



The Police Commission

CITY AND COUNTY OF SAN FRANCISCO

October 5, 2023

Chief William Scott
Chief of Police

Dear Chief Scott:

At the meeting of the Police Commission on Wednesday, October 4, 2023, the following resolution was adopted:

RESOLUTION 23-95

APPROVAL OF REVISED DEPARTMENT GENERAL ORDER 8.04, "CRITICAL INCIDENT RESPONSE TEAM," TO USE IN MEETING AND CONFERRING WITH THE EFFECTED BARGAINING UNITS AS REQUIRED BY LAW, WITH LABOR INSTRUCTIONS PROVIDED IN RESOLUTION NO. 23-30;

RESOLVED, that the Police Commission hereby approves revised Department General Order 8.04, "Critical Incident Response Team," for the Department to use in meeting and conferring with the effected bargaining units as required by law; and be it

FURTHER RESOLVED, that labor instructions are provided in Resolution No. 23-30, Police Commission Directions Regarding Police Department and Department of Human Resources Labor Negotiations with Effected Bargaining Units regarding Department General Orders.

AYES: Commissioners Walker, Benedicto, Yanez, Yee, Vice President Carter-Oberstone

EXCUSED: President Elias, Commissioner Byrne

Very truly yours,

Sergeant Stacy Youngblood
Secretary

San Francisco Police Commission

1211/ks

cc: Captain D. Toomer/PDD
Manager A. Steeves/PDD
Gloria Rosalejos/WDU
Director L. Preston/Labor Relations
Isabelle Choy/Labor Relations

CINDY ELIAS
President

MAX CARTER-OBERSTONE
Vice President

LARRY YEE
Commissioner

JAMES BYRNE
Commissioner

JESUS YANEZ
Commissioner

KEVIN BENEDICTO
Commissioner

DEBRA WALKER
Commissioner

Sergeant Stacy Youngblood
Secretary

Critical Incident Response Team

X.XX.01 PURPOSE

The Critical Incident Response Team (CIRT) is an extension of the Behavioral Science Unit (BSU). The purpose of CIRT is to ensure adequate BSU response coverage for a variety of incidents. This order establishes policies and procedures for supporting department members who are involved in shootings, collisions, and other critical events.

X.XX.02 POLICY

A. NOTIFICATION

As soon as practicable, the Critical Incident Response Team shall be notified under the circumstances included below. Upon notification, CIRT will evaluate the situation and determine how to best facilitate support. It is the responsibility of the incident commander to ensure that this notification is made.

1. Officer involved shooting
2. In-custody death
3. Use of force where suspect is admitted to the hospital
4. Injury to or death of a police officer
5. Vehicle collisions involving serious injury, death, or children
6. Serious Injury or death of an infant or child
7. Occupational exposures to bodily fluids
8. Prisoner/custody escape
9. Discharge of a firearm

Any member or supervisor is encouraged to contact CIRT any time they believe a response might be warranted even if it does not fall within the above listed categories. Nothing in this General Order shall preclude any member or supervisor from contacting the Critical Incident Response Team.

B. MANDATORY RESPONSE

1. Upon receiving notification that one of the following covered incidents has occurred, it is mandated that CIRT shall respond:
 - a. Officer involved shooting
 - b. In-custody death
 - c. Use of force directly causing injury requiring admission to the hospital or a supervisor determines the use of force appears unreasonable and resulted in serious bodily injury.

2. Incidents requiring a mandatory CIRT response shall include a directed referral to the Behavioral Science Unit.

C. DEBRIEFING

If a CIRT debrief is deemed appropriate, the on-call team members will coordinate with the Behavioral Science Unit to schedule a debrief within 72 hours of the incident or as soon as practical. The following debriefs shall involve a licensed, BSU vetted clinician: OIS, serious injury or death of a police officer, and in custody deaths.

D. CONFIDENTIALITY

1. Critical Incident Response Team members shall follow the guidelines established in DGO 11.04, PEER Support Program, Sections I., D., which establishes confidentiality when engaged in peer support communication.
2. Confidentiality is also provided by California State Assembly Bill 1117: Pursuant to California Government Code Section 8669.4(a) "A law enforcement personnel, whether or not a party to an action, has a right to refuse to disclose, and to prevent another from disclosing, a confidential communication between the law enforcement personnel and a peer support team member made while the peer support team member was providing peer support services, or a confidential communication made to a crisis hotline or crisis referral service."

