

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

3 **Resolution urging the Civil Service Commission to adopt rules to disqualify any**  
4 **applicant for employment in the Uniformed Ranks of the Police Department and the**  
5 **Sheriff’s Office based on prior acts of misconduct.**

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

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

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

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

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

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

23 WHEREAS, SFPD and the San Francisco Department of Police Accountability are  
24 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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