



The Police Commission

CITY AND COUNTY OF SAN FRANCISCO

January 6, 2021

Chief William Scott
Chief of Police

Dear Chief Scott:

At the meeting of the Police Commission on Wednesday, January 6, 2021, the following resolution was adopted:

MALIA COHEN
President

CINDY ELIAS
Vice President

PETRA DeJESUS
Commissioner

JOHN HAMASAKI
Commissioner

DION-JAY BROOKTER
Commissioner

Sergeant Stacy Youngblood
Secretary

RESOLUTION 21-3

APPROVAL OF DRAFT DEPARTMENT GENERAL ORDER 11.11, "INTERVENTION AND RESOURCE PROGRAM," FOR THE DEPARTMENT TO USE IN MEETING AND CONFERRING WITH SAN FRANCISCO POLICE OFFICERS ASSOCIATION

RESOLVED, that the Police Commission hereby approves draft, April 3, 2020, of Department General Order 11.11, "Intervention and Resource Program" for the Department to use in meeting and conferring with the San Francisco Police Officers Association.

AYES: Commissioners Cohen, Elias, DeJesus, Hamasaki, Brookter

Very truly yours,

A handwritten signature in blue ink, appearing to be "S. Youngblood", is written over a horizontal line.

Sergeant Stacy Youngblood
Secretary
San Francisco Police Commission

1211/rct

cc: President A. Montoya/POA
Deputy City Attorney Cabrera
Director L. Preston/SFPD Labor Relations
A/Captain E. Altofer/PSPP

Intervention and Resource Program

11.11.01 PURPOSE

The Intervention and Resource Program provides members with intervention and recovery resources for problematic and addictive behavioral issues to include but not limited to substance abuse, gambling, and anger/stress management. Substance abuse may include abuse of alcohol, illegal drugs, prescription drugs or any other substance which could impair an employee's ability to safely and effectively perform the functions of their particular job. The Police Commission and/or the Chief of Police may require members to participate in the Intervention and Resource Program as part of or in lieu of a disciplinary action. This order does not supersede the disciplinary action prescribed in Department General Order 2.01, General Rules of Conduct, Department General Order 2.02, Alcohol Use by Members or DGO 2.03, Drug Use by Members.

11.11.02 POLICY

A. PROGRAM ADMINISTRATION

1. The Lieutenant of the Staff Services Division shall be designated as the Program Administrator for the Intervention and Resource Program. The Program Administrator shall administer the program, oversee members' participation, and report to the Police Commission and the Chief of Police as necessary on a member's compliance.
2. The Officer in Charge of the Internal Affairs Division shall ensure that the Program Administrator is notified as soon as possible when a member is referred to the Intervention and Resource Program as a result of disciplinary action.
3. The Program Administrator shall monitor and administer the mandatory substance abuse testing component of a member's program contract. If the member fails a substance abuse test, the Program Administrator shall notify the Internal Affairs Division who will conduct an investigation following Department protocols.
4. The Behavioral Science Unit is a confidential resource to assist members in successfully completing the Intervention and Resource Program. The Behavioral Science Unit personnel shall report the status of a member's compliance with the Intervention and Resource Program to the Program Administrator. The Behavioral Science Unit personnel shall not divulge information discussed in support sessions per Department General Order 11.04, Peer Support Program.
5. Commanding Officers shall meet with every member under their command who is participating in the Intervention and Resource Program on a monthly basis to provide support and to assess the member's resource needs towards success in the Intervention and Resource Program. Commanding Officers may coordinate these meetings with the Behavioral Science Unit.

B. MEMBER'S PARTICIPATION

1. **Mandatory Participation:** Any member mandated to participate in the Intervention and Resource Program, as a condition of a disciplinary action, must agree in writing to fully comply with all aspects of their specific Intervention and Resource Program contract. The Police Commission or the Chief of Police may require stipulations in the member's participation contract, which may include, but are not limited to, periodic meetings with the Behavioral Science Unit, abstinence from alcohol and/or drugs, and mandatory substance abuse testing. The Program Administrator will develop a contract tailored to the member and incorporate any stipulations made by the Police Commission or the Chief of Police. The duration of a member's participation shall be determined by the Chief of Police or their designee.
2. **Elective Participation:** Members may elect to participate in the Intervention and Resource Program by contacting the Behavioral Science Unit to confidentially discuss if their situation is appropriate for admission into the Program. The Behavioral Science Unit shall coordinate the elective participation of any member with the Program Administrator.

References

DGO 2.01, General Rules of Conduct
DGO 2.02, Alcohol Use by Members
DGO 2.03, Drug Use by Members
DGO 2.07, Discipline Process for Sworn Members
DGO 11.09, Employee Assistance Program/Stress Unit