

File No. 231030

Committee Item No. 5

Board Item No. \_\_\_\_\_

## COMMITTEE/BOARD OF SUPERVISORS

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Committee: Public Safety and Ngbh Services

Date: January 11, 2024

Board of Supervisors Meeting:

Date: \_\_\_\_\_

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- Youth Commission Response – November 6, 2023
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Prepared by: John Carroll

Date: January 4, 2024

Prepared by: \_\_\_\_\_

Date: \_\_\_\_\_

Prepared by: \_\_\_\_\_

Date: \_\_\_\_\_

**From:** [hah](#)  
**To:** [Carroll, John \(BOS\)](#)  
**Cc:** [Mayor London Breed](#); [Melgar, Myrna \(BOS\)](#); [Stefani, Catherine \(BOS\)](#)  
**Subject:** file #231030, Hearing on the Working Conditions of the Women of the SFPD  
**Date:** Wednesday, January 3, 2024 12:12:42 AM

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This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Please add this to the public record for the Supervisors hearing on the working conditions of the women in the SFPD which will be held on 1/11/24.

Dear Supervisors,

Thank you for holding this very important hearing regarding the working conditions of the women of the SFPD. I understand the main focus of the hearing is to be about lactation and childcare issues however, I believe these issues are merely a symptom of an ongoing practice of bias against women in the department. The women of the SFPD have long been disregarded as an important part of the workforce. They constantly deal with discrimination in the form of promotions, assignments, testing for assignments, specialized training, lack of properly fitting equipment (like bullet proof vests and gun belts) and policies for childcare and time off.

I hope to bring attention to a matter of utmost importance and concern - the apparent inequitable treatment of women officers within the San Francisco Police Department. As a concerned citizen and advocate for equal opportunities, it is disheartening to learn about disparities that have been observed and reported.

One of the troubling issues pertains to the testing procedures employed within the department. It has come to my attention that the current testing procedures are biased, particularly due to the fact that raters can visually identify the individuals being tested. This inherent bias may adversely affect the evaluation process, potentially leading to unfair and inaccurate assessments of women officers. I urge the department to reconsider and revise these procedures to ensure a fair and impartial evaluation for all officers. Promotional opportunities are given out based on how people score on tests without regard to training or experience and the Rule of 10 is ignored when it helps the department leaders avoid promoting women.

Furthermore, there are concerns about the assignments given to women officers as compared to their male counterparts. Reports suggest that women officers are consistently assigned inferior tasks, limiting their career growth and potential. It is imperative to address these disparities in assignments to ensure that all officers, irrespective of gender, have equal opportunities for professional development and advancement within the department. Additionally, women have been transferred from desirable assignments in order to give the position to a male counterpart.

Another critical issue that demands attention is the denial of training opportunities,

specifically in areas such as plainclothes training. Denying women officers access to such essential training not only limits their skill set but also excludes them from choice assignments. This denial perpetuates a cycle of inequality and hinders the professional growth of women officers within the department.

Equally concerning is the reported bias in physical testing for tactical units, which appears to disproportionately focus on upper body strength. This bias may inadvertently exclude qualified women officers who possess the necessary skills and abilities but are disadvantaged by these outdated testing criteria. It is essential to revisit and update these physical testing standards to ensure they are fair, relevant, and inclusive.

The leadership of the department has only given lip service to politicians and the women of the department when they raise concerns. They have done nothing to rectify the bias that women constantly face. Members of the SFPD Command Staff: Chief Scott, Assistant Chief Lazar, Assistant Chief Flaherty, Deputy Chief Walsh and Deputy Chief Vaswani have all participated in treating women as second class citizens, ignoring their complaints and concerns, transferring women from choice assignments (if they were lucky enough to temporarily secure a choice post), assigning women to random positions and denying training when women request it. Yet, at the same time, they ask the women of the department to recruit other women because outside entities, like the Department on the Status of Women, have brought the inequities to light.

