resident, voter. Good morning to the kangaroo court where the decision to terminate our brother Jack Shanahan has been made before a word has been spoken or any evidence has been presented. The City and county of San Francisco says that the burden of proof is on them and the San Francisco Fire Department by a preponderance of the evidence. Yet the City's case as well as the City's health order has been decimated by scientific facts and tremendous arguments put forth by multiple terminated firefighters and our attorney Heather Gibson. Meanwhile, the City lawyer and the chief of the fire department continue to trot out the same tired arguments that have been debunked multiple times at every hearing. They continue to present a paint-by-numbers argument that a first grader could dismantle. Isn't it fortunate for the City's lawyers that honor, integrity, courage, and truth are all missing in the deliberations, the secret deliberations of the compromised fire commission. Otherwise, we would all still be working. Here are a few facts that have been presented and ignored. It is undisputed that 99.8 percent of the unvaccinated school age and working people without comorbidities recover from COVID, even if they catch it, with no problems or lingering side effects. All of the unvaccinated firefighters that have been terminated or have retired under duress worked for 18 months without vaccines and never infected any member of the public with COVID, not one. They are not super spreaders and never have been. In fact -- and this is also undisputed -- the only super spreader event concerning firefighters occurred in the 100 percent vaccinated fire department from December 2021 to February 2022 --

PUBLIC SPEAKER: Jack Shanahan is a loving father, a dedicated firefighter, and a man of God. I have seen Jack at multiple fires throughout my career, and I can say that you don't come across many Jack Shanahans in the San Francisco Fire Department. He is a hard worker and knows what he is doing, but we all know the SFFD doesn't care about quality. I wanted to bring to light a recent concern of mine. The SFFD is firing firefighters who have religious exemptions. The chief is taking advice from a radical doctor who states that politics and health are inseparable. Is Jack here because Dr. Brokaw believes that politics and health are one in the same, according to her recently changed Twitter account? Commissioners, are your decisions to terminate all of these firefighters politically motivated as well? Don't worry, we already know the money was too good to turn down. The efforts of the San -- of San Francisco have been partially successful when censoring and hiding the atrocities that are taking place in this city. Let me tell you, outside of the San Francisco echo chamber, the general public is disgusted with what is going on. When it all comes out that this was illegal and wrong, like the unconstitutional mask mandate, an apology isn't going to cut it, Jeanine. It is going to require your resignation along with the resignation of your silent administration, as well as the resignation of your radical extremist doctor. That's all.

PUBLIC SPEAKER: After listening to all of these commission meetings, I'm left wondering what makes San Francisco so special. Why is it that the San Francisco Fire Department is the only Department in the Bay Area who won't allow unvaccinated fire fighters back on the job? I think one of the main answers lies in Dr. Jennifer Brokaw's tweets, just as the last caller was mentioning. As the supervising physician of the fire department, she said politics and health are inseparable, and that is what every one of you on this commission are



showcasing here. You are continuing this legacy of being unable to separate politics and health. Your personal, political beliefs should have no place in this process of letting these firefighters back on the job. But it is clear that your politics are running this theater puppet show. Any time any of these firefighters have provided real evidence and scientific truth that doesn't fit within your narrow political view, you are quick to label them conspiracy theorists. Mr. Yan's only go-to in every commission meeting is to paint the picture that any other narrative is conspiracy. And, Feinstein, you even asked firefighters about their family's own personal medical decision for their children. That is disgusting. And you were trying to paint these families as dangerous and irrational. Let me remind you of what these firefighters stand for: To maintain their human rights, their constitutional rights, civil rights, and civil liberties as sovereign, natural, free human beings. They believe the right to work, free will with personal choice, medical freedom and consent without coercion, retaliation, threats, disciplinary action, or termination. This is not a vaccine versus non-vaccine issue.

PUBLIC SPEAKER: Thank you very much. Commissioners, good morning. I hope you guys try to listen a little closer today. The chief will provide zero evidence, documents, data, no affidavit signed from any doctor or logistical person that is going to provide why Firefighter Shanahan cannot be accommodated with subsections A through D. You should have these all memorized by now. Okay? Pay attention today, please. Jack Shanahan is a native San Franciscan, great dude, great family. You are losing another one, okay, another one of the San Francisco families. Little different than maybe some of the families you guys know, but nevertheless a good native San Franciscan family. Dr. Brokaw -- geez Louise, man. She just changed her Twitter thing yesterday. Now it is saying her views don't represent the fire department whatever. But all her other tweets, health and politics are inseparable. And then she did a really good one that she was going to take the gloves off yesterday or some other day. I don't know I'm not on Twitter, but a lot of people are sharing this information. And then also it has been really interesting -- I'm a D student too, sorry about that. But the last argument that the lawyer is bringing up now about it doesn't matter if it prevents it; it was authorized to prevent. So if the City authorizes a lake to be a tree, is it a lake or a tree? I mean, are we this stupid in this day and age? We can't use our own brains anymore and know that, okay, a mistake was made --

