

1 [Board response to the 2006-2007 Civil Grand Jury Report entitled “Compensation and
2 Staffing Issues in the San Francisco Police Department”]

3 **Resolution responding to the Presiding Judge of the Superior Court on the**
4 **recommendations contained in the 2006-2007 Civil Grand Jury Report entitled**
5 **“Compensation and Staffing Issues in the San Francisco Police Department”.**

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7 WHEREAS, Under California Penal Code Section 933 et seq., the Board of
8 Supervisors must respond, within 90 days of receipt, to the Presiding Judge of the Superior
9 Court on the recommendations contained in Civil Grand Jury Reports; and,

10 WHEREAS, In accordance with Penal Code Section 933.05(c), if a finding or
11 recommendation of the Civil Grand Jury addresses budgetary or personnel matters of a
12 county agency or a department headed by an elected officer, the agency or department head
13 and the Board of Supervisors shall respond if requested by the Civil Grand Jury, but the
14 response of the Board of Supervisors shall address only budgetary or personnel matters over
15 which it has some decision making authority; and,

16 WHEREAS, The 2006-2007 Civil Grand Jury Report entitled “Compensation and
17 Staffing Issues in the San Francisco Police Department” is on file with the Clerk of the Board
18 of Supervisors in File No. _____, which is hereby declared to be a part of this resolution as if
19 set forth fully herein; and,

20 WHEREAS, Recommendation No. IIa of the subject Civil Grand Jury Report states:
21 “The Chief of Police should establish policies and procedures which assign command staff
22 with the responsibilities of curtailing overtime by their subordinates to the extent work
23 exigencies permit. The Chief should also develop a system for monitoring overtime usage,
24 measure the Department’s progress in reducing overtime, and prepare and issue a quarterly
25 status report”; and

1 WHEREAS, Recommendation No. IIIa states: “The Controller and the Chief of Police
2 should review the staffing needs in the San Francisco Police Department, with an emphasis
3 on increasing the use of civilian employees. This review should include contacting the police
4 departments of Oakland, Seattle, San Diego and Los Angeles to review their staffing levels
5 and best practices regarding Police Department use of civilians”; and

6 WHEREAS, Recommendation No. IIIb states: “The Controller and Chief of Police
7 should review the staffing needs in San Francisco Police Department to identify those
8 positions that must be filled by sworn officers and those that could be filled by civilian
9 personnel or that, under best practices in other jurisdictions such as Oakland, Seattle, San
10 Diego and Los Angeles, typically are filled by civilian personnel”; and

11 WHEREAS, Recommendation No. IIIc states: “The San Francisco Police Department
12 should establish benchmarks to progressively increase the promotion of civilian employees
13 within the department, and its Human Resources Director should be tasked with reporting
14 semiannually to the Chief on whether these benchmarks are being met”; and

15 WHEREAS, Recommendation No. III d states: "The Mayor and the Board of
16 Supervisors should support increasing the number of civilians employed by the San Francisco
17 Police Department, and should not use the initial cost of meeting the mandate of City Charter
18 Article XVI, Sec. 16.123 (b) to defeat this important and vital improvement to police staffing”;
19 and

20 WHEREAS, Recommendation No. IIIe states: “The San Francisco Police Department
21 should hire a web master, at least on a part-time basis, to make its website more user friendly
22 and to improve the recruiting efforts of the San Francisco Police Department”; and

23 WHEREAS, in accordance with Penal Code Section 933.05(c), the Board of
24 Supervisors must respond, within 90 days of receipt, to the Presiding Judge of the Superior
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1 Court on Recommendations Nos. IIa, IIIa, IIIb, and IIIc contained in the subject Civil Grand
2 Jury report; now, therefore, be it

3 RESOLVED, That the Board of Supervisors reports to the Presiding Judge of the
4 Superior Court that it agrees with Recommendation Nos. ____ of the 2006-2007 Civil Grand
5 Jury Report entitled "Compensation and Staffing Issues in the San Francisco Police
6 Department"; and be it

7 FURTHER RESOLVED, That the Board of Supervisors reports that it disagrees wholly
8 or partially with Recommendation Nos. ____, as follows ____; and, be it

9 FURTHER RESOLVED, That the Board of Supervisors reports that it specifically
10 disputes portions of Recommendation Nos. ____, as follows ____; and, be it

11 FURTHER RESOLVED, That the Board of Supervisors urges the Mayor to cause the
12 implementation of accepted recommendations through his/her department heads and through
13 the development of the annual budget.

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