



The Police Commission

CITY AND COUNTY OF SAN FRANCISCO

February 15, 2024

Chief William Scott
Chief of Police

Dear Chief Scott:

At the meeting of the Police Commission on Wednesday, February 14, 2024, the following resolution was adopted:

RESOLUTION 24-32

APPROVAL OF REVISED DEPARTMENT GENERAL ORDER 6.20, "MEMBER-INVOLVED DOMESTIC VIOLENCE," WITH ONE (1) NON-SUBSTANTIVE AMENDED, TO USE IN MEETING AND CONFERRING WITH THE EFFECTED BARGAINING UNITS AS REQUIRED BY LAW, WITH LABOR INSTRUCTIONS PROVIDED IN RESOLUTION NO. 23-30;

WHEREAS, Commissioner Byrne motioned the Commission, and seconded by Commissioner Walker, to approve revised Department General Order 6.20, with one (1) non substantive amendment; and

WHEREAS, the Commissioner Byrne made one (1) non substantive amendment change the bolded language below, in DGO 6.20, Page 4, 6.20.03 Procedures, K(1), from "should" to "shall":

6.20.03 PROCEDURES

K. Member Victims of Domestic Violence - Department members who are victims of Domestic Violence shall be afforded all the rights, privacy, protections, and resources that any other DV victim is afforded.

*1. Assignment - Since domestic violence perpetrators are likely to know when and where the victim works, they commonly continue the harassing and victimizing behavior while the victim is at their place of work. When appropriate, the member victim's Commanding Officer in consultation with SVU-DV, BSU, and the member, ~~shall~~ **shall** consider adjusting work hours, location, and department cellphone contact numbers of domestic violence victims to prevent further victimization.*

RESOLVED, that the Police Commission hereby approves revised Department General Order 6.20, "Member-Involved Domestic Violence," with one (1) non substantive amendment for the Department to use in meeting and conferring with the effected bargaining units as required by law; and be it

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



The Police Commission

CITY AND COUNTY OF SAN FRANCISCO

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, Byrne, Benedicto, Yee, Yanez, Vice President Carter-Oberstone, President Elias

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

Very truly yours,

A handwritten signature in blue ink, appearing to read "S. Youngblood", written over a blue circular stamp.

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

Member-Involved Domestic Violence

6.20.01 PURPOSE

The purpose of this order is to establish San Francisco Police Department (“Department”) policies and procedures when investigating and responding to domestic violence incidents involving sworn members (“members”). In addition to the policies and procedures outlined in this order, officers (“officer”) who respond to investigate a Member-Involved Domestic Violence (“MIDV”) incident shall adhere to the policies and procedures outlined in Department General Order 6.09 (Domestic Violence) and Department Manual 26 (Domestic Violence Manual). For specifications on ongoing training, refer to section 6.09.04.U of Department General Order 6.09 (Domestic Violence).

6.20.02 POLICY

It is the Department’s policy to maintain the highest level of professional conduct and to ensure that members are performing their duties, providing services to the public, and enforcing the laws in a fair, impartial, and ethical manner. Any conduct that creates an unreasonable risk of harm to the public, or compromises the integrity of the Department, may be grounds for discipline.

To preserve the integrity of the policing profession and to enhance public trust, domestic violence will not be tolerated, and the Department will adhere to a zero-tolerance policy towards MIDV incidents throughout a member’s career.

Domestic violence crimes have serious and long-lasting detrimental effects. Members of the SFPD are not immune from becoming involved in domestic violence situations as either a subject, victim, or witness. All department members shall receive training to improve the recognition, prevention, and investigation of domestic violence, including education about available family resources and advocacy organizations.

Members should assess and be aware of behaviors that may raise concerns about possible MIDV. The Department shall inform members of the procedure for seeking referrals external and internal for confidential counseling services. Members are encouraged to take personal responsibility in seeking confidential referrals and assistance from the Behavioral Science Unit (BSU) to prevent a domestic problem from escalating.

6.20.03 PROCEDURES

- A. Member-Involved Domestic Violence (MIDV) Investigations** - The SFPD shall thoroughly and objectively investigate all allegations of domestic violence against its members.

- B. Confidentiality** - MIDV incidents are sensitive and confidential investigations. Officers who respond to or investigate a MIDV incident shall ensure that the confidentiality of any report, victim, or member is properly protected. Additionally, in any case where an officer may be subject to discipline, the Peace Officer Bill of Rights applies.
- C. Duties of the First Responding Officers** - Officers responding to a MIDV investigation shall ensure their actions conform to the requirements of DGO 6.09 (Domestic Violence) and Department Manual 26 (Domestic Violence Manual).