PUBLIC SPEAKER: All of the most common rapidly exploding and deadly health conditions observed in America today are known to be caused by immune dysfunction, including heart disease, diabetes, digestive disorders, cancer, arthritis, and other major organ failures that I have not included. Now, over 90 percent of the American population had been exposed to this class of drugs which are the vaccine. They are specifically engineered to permanently alter the immune system. Without having ever studied or tested a single vaccine for its long-term or cumulative health effects, pharma's only alibi is that most of this damage is not immediately visible after injection. The unlicensed practice of medicine includes the act of prescribing drugs, including but not limited to prescribing drugs which are formally classed as unavoidably unsafe. All vaccines are formally classified as unavoidably unsafe under our system of laws. The unlicensed prescription of non-over-the-counter drug injections may be charged as felony under California Business and Professions Code Section 2052. A license to practice medicine cannot be granted in the judicial branch nor in a commission hearing or commission of any corporation or any other collective entity. Only a qualified and properly licensed individual may lawfully prescribe non-OTC drugs to anyone. Overtly criminal action clearly exceeds any authorities granted in the state legislature and including the commission. Therefore, such acts where otherwise applicable immunity protection, that is immunity protection apply to noncriminal legislative acts do not exceed the powers granted in the --

PUBLIC SPEAKER: Thank you for taking my call. There seems to be a lot of D students. I'm just a C-minus student. I want to read something real quick for the fire commission just as reminder of history. First they came for the communists, and I did not speak out because I am not a communist. Then they came for the socialist. I did not speak out because I was not a socialist. Then they came for the trades unionists, 798, and I did not speak out because I

was not a trade unionist. Then they came for the Jews, and I did not speak out because I was not a Jew. And then they came for me, and there was no one left to speak out for me.

**B. Votes on Closed Session**

*Member requested an open session.*

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

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

*Convened in closed session at 12:35 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 that the Chief of the Department proved by a preponderance of the evidence that Member failed to comply with the vaccination requirements of the Order of the San Francisco Health Officer No. C19-07y and the Chief of Department's General Order 21-A-70, as alleged in the Chief's Verified Complaint and to uphold the Chief's recommendation of a non-disciplinary separation. Commissioner Morgan Seconded. The Motion passed 3-1. (Ayes: Feinstein, Nakajo, Morgan; Nays: Covington)*

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

*Reconvened in open session at 1:45 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]**

*Commission 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 1:49 p.m.

**MINUTES OF THE FIRE COMMISSION SPECIAL MEETING**  
**May 4, 2022 – 1:00 PM**

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*President Feinstein called the meeting to order at 1:09 p.m.*

**Item No.**

**1. ROLL CALL**

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

Also present: Court Reporter Diane Freeman  
Member  
Chief Jeanine Nicholson  
Deputy City Attorney Matthew Yan  
Deputy City Attorney Brad Russ  
Attorney Heather Gibson  
Fire Commission Secretary Maureen Conefrey

**2. CASE NO. 2021-13: 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**

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PUBLIC SPEAKER: Yes. I'm looking here, you are saying two minutes. Are we not operating under Rule 305? These young men and women, these professionals whose training could be valued at 1 million to 5 million or more sworn oath, as did this chief, to support and defend the Constitution of the United States in California against all enemies foreign and domestic. These loyal servants risk their lives every day, without hesitation, for us; residents of San Francisco and nonresidents alike. Never in my life did I dream that our representatives, that's you, the people of San Francisco, would attempt to take away our most basic sovereign rights, rights to honor our God, our bodies, our most powerful immune systems. Firefighters who invoke their religious exemption do not need your permission ever. The first two sentences in the California Constitution tell us all people are by nature free and independent and have inalienable rights. Among these are enjoined and defending life and liberty, acquiring, possessing and protecting property, and pursuing and obtaining

safety, happiness and privacy. The sovereign rights can never be taken away regardless of how many unlawful states of emergency are proclaimed and how many unlawful --

PUBLIC SPEAKER: As a person who has been following all these hearings, it's obvious there is no due process involved. The outcomes are clearly predetermined. Your unexplained need to deliberate in secret makes this clear. The Brown Act states the majority of the members of the legislative body shall not deliberate or take action on any item of business that is within the subject matter jurisdiction of the legislative body. We can only assume what goes on in closed sessions in those secret and illegal deliberations. The public has a right to know how you come to your conclusions and how City officials think they have the right to deprive civil servants of their jobs without being afforded equal protection and without competent evidence to support the allegations. At each of these meetings you all have been in violation of San Francisco Administrative Code Chapter 67. The code states, prior to any closed session a policy -- a policy body shall state the general reason or reasons for the closed session and so cite statutory authority, including specific section, division, or other legal authority under which the session is being held. You have not done that. President Feinstein has cited vague reasons for secrecy casually claiming it's like a jury trial. Sorry, this doesn't cut it. If you are a government official, you are held to a different standard. These employees have waived the right to a closed session. So you cannot use the excuse that employment matters meant to protect them can be held in closed session. The employees want it public. For some reason you don't, and we all wonder why. Maybe today you can get out of the shadows, follow the law, and deliberate in the light of day. If you think you are doing the right thing, you should do so in full public view. You are all criminals.

