

April 20, 2017

ROBERT M HIRSCH  
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SAN FRANCISCO, CA 94117  
[Rmhirsch@gmail.com](mailto:Rmhirsch@gmail.com)  
415-362-9999

SF Board of Supervisors,

Mayor Ed Lee has proposed my name for appointment to the San Francisco Police Commission, and I am honored. I am currently an attorney and fulltime mediator/arbitrator, focusing much of my practice on helping labor organizations and employers (including public entities) resolve labor/management disputes. Before becoming a mediator/arbitrator, I spent 14 years representing unions as a labor attorney, and then 11&1/2 years as General Counsel of an investment firm which managed the funds of labor/management retirement and benefit trust funds. I have helped the City & County of San Francisco resolve scores of disputes it has had with some of the public sector unions here. I also handle EEO, securities and commercial disputes.

Among the hundreds of cases I have handled in the past 11 years, I have mediated and arbitrated disputes involving law enforcement agencies at the local, state, and federal level—involving discharge, discipline and other contract disputes. I am familiar with some of the difficult issues that arise in law enforcement, and like most Americans, I see the tensions, which exist between police officers and communities of color. Having been part of an interracial family (my wife of 42 years is African American) and having raised two bi-racial children in the City, I know that there needs to be an honest, open dialogue between the groups, and transparency, for policing to be effective here.

I have read the substantial report issued by the U.S. Department of Justice, critiquing the SFPD. I have also read the DOJ's report on Ferguson Missouri. We cannot just say that a few rogue officers are the problem. Institutional changes are

imperative, but so is an acknowledgment of how difficult and critical police work really is. A critical goal of the Police Commission must be to bring the SFPD and communities of color closer on issues like accountability, use of force, de-escalation, training, recruitment, and bias. I believe this is a critical issue, existing in cities, towns and hamlets throughout the country.

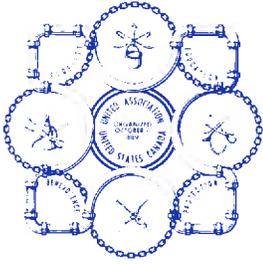
I now spend my professional life working hard to bring opposing, conflicting parties together in an effort to reach agreement—and I am successful at it. I want to bring those skills to the Police Commission.

I would like to meet personally with you, if that is possible, to discuss my interest in the Police Commission.

Thank you for your consideration.

A handwritten signature in black ink, appearing to read 'RH', with a stylized flourish at the end.

Robert M Hirsch



**UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES  
OF THE PLUMBING AND PIPE FITTING INDUSTRY**

**LOCAL UNION NO. 38**

1621 MARKET STREET • SAN FRANCISCO, CA 94103

November 30, 2016

Dear Supervisors,

As Business Manager of Local Union 38 and President of the San Francisco Building and Construction Trades Council, I am writing to support Bob Hirsch's application for the open position on the San Francisco Police Commission.

He served as the Arbitrator and Mediator for the Council's negotiations with the City in 2012 when we negotiated a successor Collective Bargaining Agreement and in 2013 when we negotiated a substance abuse policy with the City.

Bob was fair and worked hard to get Agreements on both occasions. It took us months but we got there. He understands Unions and member's needs and also gets the challenges faced by San Francisco. I'm certain he would be great addition to the Police Commission.

We support his application.

Sincerely,

LARRY MAZZOLA, JR.  
Bus.Mgr. & Fin.Secty-Treas.  
Local Union 38 Plumbers & Pipefitters

## Evans, Derek

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**From:** Eva Paterson <mspanther2012@gmail.com>  
**Sent:** Thursday, December 01, 2016 11:07 PM  
**To:** Tang, Katy (BOS); Mar, Eric (BOS); Cohen, Malia (BOS); Breed, London (BOS); Peskin, Aaron (BOS); Farrell, Mark (BOS); Scott.Weiner@sfgov.org; Kim, Jane (BOS); Yee, Norman (BOS); Avalos, John (BOS); Campos, David (BOS)  
**Cc:** Evans, Derek  
**Subject:** SF Police Commission-Robert Hirsch-Recommended by Eva Paterson

Season's Greetings,

San Francisco Supervisors are part of a wall of resistance to the madness that is abroad in the land. In the coming year, they will be moves at the federal level to reverse the progress elected officials and the community have made on improving relations between the police and the public. It is critical that the Police Commission be filled with enlightened individuals

Bob Hirsch would make an excellent addition to the Police Commission. I have known him for over 30 years and can say without reservation that he is a first rate person and protector of civil rights. In his law practice, he worked as an attorney with labor unions for over 35 years.