1. Officer Notifications - Upon learning that a member is involved in the domestic violence incident as a subject or victim, the responding officer, as soon as possible, shall notify the following:
 - a. Field Supervisor
 - b. Department Operations Center (DOC)

The officer shall document the notification in the initial incident report, listing the time of notification and the name of the member(s) or supervisor(s) notified.

2. Written Statement - Officers that took action or participated in the investigation at the scene of a MIDV incident shall document their observations and actions in writing for inclusion with the initial incident report.

- D. Duties of the Supervising Officer** - Upon notification of a MIDV, the supervising officer shall respond to the scene and determine whether a crime has occurred. If a crime has occurred, the supervising officer shall notify their senior-ranking officer.

The supervising officer shall ensure the notifications listed in section 6.20.03C of this order have been made.

- E. DOC Notifications** - Upon learning of a MIDV incident, the DOC is responsible for ensuring that the following are notified:

1. Office of the Chief of Police
2. Commanding Officer of the Involved Member
3. Commanding Officer – Risk Management Office
4. Officer in Charge – Internal Affairs Division-Administration (IAD)
5. Officer in Charge – Investigative Services Division (ISD)
6. Officer in Charge – Special Victims Unit (SVU)
7. Commanding Officer – District of Occurrence
8. Night Captain (if during night watch hours)
9. On-call IAD, ISD and SVU investigators

- F. Other Law Enforcement Jurisdiction** - In the event that another agency reports an MIDV incident, the officer receiving such information shall immediately notify a

supervisor. The supervising officer shall ensure that the proper notifications are made, per section 6.20.03C above.

- G. Arrest of Commissioned Officers or Command Staff** - If a Commissioned Officer (Lieutenant, Captain or Command Staff) is arrested for a MIDV, the Chief of Police will notify the President of the Police Commission. The Assistant Chief will notify the Mayor's Office if the arrested member is the Chief of Police.

- H. Duties of the Involved Member's Commanding Officer** - Upon learning that a member in their command has been arrested, is a suspect, or is a restrained party on a restraining order, the Commanding Officer shall notify the Chief's Office through the Commanding Officer of the Risk Management Office. Refer to DGO 1.06 (Duties of Superior Officers).

- I. Duties of the Investigating Officers** - As with any allegation of criminal misconduct involving a member, separate criminal and administrative investigations shall be conducted in accordance with state and federal law and Department policy.

The on-call IAD, ISD and SVU investigators shall respond to the scene of a MIDV occurring in the City and County of San Francisco.

ISD shall have the primary responsibility for the criminal investigation. The SVU investigator shall assist the ISD investigator, providing advice and support regarding resources, procedure, case law and other issues; this shall include, but is not limited to, information including domestic violence advocates, available shelters, victim confidentiality, etc.

IAD shall have the primary responsibility for the administrative investigation and shall be responsible for the coordination of administrative matters that may include serving Chief's orders and adherence to Department General Order 2.08 (Peace Officer Rights in Disciplinary Investigations) and related state law.

- 1. MIDV Homicide - In the event of a MIDV Homicide, the on-call Homicide investigator(s) and OIC shall also be notified. The Homicide investigator(s) shall assume primary responsibility for the criminal investigation. The ISD, SVU, and IAD investigators shall also respond to provide assistance as described in this section.

- J. Duties of the Involved Member** - Any member who is aware that they have been named as a suspect in a domestic violence incident shall immediately notify their Commanding Officer in accordance with DGO 2.01 (General Rules of Conduct).
 - 1. Members Named as a Restrained Party on a Protective Order - Any member named as the restrained party on a protective order shall immediately notify their Commanding Officer of the order.

2. Chief's Orders - When directed by the Chief of Police, the member shall comply with all aspects of a Chief's Order which may include but are not limited to administrative reassignment or leave, stay away orders, and/or surrender of department-issued equipment. Orders to surrender department-issued equipment may include, but not limited to, department-issued firearm and magazines, department-issued electronic devices, department ID card, and department star. When ordered to surrender department-issued equipment, those items shall be surrendered to the IAD investigator or the member's commanding officer.

Pursuant to Department General Order 6.09 (Domestic Violence), if a member is arrested for DV or named as a restrained person in a protective order, the member's personal firearms shall be seized and booked with probable cause in accordance with state law and Department policy.

