

[Urging the Civil Service Commission to Establish Disqualifying Standards for Applicants for Position of Police Officer and Sheriff Deputy Applicants Based on Misconduct]

Resolution urging the Civil Service Commission to adopt rules to disqualify any applicant for employment in the Uniformed Ranks of the San Francisco Police Department and the San Francisco Sheriff's Office based on prior acts of misconduct.

WHEREAS, The San Francisco Police Department (SFPD) and the San Francisco Sheriff's Office are entrusted with keeping all community members in San Francisco safe and enforcing laws; and

WHEREAS, All San Franciscans equally deserve to feel safe when interacting with police and should be able to trust that the officers tasked with protecting them have no prior history of excessive force, racial bias, or other significant misconduct; and

WHEREAS, There is a national crisis over repeated instances of police brutality and killings of Black people and persons of color; and

WHEREAS, There is a longstanding history of racial bias in policing nationwide, especially towards Black people; and

WHEREAS, George Floyd, a Black Man, was killed by a Minneapolis Police Officer who knelt on his neck for over eight minutes while he struggled to breathe and who had 17 prior complaints against him and multiple officer-involved shootings but was permitted to remain on the police force; and

WHEREAS, Video footage taken in San Francisco recently depicted a police officer using a similarly violent tactic of kneeling on a Black man during an arrest; and

WHEREAS, SFPD and the San Francisco Department of Police Accountability are actively investigating the actions depicted in the video; and

1 WHEREAS, There have been over 70 officer-involved shootings in San Francisco in
2 the past decade; and

3 WHEREAS, The San Francisco Community Corrections Partnership, Juvenile Justice
4 Coordinating Council, Reentry Council, Juvenile Probation Commission, Police Commission
5 and Sentencing Commission all voted affirmatively to prioritize racial equity so that all people
6 may thrive; and

7 WHEREAS, Various San Francisco criminal justice policy bodies have acknowledged
8 that communities of color have borne the burdens of inequitable social, environmental,
9 economic, and criminal justice policies, practices, and investments; and

10 WHEREAS, The legacy of these injustices has caused deep racial disparities
11 throughout San Francisco's juvenile justice and criminal justice system; and

12 WHEREAS, Various San Francisco criminal justice policy bodies, have committed to
13 the elimination of racial disparities in the criminal justice system; and

14 WHEREAS, Members of the public cannot fully trust law enforcement officers or feel
15 safe if they are uncertain whether an officer with whom they interact had a prior history of
16 significant misconduct or abuse; and

17 WHEREAS, It is difficult, and in some cases prohibited, especially under California law
18 for members of the public to know about prior complaints or findings related to law
19 enforcement officer misconduct; and

20 WHEREAS, Public trust, including in San Francisco, is badly damaged between law
21 enforcement and many of the communities they serve, particularly communities of color; and

22 WHEREAS, The Board of Supervisors aspires to hold the San Francisco Police
23 Department and the San Francisco Sheriff's Office to the highest standard of professionalism
24 and integrity; now, therefore, be it
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1 RESOLVED. That the Board of Supervisors urges the Civil Service Commission to
2 adopt rules requiring the disqualification of any applicant for employment in the Uniformed
3 Ranks of the San Francisco Police Department or San Francisco Sheriff's Office if:

4 (1) The applicant has been the subject of a sustained finding or two unsustained
5 complaints by different complainants against the applicant by any law enforcement agency or
6 oversight agency, following an investigation and opportunity for administrative appeal by the
7 applicant, that the applicant, while employed as a peace officer, engaged in serious
8 misconduct, which includes but is not limited to the following: use of excessive force, racial
9 bias, sexual assault. discrimination against any person or group based on race, gender,
10 religion, nationality, or sexual orientation. or dishonesty directly relating to the reporting,
11 investigation, or prosecution of a crime, or directly relating to the reporting of, or investigation
12 of misconduct by another peace officer or custodial officer, including, but not limited to, any
13 sustained finding of perjury, false statements, filing false reports, destruction, falsifying, or
14 concealing of evidence; or

15 (2) The applicant resigned or retired from their employment as a peace officer in any
16 jurisdiction during the pendency of a disciplinary proceeding related to alleged serious
17 misconduct by the applicant while they were employed as a peace officer, and the proceeding
18 was suspended or terminated as a result of the applicant's resignation or retirement, until
19 such a time that the applicant has been exonerated for the pending allegation.
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