PUBLIC SPEAKER: Firing and forcing out a bunch of trained first responders in the middle of an unprecedented staffing crisis is fiscally irresponsible, dangerous to the public, and nonsensical. These hearings are difficult to watch. These employees are being railroaded by a politically driven agenda and are being deprived of their inalienable rights without pause. It's sad to see that this charade is being conducted by commissioners who should have much more insight into the evils of injustice and discrimination. I pray that God heals your blind spots. There is only one commissioner left here who I believe is even attempting to do her job in good conscience. Ms. Covington is the only one of you who appears to be trying to consider the evidence these employees have put forth. Sadly, I suspect she is being intimidated behind closed doors to go along with the program. I also suspect Commissioner Cleveland who mysteriously disappeared after Tommy Daggett's hearing saw this injustice and couldn't take part and couldn't be intimidated. The public has a right to know what went on there. This whole process stinks of disgusting elitism. The people who risk their lives for you and your families while you all work remotely during the height of the pandemic are now being treated like second-class citizens. I am guessing some of you share the mindset that Deputy City Attorney Yan displayed when he was caught on a hot mic referring to the brave men and women as a bunch of D students. Ever since I have been wondering if this is what you all think of these brave blue-collar workers in the City. It might explain why you are treating them like garbage, because you think they are beneath you. Thank you.

PUBLIC SPEAKER: As the last termination, I discussed the definition of gaslighting due to the fact that these have been taken from three minutes down to two minutes. I was cut off so I'll continue. I believe that everybody understands the definition of gaslighting. What you are going to see is Attorney Yan tried to gaslight the public into believing that there is no breach of due process and no violation of constitutional rights for the State of California or federal rights. Think about this, even though every commercial and advertisement on the radio that tells everyone that getting the shots is the best way to stop the spread, it is not taken at face value by those who can think for themselves. These people can study science, they can analyze data. They can think for themselves, have rights. The attorney for the chief has a -- well, both attorneys for the chief have a tired and unified argument, and they continue to peddle it in the same fashion for every meeting. The commission appears to have a predetermined unified judgment, and the judgment every single time has been to fire these firefighters. Everybody involved has enabled a baseless echo chamber that shows good in the moment for the chief and the commission. The chief, correction. But let's not forget about the actual honorable Commissioner Ken Cleveland. Where did he go? Why is it that the one commissioner who could articulate, raised valid concerns, who actually loved firefighters and their families has disappeared. To the public I ask you to watch closely, I ask you to listen. All parties involved in the termination of the Firefighter Veimoen will try to gaslight you into believing this is a fair process. The decision for Firefighter Veimoen has been made. All parties involved have a predetermined conclusion and you will see it. I request deliberations in open session in the spirit of fairness and transparency.

PUBLIC SPEAKER: Body economy, my body, my choice. How does this chief and this commission think that they have the right or power to determine what these firefighters, especially these women firefighters, do to their bodies? How dare you stop them from determining their own futures. How dare you deny their rights and their freedom. How do you continue to fire such amazing and dedicated firefighters. What gives you the right to order what health therapeutics or interventions they may need. Do what's right, drop your control, drop your egos. We all know the truth. You hear all of these public comments, and it's very -- be clear, unvaccinated firefighters are not a health threat to the public and safety of San Francisco. Will you ever be willing to admit that you've gone too far? The truth always prevails and will always prevail. Thank you Firefighter Veimoen for all of your service.

THE WITNESS: These firefighters being terminated willingly risk their lives for the people of San Francisco. This is clearly not about public health. If it was the nurses, police officers, and firefighters around the country dedicated to saving lives would not be refusing this vaccine in such great numbers. These terminations are absolutely unjust. I believe every one of these firefighters would agree the greatest travesty is the criminal sacrifice of our children. Unlike many other illnesses, kids are not the primary transmitters of COVID. Children are 500 times more likely to be injured or die from the COVID vaccine than from COVID. There has been a significant increase in myocarditis in kids. Many school districts are increasing training for dealing with strokes and cardiac arrest in children. Pfizer added Tromethamine, which has anti-clotting properties, to their children's

vaccine. They are fully aware of the risks of the vaccines. So if kids aren't the present threat, are a greater risk from the vaccine than from COVID, why push the shot for kids? Under the EUA, pharmaceuticals have immunity, but cities and employers don't. If an ACIP recommendation places the mRNA shot on the vaccine schedule for children, then the gold standard of total release from liability will be attained. People that willingly sacrifice their children are evil. This is a spiritual war. It's bigger that you apparently realize. History will show that you chose the wrong side. Please do not participate in this tyranny by firing these firefighters. That's all.