He is attuned to the issues facing communities of color. I have spent much time talking with Bob about a variety of civil rights issues and know that his heart and intellect are in synch with the way we all view the needs of our various communities.

For the past few years, he has been an award wining mediator. These skills will come in handy in dealing with the issues that come before the Police Commission.

At a time when there will be deep divisions between how SF and the federal government see the criminal justice system. a man with Bob's experience and commitment will be an invaluable asset to the people who live in San Francisco.

Take good care and stay strong in these perilous times.

Best,

Eva Paterson

## Evans, Derek

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**From:** william tamayo <william.tamayo@sbcglobal.net>  
**Sent:** Friday, December 02, 2016 2:14 PM  
**To:** Tang, Katy (BOS); Mar, Eric (BOS); Cohen, Malia (BOS); Breed, London (BOS); Peskin, Aaron (BOS); Farrell, Mark (BOS); Scott.Weinver@sfgov.org; Kim, Jane (BOS); Yee, Norman (BOS); Avalos, John (BOS); Campos, David (BOS)  
**Cc:** Evans, Derek  
**Subject:** Robert Hirsch; Recommendation to Police Commission

Dear Members of the Board of Supervisors,

I write to support the application of Attorney Robert Hirsch to the San Francisco Police Commission. I have known Bob for over 40 years.

I am a native San Franciscan, have resided in San Francisco for over 40 years, attended Lowell High School and raised two children who are products of the public schools including Lowell. In my professional capacity I am the District Director for the U.S. Equal Employment Opportunity Commission and from June 1995-June 2015, I served as the Regional Attorney overseeing the EEOC's litigation program in our District. I write, however, in my personal capacity as a resident of San Francisco.

I met Bob in law school at the University of California in Davis in 1976. He was always committed to civil rights and we worked together on various civil rights issues regarding affirmative action. Bob practiced employment and labor law for several years with one of the more prominent labor firms where he dealt with unions and employers. Professionally, Bob and I are appointed mediators for the United States District Court for the Northern District of California and I am aware of his work in that capacity.

Consequently, I believe Bob's particular experience working on labor and civil rights issues as an attorney, arbitrator and mediator make a unique and very qualified candidate to serve on the Police Commission. At a time when there are major concerns in how communities and police can work together Bob's experience and commitment to fairness, listening and seeking solutions would be most valuable on the Police Commission.

Thank you for your consideration.

Sincerely,

William R. Tamayo  
11 Christopher Drive  
San Francisco, CA 94131-1110  
415-522-3366



United Brotherhood of Carpenters  
and Joiners of America  
LOCAL UNION NO. 22

April 21, 2017

San Francisco Board of Supervisors  
Attn: Katy Tang  
1 Dr. Carlton B. Goodlett Place, No. 244  
San Francisco, CA 94102

RE: San Francisco Police Commission

Dear Supervisor Tang,

Recently, Mayor Ed Lee nominated Robert Hirsch for the San Francisco Police Commission. Robert Hirsch has been the permanent neutral arbitrator for the Carpenters 46 Northern California Counties Master Labor Agreement since 2007. During that time, we have always found Arbitrator Hirsch to have extensive knowledge of his craft: his decisions are well-thought out and he routinely shows compassion in difficult situations for a grievant and/or witness who appears before him.

We respectfully recommend Arbitrator Hirsch for the San Francisco Police Commission.

Sincerely,

Todd Williams  
Senior Field Representative

TW/ir  
opeiu29/afl-cio