In light of these issues, I strongly urge the Board of Supervisors and the San Francisco Police Department to conduct a comprehensive review of SFPD policies, procedures, and practices. It is crucial to foster an environment that upholds the principles of equality, providing every officer with an equal opportunity to succeed and contribute to the department's mission. There are no women with decision making power in the department. There are currently only 4 women Captains out of 33. This is significant because command staff members are chosen from the rank of Captain. Additionally, there is only one woman Captain at a district station, and that station is not a high profile downtown station, it is on the southernmost part of the city, largely away from the public eye. Male Captains are given choice, high profile assignments. while their women counterparts work in records, property, the airport, or other less desirable assignments. There are no women Deputy Chiefs. This is significant because the Deputy Chiefs choose where people are assigned. Command Staff bias is clearly shown in the placement and promotions of the women in the SFPD. These things are intentional and under the reign of Chief Scott, Lazar, Flaherty, Walsh and Vaswani, have only gotten worse.

If the goal of this panel is to foster equity and eliminate bias, then sweeping change must happen. I appreciate your attention to this matter and trust that the necessary steps will be taken to address and rectify these concerns promptly. I look forward to hearing about positive changes and improvements that ensure a fair and equitable working environment for all officers.

Thank you for your time and commitment to fostering a just and inclusive police department that represents all of the people of San Francisco.

**From:** [Carroll, John \(BOS\)](#)  
**To:** [Anon](#)  
**Cc:** [Stefani, Catherine \(BOS\)](#); [Donovan, Dominica \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Bell, Tita \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Dahl, Bryan \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [Heiken, Emma \(BOS\)](#)  
**Subject:** RE: File #231030, HEARING ON THE WORKING CONDITIONS FOR WOMEN IN THE SFPD  
**Date:** Wednesday, December 6, 2023 2:50:00 PM  
**Attachments:** [image001.png](#)

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Thank you for your comment letter.

I am forwarding your comments to the members of the PSNS committee, and I will include your comments in the file for this hearing matter.

I invite you to review the entire matter on our [Legislative Research Center](#) by following the link below:

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[Board of Supervisors File No. 231030](#)

**John Carroll**  
**Assistant Clerk**

Board of Supervisors  
San Francisco City Hall, Room 244  
San Francisco, CA 94102  
(415)554-4445



Click [here](#) to complete a Board of Supervisors Customer Service Satisfaction form.

The [Legislative Research Center](#) provides 24-hour access to Board of Supervisors legislation and archived matters since August 1998.

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors website or in other public documents that members of the public may inspect or copy.*

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**From:** Anon <hellosf8595@gmail.com>  
**Sent:** Tuesday, December 5, 2023 10:24 PM  
**To:** Carroll, John (BOS) <john.carroll@sfgov.org>  
**Subject:** File #231030, HEARING ON THE WORKING CONDITIONS FOR WOMEN IN THE SFPD

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

## Concerns Regarding Unfair Treatment of Women in the San Francisco Police Department

Dear Supervisor Stefani and Supervisor Melgar,

I am writing to bring attention to a matter of serious concern regarding the treatment of women within the San Francisco Police Department (SFPD). It has come to my attention that there are instances of unfair and biased treatment that are adversely affecting the careers and morale of female officers in the department.

One alarming issue is the arbitrary placement of women in positions with no authority and decision-making power. This practice not only undermines the professional growth of female officers but also perpetuates a gender-based hierarchy within the department. I recently learned of a case where a woman lieutenant, who had been serving commendably in the Traffic Motorcycle Unit for less than one year, was transferred out of her position to make way for a white male lieutenant with connections to the Assistant Chief, seemingly part of what some have referred to as the "good ol' boys club." Lieutenants are typically transferred after serving two years in a unit.

The existence of such a club has reportedly led to an adverse impact on officer morale and raises concerns about the future of women in the department. The lack of diversity in decision-making roles, coupled with the apparent favoritism towards certain individuals, has created an environment where qualified women are denied opportunities for career advancement.

Additionally, I was made aware of three African American women who were assigned to work in the Property department at the ranks of sergeant, lieutenant, and captain. The nature of the Property department, which lacks public contact and is considered undesirable, raises questions about the fair distribution of assignments among officers. Such assignments seem to perpetuate a pattern of limiting opportunities for women, particularly those from underrepresented communities.