PUBLIC SPEAKER: Greetings brothers and sisters on this St. Florian Day, the patron saint of firefighters. Firefighter pray: When I am called to duty, God wherever flames may rage, give me strength to save a life, whatever be its age. Help me to embrace a child before it's too late, or save an older person from the horror of that fate. Enable me to be alert and hear the weakest shout, and quickly and effectively to put the fire out. I want to fill my calling and to give the best in me to guard my neighbor and protect his property. And if according to your will I have to lose my life, please bless with your protecting hand my children and my wife. Christopher Salas, retired firefighter under duress, Station 3. May the good Lord bless and keep all of you brothers and sisters still working and those of us that have been out by bogus and debunked Health Orders as well as a blatant overreach by the Chief of Department, the self-appointed expert of COVID and the San Francisco Fire Department. Here are a few words to pay attention to in today's hearing. It is undisputed, negative, everything that the City and County of San Francisco and the San Francisco Fire Department says is disputed and has been debunked. Truth, honor, courage. Every member that has been fired has those qualities. Those prosecuting and firing firefighters with families could use a heavy dose of all of that. May the good Lord help all of you, search your hearts and find those qualities, because you are not acting with them now. Liberty, justice, pursuit of happiness, let's get back to the Constitution, people. God bless you all.

PUBLIC SPEAKER: My name is Justin Merrick. I'm actually a firefighter with Alameda County, and I'm calling in today to speak in disgust at what is occurring to the firefighters of San Francisco. I think the fact that, one, you guys are even unwilling to even have these meetings and these commission hearings in person, it shows your lack of caring and your overreach. I'm going to be honest, there is not one of us ever had the option to run 911 calls from a webinar. We never had one chance to treat our patients and treat the people of this country and this state and these cities from a webinar, from online. Just so you know, we spend our entire career here for the public, and in the midst and the middle of this entire pandemic when it was at its height we never complained once to any of you. I'm speaking to you, Ms. Feinstein. It would be nice for you once to look at the screen and look at us and look us in the eye when you speak and when we speak. I find it such disrespect that you do not at all even care to look at us when we talk. I'd like to know and I'd love to have an answer from one of you commissioners, just one, how many times you have been on a fire engine or fire truck or in an ambulance and how many calls have you ran. How do you know -- do you know what we do? And we do it because we care and we love our job. I am such disrespected by my public servants and what you've done to the people that protect and serve in this country. I don't know what's going to come next. I hope you guys live

with it for the rest of your life. And when you find out that you are wrong, you will live with it for the rest of your life. You understand that. Once again, I'd love to hear an answer. I know you don't have to.

PUBLIC SPEAKER: Thank you. My name is Pandora Mckillip, and I have some dear family friends that were affected by the firings that have been going on in San Francisco Fire Department. And I don't have anything else to say. I have to say these people who are calling in are so passionate about our Constitution and our right, and I am as well. But more to the point of my call today is to let you know that you've woken a sleeping bear. People who never took interest in legislation or how commissions were run and the servants of the people and what they did behind closed doors or even in public hearings, that they never attended. Those days are over, and you will no longer enjoy the privilege of our silence. We are watching you, we are paying attention, and we will no longer stand for this treatment of our community members, our public servants who are risking their lives to protect us. We are watching you, and you will be held accountable. Thank you. That is all.

PUBLIC SPEAKER: Good afternoon. My name is Ryan. I'm a California firefighter, just came out of the other end of a similar nightmare that my brothers and sisters of the San Francisco Fire Department are currently going through. We came out victorious because our Board of Supervisors and county leaders finally had enough sense to realize that considering the current status of this expired public health emergency, the overwhelming flood of new data, information, and studies showing that mandates are illegal and unwarranted that maybe they should reconsider. Maybe it had to do with two lawsuits on their doorstep. Whatever it was, they made the right decision and your opportunity to make the same decision is fading away as you push forward with this nonsense. A simple known fact that has been broadcast to the world by our beloved Fauci and Wolensky is that this shot you are mandating does not stop infection or transmission. That fact alone in a rational nonpolitically-driven decision making process with true leaders will put a full stop on mandates. That's after the fact that individual's religious and civil rights have been already been discarded. Let's not stop there. How about natural immunity or maybe the fact that the VAERS database has 25,000-plus deaths recorded and over 1 million adverse events. The doctors that have been in their field for decades are sounding the alarm. It's time to wake up. I see three explanations for you following through with these terminations. All three of them lead to you being removed from your position of leadership. One is ignorance. You are truly ignorant to the other side of this narrative and are blinded by your politics. We don't need ignorant leaders. Number two is you are complicit. You are having a hard time knowing what is true and false and you've decided to become complicit in this crime because ultimately, you know, somebody else pulled the trigger. Number three, you are criminal. You do know all the above facts and still decide to press forward. Obviously we do not need criminals in leadership roles. I pledge allegiance to the flag. God bless, you, Leif.

PUBLIC SPEAKER: Yes, I would. Thank you. Anna Pompeo, D student, 24 years in the SFFD forced to retire early due to the mandates. I just want to start by saying how ironic it is that we are having a predetermined termination hearing on St. Florian's Day, also known as International Firefighters' Day. I think it's also ironic that pro choice advocates are

enraged at the news that the Supreme Court might be overturning Roe versus Wade, and yet we sit here in front of a chief and a commission that wants to strip firefighters of their right to bodily autonomy and informed consent. My body, my choice is apparently a one-way street in the eyes of those who champion the slogan. The City's answer to this dilemma is to offer a medical or religious exemption. What a scam. Except for three, they were all denied, and the three that were approved they were not accommodated. We shouldn't even have to have an exemption to opt out of a medical procedure that has death as a possible adverse reaction. This brings me to informed consent, which is a legal and ethical obligation for doctors requiring them to discuss your diagnosis, pros and cons of recommended treatment, and the consequences of taking no action at all. I am pretty sure that all of the members that were cattle called to the DOT for their booster shot in front of TD1 and 2 did not get the right to discussion of informed consent before they had to roll up their sleeve. That's not about public health. That's about control. We are no longer in a public health emergency. The City has now decided that COVID is virtually over. Major sporting events and concerts like Outside Lands bringing in close to 7,000 people are taking place. The Mayor is traveling to France to encourage tourism to San Francisco. Restaurants and gyms are open. People are maskless and not having to show their papers at the door.