K. Member Victims of Domestic Violence - Department members who are victims of Domestic Violence shall be afforded all the rights, privacy, protections, and resources that any other DV victim is afforded.

1. Assignment - Since domestic violence perpetrators are likely to know when and where the victim works, they commonly continue the harassing and victimizing behavior while the victim is at their place of work. When appropriate, the member victim's Commanding Officer in consultation with SVU-DV, BSU, and the member, should consider adjusting work hours, location, and department cellphone contact numbers of domestic violence victims to prevent further victimization.
2. Shelter - Due to the sensitive nature of a MIDV incident, members should work with SVU-DV and/or BSU to locate safe and confidential shelter alternatives for member victims. Members assisting in locating alternatives to shelter shall maintain confidentiality of the victim's location.

L. Court Proceedings - Members of the SFPD shall not appear at any MIDV-related court proceeding while on-duty, except as specifically ordered by a subpoena or as ordered by a Commissioned Officer.

While off-duty, members appearing at an MIDV related court proceeding shall not wear or display any SFPD identification, star or insignia.

References

DGO 1.03, Duties of Patrol Officers
DGO 1.04, Duties of Sergeants
DGO 1.06, Duties of Superior Officers
DGO 2.01, General Rules of Conduct
DGO 2.08, Peace Officer Rights in Disciplinary Investigations
DGO 6.09, Domestic Violence

DM-26 Domestic Violence Manual
Penal Code Section 136 et. seq.
Penal Code Section 166 et seq.
Penal Code Section 243(e)(1)
Penal Code Section 273.5
Penal Code Section 273.6
Penal Code Section 836 et. seq.
Penal Code Section 853 et. seq.
Penal Code Section 18250
Government Code Section 6254
Special Victim's Unit Follow up and Referral Card (SFPD 142)

~~MEMBER INVOLVED DOMESTIC VIOLENCE~~

~~This order establishes Department policies regarding Member-Involved Domestic Violence (MIDV)~~

6.20.01 PURPOSE

~~The purpose of this order is to establish San Francisco Police Department (“Department”) policies and procedures when investigating and responding to domestic violence incidents involving sworn members (“members”). In addition to the policies and procedures outlined in this order, members-officers (“officer”) who respond to investigate an MIDV a Member-Involved Domestic Violence (“MIDV”) incident shall adhere to the policies and procedures outlined in Department General Order 6.09 (Domestic Violence) and Department Manual 26 (Domestic Violence Manual). For specifications on ongoing training, refer to section 6.09.04.U of Department General Order 6.09 (Domestic Violence).~~

6.20.02 POLICY

~~MEMBER INVOLVED DOMESTIC VIOLENCE (MIDV) INVESTIGATIONS. The San Francisco Police~~

~~It is the Department’s policy to maintain the highest level of professional conduct and to ensure that members are performing their duties, providing services to the public, and enforcing the laws in a fair, impartial, and ethical manner. Any conduct that creates an unreasonable risk of harm to the public, or compromises the integrity of the Department, may be grounds for discipline.~~

~~To preserve the integrity of the policing profession and to enhance public trust, domestic violence will not be tolerated, and the Department will adhere to a zero-tolerance policy towards MIDV incidents throughout a member’s career.~~

~~Domestic violence crimes have serious and long-lasting detrimental effects. Members of the SFPD are not immune from becoming involved in domestic violence situations as either a subject, victim, or witness. All department members shall receive training to improve the recognition, prevention, and investigation of domestic violence, including education about available family resources and advocacy organizations.~~

~~Members should assess and be aware of behaviors that may raise concerns about possible MIDV. The Department shall inform members of the procedure for seeking referrals external and internal for confidential counseling services. Members are encouraged to take personal~~

responsibility in seeking confidential referrals and assistance from the Behavioral Science Unit (BSU) to prevent a domestic problem from escalating.

6.20.03 PROCEDURES

- A. Member-Involved Domestic Violence (MIDV) Investigations - The SFPD shall thoroughly and objectively investigate all allegations of domestic violence by against its members, ~~whether sworn or non-sworn. Per Department General Order 8.01.I.B.9, the arrest of a sworn member, whether on or off duty, is a critical incident.~~
- B. ~~CONFIDENTIALITY.~~ Confidentiality - MIDV incidents are sensitive and confidential investigations. Officers who respond to or investigate ~~ana~~ MIDV incident shall ensure that the confidentiality of any report, victim, or member is properly protected. Additionally, in any case where an officer may be subject to discipline, the Peace Officer Bill of Rights ~~must be adhered to~~ applies.
- ~~C. HIRING. Applicants to~~ Duties of the San Francisco Police Department who have been convicted of domestic violence or a domestic violence-related offense shall not be considered for employment.