Furthermore, I would like to draw attention to the disparities in the assignments for the recent Asian Pacific Economic Cooperation conference (APEC) staffing. This was a very high profile event for the SFPD and the city of San Francisco. It has been brought to my attention that all APEC positions of authority were given to men, relegating women to roles such as ordering snacks and food. This not only reflects a lack of gender diversity but also has financial implications, as women are reportedly excluded from positions that offer higher overtime opportunities.

The exclusion of women from positions of responsibility, as clearly seen in APEC staffing, is a matter of great concern as it not only hampers career growth but also perpetuates a culture of inequality within the department. It is disheartening to learn that decisions regarding positions of authority are being made without adequate consideration of the skills, capabilities, and dedication that women officers bring to the table.

I urge you to thoroughly investigate these concerns and take prompt and meaningful action to address the reported unfair and biased treatment of women within the SFPD. It is

crucial that the department upholds principles of equality, diversity, and fairness to ensure a positive and inclusive working environment for all its officers.

If the SFPD is truly interested in hiring, promoting and retaining women, as they promised by signing the 30x30 agreement, then change in the upper ranks and department leadership must happen immediately. I believe that the SFPD will not be able to attract or retain its women leaders if this practice of bias and favoritism is not ended. Please help the women of the SFPD! I have never seen the SFPD behave in such an overtly misogynist manner, it has to stop.

It's hard to believe that in 2023, we are still dealing with such blatant bias. I firmly believe the women of the SFPD have the basis for a class action lawsuit. It seems that will be the future if things aren't changed.

Thank you for your attention to this matter, and I look forward to hearing about the steps that will be taken to rectify these issues.

Thank you for your time and consideration.

**From:** [Carroll, John \(BOS\)](#)  
**To:** [Ha Am](#)  
**Cc:** [Stefani, Catherine \(BOS\)](#); [Donovan, Dominica \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Bell, Tita \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Dahl, Bryan \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [Heiken, Emma \(BOS\)](#)  
**Subject:** RE: For 12/14/23 FILE # 231030 Hearing Re working conditions of the women in the SFPD  
**Date:** Wednesday, December 6, 2023 2:50:39 PM  
**Attachments:** [image001.png](#)

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Thank you for your comment letter.

I am forwarding your comments to the members of the PSNS committee, and I will include your comments in the file for this hearing matter.

I invite you to review the entire matter on our [Legislative Research Center](#) by following the link below:

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[Board of Supervisors File No. 231030](#)

**John Carroll**  
**Assistant Clerk**

Board of Supervisors  
San Francisco City Hall, Room 244  
San Francisco, CA 94102  
(415)554-4445



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**From:** Ha Am <harris94607@gmail.com>  
**Sent:** Monday, December 4, 2023 10:34 PM  
**To:** Carroll, John (BOS) <john.carroll@sfgov.org>  
**Subject:** For 12/14/23 FILE # 231030 Hearing Re working conditions of the women in the SFPD

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Please present this email to Supervisor Melgar and Supervisor Stefani for their hearing



on the working conditions of women in the SFPD on 12/14/23. File # 231030

TO: San Francisco Supervisor Melgar and San Francisco Supervisor Stefani

Subject: Urgent Attention Required - Concerns Regarding Treatment of Women Police Officers in the San Francisco Police Department

Dear Supervisor Melgar and Supervisor Stefani,

I hope this letter finds you well. I am writing to express my profound concern regarding the treatment of women police officers within the San Francisco Police Department, specifically in relation to the promotional process. Recent reports have highlighted issues of female officers being bypassed for promotions and the alleged misuse of the "Rule of 10," which has raised concerns about the fairness and objectivity of the promotion process.

1. **Promotional Process:** It has come to my attention that qualified and capable women officers are being overlooked in the promotional process, effectively preventing their ascent to leadership roles within the department. This not only raises questions about the transparency and fairness of the department's promotion practices but also highlights a systemic issue that perpetuates gender disparities in leadership positions.

I urge the San Francisco Police Department to conduct a thorough and impartial review of recent promotion decisions to ensure that female officers are not being unfairly excluded from leadership opportunities. This process should include input from affected officers and external oversight to guarantee objectivity.