Everything seems to be back to normal, but it's not. Behind the scenes the City is still terminating people that choose not to take an experimental drug for a flu-like virus with a 99.9 percent survival rate. Interestingly, just over county borderlines the City employees are not being held to the same mandates and certainly not being fired over them. It makes me wonder what these firings are truly about.

PUBLIC SPEAKER: Thank you. My message is quick and simple to Leif. You are standing on your religious exemption. The fact that they're questioning that should speak volumes. So my only point to you, Leif, is to hold the line, stand strong, and stand with God.

PUBLIC SPEAKER: First, I would like to pledge allegiance for Leif because he asked for it. Everybody, if you could put your right hand. Pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation, under God, indivisible, liberty and justice for all. I would also like to say that the reason Leif asked to remove Mr. Giacolone was that he was heard a few weeks ago when questioned about the firefighters commission hearing said, and I quote: Who cares what his last name is, he's being fired anyways? So to be clear here, this is the kind of rhetoric and treatment these firefighters have faced this entire time. Why would Leif want that person to represent him in front of you guys if he doesn't care? Second of all, I'd like to point out that in your monthly meetings you, quote, unquote, have special hearings. Why aren't you telling the public about the termination process that has been going on? Furthermore, I would like to state that the current COVID status and pandemic is in an end stage. To continually terminate these firefighters is not up to date or to science. The real facts and science aren't being addressed here. Please reconsider the chief's recommendation and reinstate Leif. Thank you.

PUBLIC SPEAKER: Thank you. D student, let's go. I can't believe these things aren't in person. And I'd like to thank Leif for having the courage and the bravery to actually do his job in person and help people that are sick during the entire pandemic while you people are too afraid to meet in person and show this guy some respect when you meet and you are on



Twitter and you are going to all these parties and you are too afraid to sit here and look at him in the eye. I also want to know how are the commissioners -- how disrespectful it is the commissioners last hearing still don't understand the difference between exemption and accommodation. You are the people in charge of deciding who gets fired and who doesn't, who can go against the chief, who her hearsay is admitted in evidence, but a doctor is not allowed to speak on behalf of these defendants. This is disgusting. How is one commissioner voting to keep one firefighter who has a legitimate exemption but not the two other ones? How are we going to explain that? Is it because one was a female? Is it because one was a different religion? I don't understand how that thinking holds up. Why don't we ask the questions that Commissioner Cleveland asked? Question number one, if the chief wasn't going to accommodate, why did she put it in her General Order? Two, if the Health Order allows masking and testing, why aren't we doing that? And three, if a firefighter has a negative test and is wearing a mask, how are they a threat to anyone? Why don't we ask those questions? Oh, maybe we'll be fired.

**B. Votes on Closed Session**

*Member requested an open session.*

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

*President Feinstein Moved to hold deliberations in closed session. Commissioner Morgan Seconded. The motion passed 3-1. (Ayes: Feinstein, Nakajo, Morgan; Nays: Covington)*

*Convened in closed session at 5:03 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 that the Chief of the Department proved by a preponderance of the evidence that Member failed to comply with the vaccination requirements of the Order of the San Francisco Health Officer No. C19-07y and the Chief of Department's General Order 21-A-70, as alleged in the Chief's Verified Complaint and to uphold the Chief's recommendation of a non-disciplinary separation. Vice President Nakajo Seconded. The Motion was unanimously approved.*

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

*Reconvened in open session at 5:45 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]**

*Vice President Nakajo moved to not disclose discussion held in Closed Session. President Feinstein Seconded. The motion passed 3-1. (Ayes: Feinstein, Nakajo, Morgan; Nays: Covington)*

3. **ADJOURNMENT:** President Feinstein adjourned the meeting at 5:47 p.m.

DRAFT

**FIRE COMMISSION REGULAR MEETING  
DRAFT MINUTES**

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**May 11, 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**

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The Video can be viewed by clicking this link:

[https://sanfrancisco.granicus.com/MediaPlayer.php?view\\_id=180&clip\\_id=41243](https://sanfrancisco.granicus.com/MediaPlayer.php?view_id=180&clip_id=41243)

Vice President Nakajo called the meeting to order at 9:02 a.m.

Commission President	Katherine Feinstein	Excused
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 Brown	Homeland Security

Assistant Chiefs	
Bill Storti	Division 2
Nicol Juratovac	Division 3

Staff	
Mark Corso	Deputy Director of Finance

**2. Ramaytush Ohlone Land Acknowledgement**

Vice President Nakajo read the Ramaytush Ohlone Land Acknowledgement.