I. PROCEDURES

- ~~A. DUTIES OF THE FIRST RESPONDING OFFICERS.~~ First Responding Officers - Officers responding to ~~ana~~ MIDV investigation shall ensure their actions conform to the requirements of DGO 6.09.
- ~~D.C. WRITTEN STATEMENT. Officers at the scene of an MIDV incident shall document their observations (Domestic Violence) and actions in writing for inclusion with the initial incident report.~~ Department Manual 26 (Domestic Violence Manual).
- ~~OFFICER NOTIFICATIONS.~~ Officer Notifications - Upon learning that a member is involved in the domestic violence incident as a subject or victim, the responding officer, as soon as possible, shall notify the following:
 - Field Supervisor
 - Department Operations Center (DOC)

The officer shall document the notification in the initial incident report, listing the time of notification and the name of the member(s) or supervisor(s) notified.
 - Written Statement - Officers that took action or participated in the investigation at the scene of a MIDV incident shall document their observations and actions in writing for inclusion with the initial incident report.

D. Duties of the Supervising Officer - Upon notification of a MIDV, the supervising officer shall respond to the scene and determine whether a crime has occurred. If a crime has occurred, the supervising officer shall notify their senior-ranking officer.

The supervising officer shall ensure the notifications listed in section 6.20.03C of this order have been made.

E. DOC Notifications:- Upon learning of a MIDV incident, the DOC is responsible for ensuring that the following are notified:

1. Office of the Chief of Police
2. Commanding Officer of the Involved Member
3. Commanding Officer— – Risk Management Office
- 3.4. Officer in Charge – Internal Affairs Division-Administration (IAD)
- 4.5. Commanding Officer—Internal Affairs in Charge – Investigative Services Division-Criminal (IAD-CRIM (ISD)
- 5.6. Commanding Officer— in Charge – Special Victims Unit (SVU)
- 6.7. Commanding Officer— – District of Occurrence
- 7.8. Night Captain (if during night watch hours)
- 8.9. On-call IAD, IAD-CRIMISD and SVU investigators

F. Other Law Enforcement Jurisdiction:- In the event that another agency reports an MIDV incident, the memberofficer receiving such information shall immediately notify a supervisor. The supervising officer shall ensure that the proper notifications are made, per section H.A.36.20.03C above.

~~**B. DUTIES OF THE SUPERVISING OFFICER.** Upon notification Arrest of an MIDV, the supervising officer shall respond to the scene and determine whether a crime has occurred. If a crime has occurred, the supervising officer shall notify his/her senior ranking officer.~~

~~The supervising officer shall ensure the notifications listed in section H.A.3 of this order have been made.~~

~~**C. DUTIES OF THE SENIOR RANKING OFFICER.** The senior ranking officer shall ensure the notifications listed in section H.A.3 of this order have been made.~~

G. If the member involved is Commissioned Officers or Command Staff - If a Commissioned Officer (Lieutenant, Captain or Command Staff), is arrested for a MIDV, the Chief of StaffPolice will notify the President of the Police Commission. The Assistant Chief of Staff will also notify the Mayor's Office if the arrested member involved is the Chief of Police.

H. Duties of the Involved Member's Commanding Officer:- Upon learning that a member in his/hertheir command has been arrested, is a suspect, or is a restrained party on a restraining order, the Commanding Officer shall notify the Chief's Office through the

~~IAD-Commanding Officer of the Risk Management Office.~~ Refer to DGO 1.06, ~~(Duties of Superior Officers-).~~

I. ~~DUTIES OF THE INVESTIGATING OFFICERS.~~ Duties of the Investigating Officers

~~-~~ As with any allegation of criminal misconduct involving a member, separate criminal and administrative investigations shall be conducted in accordance with state and federal law and Department policy.

The on-call IAD, ~~IAD-CRIMISD~~ and SVU investigators shall respond to the scene of a MIDV occurring in the City and County of San Francisco.

~~IAD-CRIMISD~~ shall have the primary responsibility for the criminal investigation. The SVU investigator shall ~~advise~~assist the ~~criminal investigation~~ISD investigator, providing ~~assistance~~advice and support regarding resources, procedure, case law and other issues; this shall include, but is not limited to, information including domestic violence advocates, available shelters, victim confidentiality, etc.