X.XX.03 PROCEDURES

- A. NOTIFICATION** - The on call Critical Incident Response Team leads can be notified through the Department Operations Center at any time.
- B. CIRT TRAINING** - The OIC of the BSU will develop an annual training and meeting plan for CIRT.
- C. CIRT SELF-DEPLOYMENT** - For incident types listed in Section 8.04.02 of this policy, CIRT members shall check in with BSU before deploying. Self-deployment without approval in these circumstances is prohibited.

CIRT members may self-deploy in all other circumstances.

References

DGO 5.01 Use of Force
DGO 6.04 Assaults on Police Officers
DGO 6.05 Death Cases
DGO 8.01 Critical Incident Evaluation & Notification
DGO 11.04 Peer Support Program
DGO X.XX Directed and Recommended Referrals to the SFPD Behavioral Science Unit



The Police Commission

CITY AND COUNTY OF SAN FRANCISCO

April 10, 2023

Chief William Scott
Chief of Police

Dear Chief Scott:

At the meeting of the Police Commission on Wednesday, April 5, 2023, the following resolution was adopted:

RESOLUTION 23-30:

APPROVAL OF POLICE COMMISSION DIRECTIONS REGARDING POLICE DEPARTMENT AND DEPARTMENT OF HUMAN RESOURCES LABOR NEGOTIATIONS WITH AFFECTED BARGAINING UNITS;

CINDY ELIAS
President

MAX CARTER-OBERSTONE
Vice President

LARRY YEE
Commissioner

JAMES BYRNE
Commissioner

JESUS YANEZ
Commissioner

KEVIN BENEDICTO
Commissioner

DEBRA WALKER
Commissioner

Sergeant Stacy Youngblood
Secretary

WHEREAS, The Police Commission remains committed to its duty of effective oversight and policymaking for the San Francisco Police Department; and

WHEREAS, The Police Commission respects the importance of labor relations and the rights of public sector employees, including peace officers, under the Meyers Miliias Brown Act; and

WHEREAS, In 2016, the U.S. Department of Justice's "Assessment of the San Francisco Police Department" identified delays in policy enactment "because of collective bargaining practices," and recommended that the Police Department and the Police Commission "expedite the process in the future for other policy development;" now, therefore, be it

RESOLVED, When bargaining with affected bargaining units regarding Department General Orders or other policies passed by the Police Commission that require effects bargaining under law, the Police Commission hereby direct the Police Department and urge the San Francisco Department of Human Resources to meet and confer only to those negotiable effects required by law; and

RESOLVED, When bargaining with affected bargaining units regarding Department General Orders or other policies passed by the Police Commission that involve mandatory subjects of bargaining under law, the Police Commission hereby direct the Police Department and urge the San Francisco Department of Human Resources to meet and confer only to the extent required by law; and

FURTHER RESOLVED, When bargaining with affected bargaining units regarding Department General Orders or other policies passed by the Police Commission, the Police Commission hereby direct the Police Department and urge the San Francisco Department of Human Resources to not meet and confer on managerial decisions that are not within the scope of representation, and where there is no legal duty to meet and confer; and

FURTHER RESOLVED, When bargaining with affected bargaining units regarding Department General Orders or other policies passed by the Police Commission, the Police Commission hereby directs the Police Department and urges the San Francisco Department of Human Resources to ensure there are no unreasonable delays on any items within the scope of representation and consistent with the City's legal obligations.



The Police Commission

CITY AND COUNTY OF SAN FRANCISCO

AYES: Commissioner Walker, Byrne, Yanez, Benedicto, Yee, Vice President
Carter-Oberstone and President Elias.

Very truly yours,

A handwritten signature in blue ink, appearing to read "Stacy Youngblood".

Sergeant Stacy Youngblood
Secretary
San Francisco Police Commission

CINDY ELIAS
President

MAX CARTER-OBERSTONE
Vice President

LARRY YEE
Commissioner

JAMES BYRNE
Commissioner

JESUS YANEZ
Commissioner

KEVIN BENEDICTO
Commissioner

DEBRA WALKER
Commissioner

Sergeant Stacy Youngblood
Secretary

1211/ks

cc: Deputy City Attorney Cabrera
Director L. Preston/SFPD Labor Relations
Captain D. Toomer/PSPP
Lieutenant E. Altorfer/PSPP
Isabelle Choy/SFPD Labor Relations