**3. RESOLUTION 2022-09 [Discussion and possible action]**

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

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

There was no public comment.

**4. GENERAL PUBLIC COMMENT**

Brice Peoples stated the following: "Hello, Commissioners. It's nice to see you this morning. My name is Brice Peoples, a long-time resident of San Francisco, a 27-year firefighter, and also currently serving as the Department's Diversity, Equity, and Inclusion Officer, the very first one, as Assistant Deputy Chief. I'm coming today because I need help. I need your assistance. It's a transparency issue. As you know, the law went into effect here regarding the Racial Equity Action Plan and how the Department and all the city agencies are supposed to interact with this law. I would like for you to ask, please, the Chief and the administration two things. Two things, please. Number one, this document which you have not seen is part of the Racial Equity Action Plan. It is the budget and the positions on how the plan will be implemented. It has been suppressed. It has sat on the Chief's desk now for six months. I've asked it to be given to you to have thoughtful consideration as we go into the budget cycle, and it has not been allowed to be published publicly. It is part of the law that this document should see the light of day for transparency. So, as you know, if this, the budget, does not go into discussion, then the Racial Equity Action Plan does not exist either. There is -- it is dead on arrival. So these items are in conflict with the law. The second question I would like for you to ask the administration is here is the progress report for how we have been doing under the Racial Equity Action Plan. It was supposed to be submitted by the racial equity leaders, which was tried to submit on May 2nd. It still has not been done. And the racial equity leaders have been told not to do it. So, I don't know what plan is for that. Maybe you can ask the Chief what is the plan. I would appreciate that as the oversight body. Secondly, or lastly, please participate in an experiment with me. This administration for the last two years has been the subject of four discrimination lawsuits. And that is not the -- the horrible aspect of it. In those lawsuits, it is alleged that the individuals have been retaliated against when they have spoken up about transparency and about social justice inside the Department. The experiment I'm asking you to do now is I have just spoken up. Let's see what they try to do to me. Thank you very much."

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

Discussion and possible action to approve meeting minutes.

- Minutes from the regular meeting on April 27, 2022.

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

There was no public comment.

**6. 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 27, 2022, including budget, academies, special events, communications, and outreach to other government agencies and the public.

Chief Nicholson reported on activities since the last meeting. She announced that next week they will be celebrating EMS Week and the theme is rising to the challenge. She mentioned that EMS members Jennifer Ishikawa, Matthew Ferris, Larry Para, and Fred

Salan will be honored by the Board of Supervisors. She added that Captain Julie Mau was also honored at the Board of Supervisors last Tuesday in honor of Asian American and Pacific Islander Heritage Month. Chief Nicholson provided a COVID update stating that six members are out with COVID, 8 members are on long-term COVID leave and 14 members are in quarantine. She stated that last week they welcomed an H-3 Level 1 and Level 2 hybrid class and that two of those recruits are from the City EMT program. She announced that May 15, 2022, is the Bay to Breakers race and they will be staffing up a bit for the event as well as a Walk with Sadie (the Department's therapy dog) event at Lands' End Trail on May 24, 2022. She announced that she had several meetings with the supervisors regarding the budget and other items.

There was no public comment.

#### 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 during April. He reported that they had 12,700 calls for service, 22 working fires, three greater alarms, and one mutual aid deployment. He described the second alarm fire at 400 Upper Terrace, which was a wind-driven fire and they experienced significant challenges with access to the building for rigs and personnel due to its location up on top of the hill on a narrow street. He added that Assistant Chief Storti was the incident commander and that the crews did an excellent job. He also described in detail the third alarm at 141 to 147 Noe where crews did an excellent job of containing the fire to the two originally involved buildings and that Assistant Chief Mike Thompson was the incident commander at that fire. The third fire he described was a third alarm at 301 West Portal which was started on the roof by roofers of a large single-story commercial occupancy building with multiple businesses on the ground floor where the fire quickly consumed the roof and spread to the very large attic space. Assistant Chief Nicol Juratovac was the incident commander who did an excellent job. Chief Postel also described the mutual aid request from the City of Benicia for the fireboat to assist with a large 4<sup>th</sup> alarm pier fire. He stated that they approved the request knowing that San Francisco has the only fireboat with the capability needed and the SFFD fireboat St. Francis provided the needed support to contain this very stubborn fire. He touched on the EMS Division where last month the call volume was fairly steady with 300 to 350 calls per day. He added that Medic to Follow calls were substantially reduced on most days due to the increased staffing from the H-3 Level 1s and the H-3 Level 2 bump-up academies that concluded last month. He also touched on the additions to the Street Overdose Response Team and the Street Wellness Response Teams. He expanded on the success stories of EMS-6 and the Street Crisis Response Team. He touched on the Bureau of Fire Prevention and Investigation which they are continuing its efforts to efficiently process plans for the Plan Check Division and meet bi-monthly with the MTA and Transportation Advisory Safety Committee (TASC) to review streetscape changes that impact the fire response and access. He reported that the Airport responded to 438 calls for service, and bike medics responded to 225 of those incidents as well. He announced that Assistant Deputy Chief

Brown has notified the Department that he intends to retire by the end of June. Regarding the Division of Training, he stated that the 129<sup>th</sup> academy class is scheduled to graduate June 3, 2022, and the sixth H-3 Level 2 academy graduated April 15<sup>th</sup> with 13 members in total. The H-3 Level 1 class is due to graduate on May 20, 2022, with 25 graduates.