IAD shall have the primary responsibility for the administrative investigation and shall be responsible for the coordination of administrative matters that may include ~~the disarming of the member, reassignment of the member, access to investigative databases (e.g. CLETS),~~serving Chief's orders and adherence to Department General Order 2.08, ~~(Peace Officer Bill of Rights in Disciplinary Investigations)~~ and related state law.

1. MIDV Homicide: ~~-~~ In the event of ~~an~~a MIDV Homicide, the on-call Homicide investigator(s) and OIC shall also be notified. The Homicide investigator(s) shall assume primary responsibility for the criminal investigation. The ~~IAD-CRIMISD~~, SVU, and IAD investigators shall also respond to provide assistance as described in this section.

J. Duties of the Involved Member: ~~-~~ Any member who is aware that ~~he/she has~~they have been named as a suspect in a domestic violence incident shall immediately notify ~~his/her~~their Commanding Officer. ~~The member is subject to administrative reassignment in accordance with DGO 2.01 (General Rules of Conduct).~~

1. Members Named as a Restrained Party on a Protective Order: ~~-~~ Any member named as the restrained party on a protective order shall immediately notify ~~his/her~~their Commanding Officer of the order.
2. ~~MEMBER'S WEAPONS~~: Chief's Orders - When directed, ~~by the officer~~Chief of Police, the member shall comply with all aspects of a Chief's Order which may include but are not limited to administrative reassignment or leave, stay away orders, and/or surrender his/herof department-issued equipment. Orders to surrender department-issued equipment may include, but not limited to, department-issued firearm and magazines, department-issued electronic devices, department ID card, and department star. When ordered to surrender department-issued equipment, those items

shall be surrendered to the IAD investigator or ~~his/her Commanding Officer~~ the member's commanding officer.

Pursuant to Department General Order 6.09, ~~Section III-D (Domestic Violence)~~, if a member is arrested for DV or named as a restrained person in a protective order, the member's personal firearms shall be seized and booked with probable cause in accordance with state law and Department policy.

~~3. DEPARTMENT ISSUED ELECTRONIC DEVICES. When directed, the member shall surrender any Department issued electronic device to the IAD investigator or his/her Commanding Officer.~~

~~4. ACCESS TO COMPUTER DATABASES. While an investigation of a member regarding an MIDV allegation is on-going, the Chief's Office shall review whether the member's access to the Department's computer databases, such as CLETS, should continue or be suspended, in accordance with policy and state law.~~

K. COURT PROCEEDINGS- Member Victims of Domestic Violence - Department members who are victims of Domestic Violence shall be afforded all the rights, privacy, protections, and resources that any other DV victim is afforded.

1. Assignment - Since domestic violence perpetrators are likely to know when and where the victim works, they commonly continue the harassing and victimizing behavior while the victim is at their place of work. When appropriate, the member victim's Commanding Officer in consultation with SVU-DV, BSU, and the member, should consider adjusting work hours, location, and department cellphone contact numbers of domestic violence victims to prevent further victimization.

2. Shelter - Due to the sensitive nature of a MIDV incident, members should work with SVU-DV and/or BSU to locate safe and confidential shelter alternatives for member victims. Members assisting in locating alternatives to shelter shall maintain confidentiality of the victim's location.

K.L. Court Proceedings - Members of the SFPD shall not appear at any MIDV-related court proceeding while on-duty, except as specifically ordered by a subpoena or as ordered by a ~~command rank~~ Commissioned Officer.

While off-duty, members appearing at an MIDV-related court proceeding shall not wear or display any SFPD identification, star or insignia.

References

DGO 1.03, Duties of Patrol Officers

DGO 1.04, Duties of Sergeants

DGO 1.06, Duties of Superior Officers

DGO 2.01, General Rules of Conduct

DGO 2.08, Peace ~~Officers'~~Officer Rights in Disciplinary Investigations

DGO 6.09, Domestic Violence

~~DGO 8.01, Critical Incident Evaluation and Notification~~

DM-26 Domestic Violence Manual

Penal Code Section 136 et. seq.

Penal Code Section 166 et seq.

Penal Code Section 243(e)(1)

Penal Code Section 273.5

Penal Code Section 273.6

Penal Code Section 836 et. seq.

Penal Code Section 853 et. seq.

Penal Code Section 18250

Government Code Section 6254

~~Domestic Violence~~Special Victim's Unit Follow up and Referral Card (SFPD 142)



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