

The Police Commission of the City and County of San Francisco met via videoconference at 5:39 p.m.

PRESENT: Commissioners Elias, Byrne, Yee, Yanez, Benedicto, Carter-Oberstone

**GENERAL PUBLIC COMMENT**

Francisco Dacosta stated he has been attending the meeting for over 35 years and stated that it is time to unite the Commissioners and the Command Staff.

Wesley Savers, Glide, spoke of DGO 9.01, Traffic Stops, and asked when the working groups will begin and is hoping for a timeline and should proceed aggressively.

Rita Lark asked to when the Commission will have a community meeting in North Beach because there is a lot going on and things need to be said.

Jean Bridges, Wealth and Disparities, read a quote from their founder in regard to anti Black bias by SFPD and asked for a follow-up on the traffic stop discussion.

**Chief's Report**

- **Weekly crime trends**
- **Major/Significant Incidents**

Chief Scott reported on crime trends YTD: Violent Crime up 4 percent; homicide up 11 percent; rape up 9 percent; robbery down 3 percent; assault up 11 percent; human trafficking down 35 percent. Property Crimes up 8 percent; burglary down 26 percent; motor vehicle theft up 2 percent; arson down 16 percent; larceny theft up 20 percent. Gun violence is down 8 percent compared to 2021; 5 shooting incidents for the week ending on 5/8/22; total 62 incidents resulting in 71 victims YTD. No homicide for the week ending 6/5/22; there are a total of 20 homicides YTD. 409 firearms seized; 91 ghost guns seized YTD.

Significant arrests: Four arrests on stabbing-related homicides: (1) Arrest on a homicide on Turk and Jones that occurred on June 1, 2022, suspect turned himself in and was arrested; (2) arrest on homicide that occurred on June 3, 2022, at 15<sup>th</sup> and South Van Ness, two suspects arrested; (3) arrest on stabbing that occurred on April 7, 2022. (4) arrest on shooting that occurred on 500 block of Howard; one person arrested. The Chief also talked about arrests made on smash & grab organized retail series that occurred between March 18<sup>th</sup> to April 10, 2022; 10 different smash and grab retail thefts occurred at locations that spans six different police stations in the city, numerous arrests were made with the suspects ranging from age 14 to 16. The Chief also talked about an arrest on a home invasion robbery that occurred on March 16<sup>th</sup> involving a suspect who forced the victim to transfer over \$3 million into the suspect's account. Investigation revealed that the suspect left the country. The Department worked with federal and international law enforcement partners and were able to locate the suspect. Suspect was arrested in Taiwan and brought back to San Francisco. The last arrest on April 20<sup>th</sup> burglary at the Sun Glass Hut on Jefferson Street. Video from the incident revealed that the suspect was wearing an ankle monitor. Investigators were able to link the ankle monitor to the suspect who was located and booked. The Chief commended all the investigators who are working very hard to bring these cases to resolution.

Strategies: Bayview, 3<sup>rd</sup> Street corridor, robbery and burglary abatement patrols, plain clothes officers working with foot beat officers with the focus on commercial burglaries; Ingleside, focus on residential burglary with patrols, passing calls and also plainclothes units; Southern, car break-ins, officers deployed in areas where break-ins are occurring; increased narcotics enforcement on 7<sup>th</sup> and Mission, 8<sup>th</sup> and Mission, 7<sup>th</sup> Street & Minna.

Stunt Driving Incident: Unit was notified of side shows in Oakland on Jun 6<sup>th</sup> and was notified that individuals involved were coming to San Francisco. The Stunt Driving Response Unit went to locations known to have these events in the city prior to the arrival of the cars and the people. As a result, the event was prevented from happening,

**PUBLIC COMMENT**

None

**DPA Director's Report**

**- Report on recent DPA activities, and announcement**

Director Henderson reported: In the year 2022: 294 cases opened; 291 closed; 262 pending; 32 cases sustained; 20 cases past 270-day; 10 cases mediated. Cases received in the past week: 9 new cases; 1 failed to shut down a sideshow; 1 arrested a complainant and impounded vehicle; 1 failed to arrest a driver who slapped the complainant; 1 continually disregard a neighbor dispute; 1 brandished a shotgun in front of children; 1 failed to arrest a suspect for assault; 1 failed to provide an incident report; 2 wrote an inaccurate police report.

Director Henderson talked about the Civic Bridge working with DS Associates creating a new level of transparency for the agency. They are now on the last test phase of the new site where complainants will be able to log in to look at their own case status and be able to submit and receive documents from the DPA. He also talked about being on the task force working with the Governor's Office on the POST certification process. It is continuing to move forward both with the training for the Commission that the State will select that will be evaluating POST certification decertification to understand use of force and come up with standards for decertification for bad behavior and misconduct.

Outreach: Can be found on community calendar on the DPA's website and posted on Tweeter, Facebook, Instagram and on DHR's website: May 31<sup>st</sup>, presentation at Mission Station at their Community Meeting.