Commissioner Morgan told Chief Postel his report was great and that he liked the videos with the fireboat in Benicia. Commissioner Morgan confirmed that a “full box” means when there is a report of smoke or fire in a building dispatch will strike a full box assignment and it goes back to the original dispatch days of the Fire Department with the bells.

Commissioner Covington thanked Chief Postel for his report and added that when you have so much to report, brevity goes out the window. She invited Chief Juratovac to add to the incident she commanded. Chief Juratovac stated that anytime she gets a chance to brag about the firefighters in her division she is more than happy to do so. She described the third alarm fire in West Portal and added that because of the men and women of the San Francisco Fire Department, West Portal is safe and sound. Chief Storti thanked BC O’Connell, BC Gearing, and BC Siguenza who did an excellent job keeping their firefighters safe at the Upper Terrace fire and confining it to the two apartments and keeping it to a second alarm. Commissioner Covington also mentioned that she loves the videos and level of detail, and she finds them very helpful. She confirmed through Chief Pang that Buprenorphine is considered a medication treatment that is similar to Methadone, and it is a way for people who have an opioid substance use disorder to substitute Buprenorphine for whatever it is that they are dependent on. Commissioner Covington asked Chief Cofflin to talk about how the Streetscape plans are developed and implemented and if they impact response times. Fire Marshal Cofflin responded that they have different members working directly with SFMTA for input and concerns regarding challenges that affect the department and ultimately, they run that through the chain of command and based on field input, what they are going to object to or work further on with SFMTA. Commissioner Covington congratulated Chief Brown on his upcoming retirement.

Vice President Nakajo thanked Chief Postel for his comprehensive report and acknowledged Chief Storti and Chief Juratovac for their comments on the recent fires they described as well as the members of the Department and battalion chiefs that responded to those significant fires. He thanked Chief Brown from the Airport for his hard work and experience. He confirmed some of the incidents in the Operations Report overseen by Chief Pang and confirmed that police code 800B is a mentally disturbed person with a B priority meaning that there is no report of violence or weapons. Vice President Nakajo highlighted some of the success stories outlined in the report. He confirmed with Chief Kaialoa trainings that took place during the reporting period including SFFD leadership class and wildland training. He also verified with Chief Postel that Department General Orders are sent out in paper format, but they are also sent to each member which needs to be acknowledged and reviewed through the HRMS

system. Additionally, every company officer at roll call reviews any new or pertinent general orders that have been issued so that everybody's familiar with them. Vice President Nakajo confirmed that Lt. Nancy Galvin oversees the NERT program.

There was no public comment.

7. **ADJOURNMENT** Vice President Nakajo adjourned the meeting at 10:12 a.m.







## San Francisco Black Firefighters Association Announces New Executive Leadership Team

*The new leadership team continues a fifty-year legacy of fighting for diversity and inclusion of Black fire service professionals within the San Francisco Fire Department and focus on community service.*

San Francisco, CA. May 6, 2022– San Francisco Black Firefighters Association ([SFBFA](#)) announces its new executive board of directors, ushering in a new chapter in its storied history. The SFBFA fifty-year (1972-2022) history of working within the San Francisco Fire Department (SFFD) to break down barriers to equity, diversity, inclusion, and accessibility of minority and women fire service professionals, has helped to shape the face of the SFFD. “Our new board will broaden our efforts to address hiring inequities, recruit more Black fire service employees and strengthen our youth outreach and community-based initiatives,” said Antione Davis, new SFBFA executive board president. In honor of its fifty-years of service the SBFA will host its Legacy Continues 50<sup>th</sup> Anniversary Fundraising Gala, September 9, and 10<sup>th</sup>, 2002 at Hotel Nikko San Francisco.

“I am grateful to our outgoing board members and thankful for their steadfast commitment to our work over the past several years. We are excited to welcome our new executive team and congratulate current board members moving into new roles. “It is my honor to serve the SFBFA and I am deeply humbled and honored that the members have chosen me to lead this great and storied organization,” said Davis.