2. **Misuse of the "Rule of 10":** Concerns have been raised about the department's use of the "Rule of 10" in the promotion process. If the rule is being applied in a manner that does not accurately reflect the qualifications, skills, and experiences required for the positions in question, it could result in the promotion of individuals who are not best suited for the roles.

I strongly recommend a comprehensive review of the application of the "Rule of 10" in recent promotions, with a focus on ensuring that promotions are based on the specific job requirements rather than an arbitrary numerical threshold. This will help to guarantee that promotions are made in the best interest of the department and its officers.

The Department leadership (Chief Scott, Assistant Chief Flaherty, Assistant Chief Lazar and Deputy Chief Walsh) has stopped using the "Rule of 10" on promotional lists and instead is going

in rank order. This is a new way people are being promoted and it seems it was put in place to exclude women who are not at the very top of the promotional rankings. The result of this practice is obvious, all one has to do is look at people who are in leadership roles in the Department, for example there are currently only four women holding the rank of Captain out of 33 Captain positions.

Males have been promoted off of all hiring lists without regard to their disciplinary history, work experience and training. Many women candidates have resumes that are far superior to their male counterparts, but they are being denied promotion because the leadership of the Department has decided to forgo the "Rule of 10" and instead hire only in rank order. The "rule of 10" was implemented to ensure that the most qualified and diverse candidates are selected for promotion.

Additionally, no women Captains are currently based at a downtown station, and only one woman is a station Captain. Station Captains are held in high regard and are important leaders and role models for officers, especially women officers. Downtown stations are the more prestigious and visible positions in the Department, with these Captains usually being promoted to command staff.

3. **Merit-Based Evaluations:** It is crucial to emphasize that promotions should be merit-based, allowing all officers, irrespective of gender, to be evaluated fairly on their skills and experiences relevant to the position. The San Francisco Police Department must prioritize creating a promotional process that aligns with the principles of fairness, equality, and meritocracy.

I request the department to reevaluate its promotion policies and practices, placing a greater emphasis on individual qualifications and accomplishments. Implementing transparent evaluation criteria that accurately reflect the demands of the positions will contribute to a more equitable and effective promotional process, ultimately ensuring that women officers have the same opportunities to ascend to leadership roles within the department.

In conclusion, rectifying these concerns is imperative to ensuring the integrity of the San Francisco Police Department and promoting an environment where all officers, regardless of gender, have equal opportunities for career advancement and leadership roles. I appreciate your attention to these pressing matters and trust that swift and positive actions will be taken to address these issues.

Sincerely,

A Concerned Member of the SFPD who Fears Retaliation for Speaking Out



## YOUTH COMMISSION MEMORANDUM

**TO:** John Carroll, Assistant Clerk  
Myrna Melgar, District 7 Supervisor  
Catherine Stefani, District 2 Supervisor

**CC:** Angela Calvillo, Clerk of the Board  
Alisa Somera, Legislative Deputy Director  
Emma Heiken, District 7 Legislative Aide  
Dominica Donovan, District 2 Legislative Aide

**FROM:** 2023-2024 San Francisco Youth Commission

**DATE:** Tuesday, November 7, 2023

**RE:** SUBJECT: YOUTH COMMISSION REFERRED LEGISLATION BOS FILE # 231030

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At its in-person meeting on Monday, November 6, 2023 took the following action on BOS FILE # 231030:

- Motion to Support Referred Legislation BOS File # 231030 [Hearing - Working Conditions for Women in the SFPD] **Hearing on the working conditions and accommodations for working women with children in the San Francisco Police Department (SFPD), including access to clean and adequate lactation resources and childcare; and requesting the SFPD, Department of Human Resources, Department of Early Childhood, and Department on the Status of Women to report.**
  
- The San Francisco Youth Commission recognizes the importance of this hearing and supports it. Below are questions the commission has on the issue:
  - How does the current limitation of SFPD mothers to breastfeed affects the health of their children?
  - Are parents given the same amount of time to feed their children formula, rather than only breastfeeding?
  - What are the differences between SFPD's facilities and other comparable police departments?