**PUBLIC COMMENT**

None

**Commission Reports**

- **Commission President's Report**
- **Commissioners' Reports**
- **Commission announcements and scheduling of items identified for consideration at future Commission Meetings.**

Commissioner Benedicto reported that he along with Commissioner Yee attended the press conference with Supervisor Gordon Mar regarding crime prevention and community policing plans. He also gave an update on DGO 9.01 regarding pretext stops and he stated he met with Wealth and Disparities and that he and Commissioner Carter-Oberstone had discussions with the Coalition to End Bias Stops and stated that the Commission needs to move with urgency on the policy. He also stated that Commissioner Carter-Oberstone is working with the Human Rights Commission and DPA to set up town halls and listening sessions and also reported that the Coalition to End Bias Stops are also setting up town halls and listening sessions to which Commissioners can attend. He also stated that he plans to meet with district stations and meet with stations community advisory boards and the department to get their input. He asked Commissioner Elias to formulate the process of working groups on this DGO.

Commissioner Elias stated that the next steps will be scheduling and convening the working groups.

Commissioner Yanez spoke of recruitment for women officers and asked to include recruitment efforts to local communities and asked for a presentation regarding Community Policing DGO.

Commissioner Yee thanked Commissioner Benedicto for joining Supervisor Gordon Mar's press conference and talked about foot patrols and that funding be allocated to the police department. He also attended the SFPD API Forum chaired by Dennis Chu to talk about issues about morale and recruitment that is reflective of the community.

**PUBLIC COMMENT**

None

**DISCUSSION REGARDING SFPD MORALE**

Chief Scott presented the SFPD Morale presentation. Factors impacting morale:

- Resources – lack of staffing necessary to do the job at hand
- Internal Support – Consistency & fairness of command staff; command staff attention or concern for the health & wellbeing of line officers; level of trust the command staff has in its officers; lack of organization support for line officer.
- External Support – Lack of support for Department and its members; one sided, biased reporting regarding police incidents and/or the Department; negative & disrespectful public comment by members of the commission about the Department and its members; perception of unfair prosecutions of officers.
- Policy Impacts- Mixed messages and/or unrealistic policing expectations.
- Political Impacts – Negative and vitriolic sociopolitical factors regarding policing in general and specifically regarding the SFPD and its members.

Impacts to Morale: Officers have reported the following top five emotions that negatively impact their morale: Unappreciated, frustrated, worried, beaten down, angry.

Strategies to address morale:

- Wellness & concern for line officers & members
- Organizational Support (training, staffing mitigation strategies, members appreciation efforts)
- Command Staff Leadership Development
- Facilities, Equipment, Vehicle upgrades
- Internal Procedural Justice Consistency & Fairness of Discipline System

Moving forward, SFPD is working with Stanford University SPARQ (Social Psychological Answers to Real-world Questions) to address morale and culture.

POA President Tracy McCray addressed the Commission regarding support of the members because when members don't feel supported, the reasoning for doing their job come into question. Training is good but hampered with staffing. What can be done to improve morale: salary that will allow members to leave in the city; overtime, how much overtime can members work to cover staffing, stretching workforce to its breaking point. We want membership that can continue to work and at the same time have the support and recognition that they are valued. She talked of conducting a 5-question poll and stated over 54 percent stated that they are planning to leave the department. She stated that whatever can be done to up the morale, please, let's do it. Lieutenant McCray stated that the membership would like to have clear concise policies so that officers know what they can and cannot do.

Commissioner Elias encouraged the members to comment, voice their concerns, and give input on how the Commission can make policies clearer.

OFC President Yulanda Williams spoke of morale at an all time low with the officers and that it is based that officers do not think they are valued due to demand of staffing. She stated officers are seeing inconsistencies and disparities in the disciplinary process and that the performance appraisal is non-existent and that officers should be encouraged about the importance of career development. She spoke of the lack of promotions of Black men and women to the command staff. She spoke of reform and asked where is the equity. She stated people want to be valued. She stated that the department needs to evaluate what it is doing.

#### PUBLIC COMMENT

Francisco Dacosta spoke of the word uplifting to reduce the Commission's implicit biases and spoke of staffing.

#### PUBLIC COMMENT ON ALL MATTERS PERTAININ TO CLOSED SESSION

None

#### VOTE ON WHETHER TO HOLD CLOSED SESSION

Motion by Commissioner Yee, second by Commissioner Elias. Approved 6-0

(AYES: Commissioners Elias, Yee, Byrne, Carter-Oberstone, Yanez, Benedicto)

**CLOSED SESSION** (8:35 p.m. -

**Closed Session**

**Roll Call;**

**a. CONFERENCE WITH LEGAL COUNSEL – Existing Litigation. Pursuant to Government Code Section 54956.9(d)(1) and San Francisco Administrative Code Section 67.10(d)(1):**

**Breonna Richard v. City and County of San Francisco, et al., U.S. District Court, Case No. 20-CV-04276-KAW, filed July 13, 2020 (ACTION)**

(Present: Commissioners Elias, Yee, Byrne, Carter-Oberstone, Yanez, Benedicto, Chief Scott, Deputy Chief O’Sullivan, Deputy City Attorney Cabrera, Deputy City Attorney Porianda, Sgt. Youngblood, Sgt. Reynolds, Risa Tom)

**b. CONFERENCE WITH LEGAL COUNSEL – Existing Litigation. Pursuant to Government Code Section 54956.9(d)(1) and San Francisco Administrative Code Section 67.10(d)(1):**

**Kevin Lee v. City and County of San Francisco, San Francisco Superior Court, Case No. CGC-19-580969, filed November 22, 2019 (ACTION)**

(Present: Commissioners Elias, Yee, Byrne, Carter-Oberstone, Yanez, Benedicto, Chief Scott, Deputy Chief O’Sullivan, Deputy City Attorney Cabrera, Deputy City Attorney Porianda, Sgt. Youngblood, Sgt. Reynolds, Risa Tom)

**c. PERSONNEL EXCEPTION. Pursuant to Government Code section 54957(b)(1) and San Francisco Administrative Code Section 67.10(b) and Penal Code Section 832.7:**

**Discussion and possible action to accept or reject settlement agreement filed in Case No. DPA 00043097, or take other action, if necessary (DISCUSSION & POSSIBLE ACTION)**

(Present: Commissioners Elias, Yee, Byrne, Carter-Oberstone, Yanez, Benedicto, Chief Scott, Deputy Chief O’Sullivan, Deputy City Attorney Porianda, Sgt. Youngblood, Sgt. Reynolds, Risa Tom, Attorney Diana Rosenstein, Attorney Julia Fox, members involved )

*(These proceedings were taken in shorthand form by Ms. Mary Ferreira, CSR., Behmke Reporting & Video Services)*

**d. PERSONNEL EXCEPTION. Pursuant to Government Code Section 54957(b) (1) and San Francisco Administrative Code Section 67.10(b) and Penal Code Section 832.7:**

**Discussion and possible action to adopt proposed Findings of Fact regarding the Commission's decision in non-disciplinary charges filed or take other action if necessary (ACTION)**

**(I) Case No. IAD 2021-0310**

**(II) Case No. IAD 2021-0259**

**(III) Case No. IAD 2021-0285**

**(IV) Case No. IAD 2021-0278**

**(V) Case No. IAD 2021-0258**

**(VI) Case No. IAD 2021-0166**

**(VII) Case No. IAD 2021-0150**

**(VIII) Case No. IAD 2021-0289**

(Present: Commissioners Elias, Yee, Byrne, Carter-Oberstone, Yanez, Benedicto, Deputy City Attorney Porianda, Sgt. Youngblood, Sgt. Reynolds, Risa Tom)

**e. PERSONNEL EXCEPTION. Pursuant to Government Code Section 54957(b) (1) and San Francisco Administrative Code Section 67.10(b) and Penal Code Section 832.7:**

**Discussion and possible action to adopt proposed Findings of Fact regarding the Commission's decision in disciplinary charges filed in Case No. IAD 2015-0076, or take other action if necessary (ACTION)**

(Present: Commissioners Elias, Yee, Byrne, Carter-Oberstone, Yanez, Benedicto, Deputy City Attorney Porianda, Sgt. Youngblood, Sgt. Reynolds, Risa Tom)

**f. PERSONNEL EXCEPTION. Pursuant to Government Code Section 54957(b)(1) and San Francisco Administrative Code Section 67.10(b) and Penal Code Section 832.7:**

**Assignment of a Commissioner for the taking of evidence on non-disciplinary charges filed in Case No. DPA 45791-21A and DPA 457291-21B (ACTION)**

(Present: Commissioners Elias, Yee, Byrne, Carter-Oberstone, Yanez, Benedicto, Deputy City Attorney Porianda, Sgt. Youngblood, Sgt. Reynolds, Risa Tom)

**g. PERSONNEL EXCEPTION.** Pursuant to Government Code Section 54957(b)(1) and San Francisco Administrative Code Section 67.10(b) and Penal Code Section 832.7:

**Status and calendaring of pending disciplinary cases (ACTION)**

(Present: Commissioners Elias, Yee, Byrne, Carter-Oberstone, Yanez, Benedicto, Deputy City Attorney Porianda, Sgt. Youngblood, Sgt. Reynolds, Risa Tom)

**OPEN SESSION** (9:26 p.m.)

**VOTE TO ELECT WHETHER TO DISCLOSE ANY OR ALL DISCUSSION HELD IN CLOSED SESSION**

Motion by Commissioner Yee, second by Commission Elias for non-disclosure. Approved 6-0.

**PUBLIC COMMENT**

None

**ADJOURNMENT**

Thereafter, the meeting was adjourned at 9:27 p.m.



---

Sergeant Stacy Youngblood  
Secretary  
San Francisco Police Commission