### **The new SFBFA leadership team includes:**

- **President, Antione Davis:** Antoine has been a firefighter with the SFFD for five years. He has served on the [SFBFA](#) executive board for four years and is the secondary instructor for the SFBFA Fire Youth Academy. Antione is currently acting Lt., at Battalion 10, swing-shift. He is dedicated to community service and serves as advisor, consultant, and youth mentor at [City EMT](#). Antione is a proud alum of [EMS Corps](#), the highly selective, rigorous academy that trains aspiring young people for careers in emergency medical service. Antione played football at the University of California, Berkeley, where he earned a Bachelor’s of Arts degree in Legal Studies.
- **Vice President, John Smith Jr.:** John has been firefighter with the SFFD for seven-years. John a member of Station 1, the most active fire station in San Francisco and in the nation, serving the south of market and tenderloin neighborhoods. John has served on the executive board of the [SFBFA](#) for four-years. As the lead SFBFA Youth Academy instructor, John uses his world experience to help Youth Academy students build trust, confidence and pride in themselves and their community and has served on the board of several community-based organizations. John attended the University of Hawaii-Hilo as a student athlete and was a member of the basketball team. After graduating college John played professional basketball in Europe and Asia for seven years. John holds a Bachelor’s of Arts degree in Communications from the University of Hawaii-Hilo.
- **Chief Financial Officer, Jacob Hill, Jr.:** Jacob has been a firefighter with the SFFD for five years. Jacob attended Lincoln High School and was raised in the Lakeview neighborhood of San Francisco where he continues to have strong community ties. Jacob is a Hazmat specialist and member of Station 36. In addition to his work with the [SFBFA](#), Jacob is currently a varsity basketball coach at Lincoln High School and more significantly, he provides mentorship, academic tutoring, life skills training, and high intensity athletic development to not only his Lincoln High players, but to young athletes across San Francisco.

- **Sergeant at Arms, Battalion Chief Zachary Pumphrey, Fire Suppression:** Battalion Chief Pumphrey is a thirty veteran of the SFFD and leads Station 9. He formally held the position of executive at large on the SFBFA board of directors and has been instrumental in leading the SFBFA through challenging times. He continuously works to recruit and retain people of color into the SFFD and supports programs that bring youths into the fire service profession. As Battalion Chief Fire Suppression, he ensures responding fire service companies provide excellent care and customer service to the citizens of San Francisco. Battalion Chief Pumphrey is a strong leader and mentor and uses his vast knowledge and experience as a firefighter to build confidence and operational readiness in firefighters under his command, and to SFFD firefighters at large.
- **First Executive at Large, Tanesha Gibson:** Tanesha has been a firefighter with the SFFD for three years. This is her first appointment to the SFBFA board. Tanesha is a member of Station 17. Raised in the Bay View neighborhood of San Francisco. Tanesha has strong ties to the community and has received tremendous praise for her compassion and commitment to giving back to the community. Tanisha was featured in a San Francisco Chronicle article that highlighted the efforts of first responders that risked their health to “keep a nation in crisis working” during the early days of the spread of COVID-19. Tanesha’s community service includes organizing turkey drives, grocery give a-ways, toy drives, and mentoring young women.
- **Second Executive at Large, Nicholas Thurston:** Nicholas has been a firefighter with the SFFD for five years. This is his first appointment to the SFBFA board. Nicholas is committed to giving back to the communities of San Francisco and has hosted many community events aimed at providing youth guidance and mentorship. Nicholas is a member of Station 43, serving the Excelsior and Sunnydale neighborhoods. Nicholas attended San Francisco City College where he was captain of the school’s 2006 national championship football team. Nicholas finished his football career at the University of Houston, returning to the San Francisco Bay Area, in 2010. Nicholas holds an Associate’s of Arts degree from San Francisco City College.
- **Recording Secretary, Battalion Chief, Natasha Parks:** Battalion Chief Parks has served the SFFD for over twenty years. Battalion Chief Parks is the Health, Safety and Wellness Chief of the San Francisco Fire Department. She oversees the Behavioral Health Unit, the Critical Incident Response Team, and the Peer Support Team and serves as one of the department’s Safety Officers. She has served on the SFBFA executive board for four years. Battalion Chief Parks played college basketball at the University of California, Irvine, where she received Bachelor’s degrees in Psychology and Biology. She is an active member of “Sistas on The Links,” an organization of women golfers committed to exposing more Black women and girls to golf.
- **Corresponding Secretary, Siuea Vaesau:** Siuea (See-way-uh) has been a firefighter with the SFFD for three-years. Siuea is an inspiration not only as a firefighter, but as a young leader within the Samoan community. Siuea was born in San Francisco and has family ties to the Sunnydale neighborhood. The ultimate student athlete, Siuea played Division 1 football and was one of 18 UNLV football players who earned a spot on the 2013 Academic All-Mountain West team. Siuea earned a Bachelor’s of Science degree in Kinesiology from the University of Nevada Las Vegas. Though active with the SFBFA for several years this his first appointment to the SFBFA board.

For further information: Media, Antione Davis, 510-697-0343; 50th Anniversary sponsorship opportunities Jessica Harris, 408-209-8100 or at sponsorship info.

*The San Francisco Black Firefighters Association (SFBFA) was founded in 1972 and is a chapter of the International Association of Black Professional Fire Fighters (IABPFF) which has 121 chapters and over 8000 members. Our purpose in forming the SFBFA and joining forces with the International Association of Black Professional Fire Fighters (IABPFF) was to align with the efforts of firefighters on a national basis to address the issues facing Black firefighters. Our mission, now and in the future is to tirelessly work towards eradicating discriminatory practices within the SFFD that limit recruitment, hiring, promoting training, and education of Black and minority fire service professionals. For more information about the SFBFA or to follow us on Twitter, Instagram, and Facebook, please visit [www.sfbfa.org](http://www.sfbfa.org).*