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Please do not hesitate to contact Youth Commissioners or Youth Commission staff (415) 554- 6446 with any questions. Thank you.

BOARD of SUPERVISORS



City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. (415) 554-5184  
Fax No. (415) 554-5163  
TDD/TTY No. (415) 554-5227

## MEMORANDUM

TO: Alondra Esquivel-Garcia, Director, Youth Commission

FROM: John Carroll, Assistant Clerk,  
Public Safety and Neighborhood Services Committee

DATE: October 11, 2023

SUBJECT: LEGISLATIVE MATTER INTRODUCED

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The Board of Supervisors' Public Safety and Neighborhood Services Committee has received the following hearing request, introduced by Supervisor Melgar on October 3, 2023. This item is being referred for comment and recommendation.

**File No. 231030**

**Hearing on the working conditions and accommodations for working women with children in the San Francisco Police Department (SFPD), including access to clean and adequate lactation resources and childcare; and requesting the SFPD, Department of Human Resources, Department of Early Childhood, and Department on the Status of Women to report.**

Please return this cover sheet with the Commission's response to John Carroll, Assistant Clerk, Public Safety and Neighborhood Services Committee.

\*\*\*\*\*

RESPONSE FROM YOUTH COMMISSION      Date: 11/7/2023

No Comment  
 Recommendation  
Attached

  
\_\_\_\_\_  
Chairperson, Youth Commission

C: Office of Chair \_\_\_\_\_

BOARD of SUPERVISORS



City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. (415) 554-5184  
Fax No. (415) 554-5163  
TDD/TTY No. (415) 554-5227

## MEMORANDUM

TO: William Scott, Police Chief  
Carol Isen, Director, Department of Human Resources  
Ingrid Mezquita, Executive Director, Department of Early Childhood  
Kimberly Ellis, Director, Department on the Status of Women

FROM: John Carroll, Assistant Clerk, Public Safety and Neighborhood Services  
Committee, Board of Supervisors

DATE: October 11, 2023

SUBJECT: LEGISLATION INTRODUCED

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The Board of Supervisors' Public Safety and Neighborhood Services Committee has received the following hearing request, introduced by Supervisor Melgar on October 3, 2023:

**File No. 231030**

**Hearing on the working conditions and accommodations for working women with children in the San Francisco Police Department (SFPD), including access to clean and adequate lactation resources and childcare; and requesting the SFPD, Department of Human Resources, Department of Early Childhood, and Department on the Status of Women to report.**

If you have any comments or reports to be included with the file, please forward them to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

C:  
Offices of Chair Stefani and Supervisor Melgar  
Lisa Ortiz, Police Department  
Lili Gamero, Police Department  
Rima Malouf, Police Department  
Diana Oliva-Aroche, Police Department  
Mawuli Tugbenyoh, Department of Human Resources  
Daisy Prado, Department on the Status of Women  
Joseph Macaluso, Department on the Status of Women

## Introduction Form

*(by a Member of the Board of Supervisors or the Mayor)*



I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee (Ordinance, Resolution, Motion or Charter Amendment)
- 2. Request for next printed agenda (For Adoption Without Committee Reference)  
*(Routine, non-controversial and/or commendatory matters only)*
- 3. Request for Hearing on a subject matter at Committee
- 4. Request for Letter beginning with "Supervisor  inquires..."
- 5. City Attorney Request
- 6. Call File No.  from Committee.
- 7. Budget and Legislative Analyst Request (attached written Motion)
- 8. Substitute Legislation File No.
- 9. Reactivate File No.
- 10. Topic submitted for Mayoral Appearance before the Board on

The proposed legislation should be forwarded to the following (please check all appropriate boxes):

- Small Business Commission       Youth Commission       Ethics Commission
- Planning Commission       Building Inspection Commission       Human Resources Department

General Plan Referral sent to the Planning Department (proposed legislation subject to Charter 4.105 & Admin 2A.53):

- Yes                       No

*(Note: For Imperative Agenda items (a Resolution not on the printed agenda), use the Imperative Agenda Form.)*

Sponsor(s):

Subject:

Long Title or text listed:

Signature of Sponsoring Supervisor: