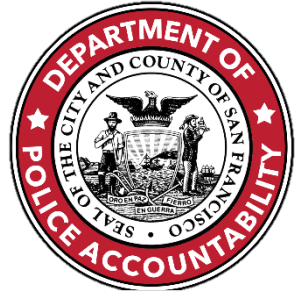


# San Francisco Police Department Disciplinary Review Board Presentation



**CITY & COUNTY OF SAN FRANCISCO**

Police Department



## Presented By:

**Acting Assistant Chief Denise Flaherty.....San Francisco Police Department**

**Chief of Staff Sarah Hawkins.....Department of Police Accountability**



**Third Quarter 2022 Disciplinary Review Board Findings and Recommendations**

**December 29, 2022**

**Members present:**

**Voting Board Members**

**Assignments**

- Acting Commander Mark Im (Chair).....Chief of Staff
- Acting Deputy Chief Nicole Jones.....Administration Bureau
- Acting Commander Robert Yick.....Field Operations Bureau

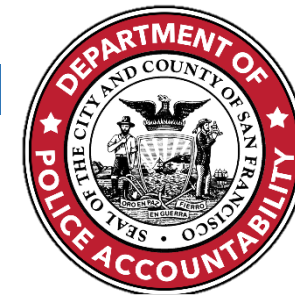
**Advisory Board Members**

- Not in attendance.....Police Commission
- Chief of Staff Sarah Hawkins.....Department of Police Accountability



## Aggregate Trends Identified by IAD (Q3 2022)

- Discourteous towards members of the public
- Failure to write incident report
- Failure to thoroughly investigate
- Failure to title multiple BWC videos



## Aggregate Trends Identified by DPA (Q3 2022)

- Failure to take required action
- Failure to activate BWC
- Failure to provide name and star upon request



## Policy Failure Findings Identified by IAD (Q3 2022)

**IAD had two cases in the Third Quarter that resulted in a “Policy Failure” finding.**

1. A supplemental incident report was not assigned to the proper investigative unit. DB 11-273 Assigning Police Reports for Investigation needs updating.
2. The whereabouts of a Department vehicle were investigated after a collision occurred. During the investigation it was discovered that the unit lacked a vehicle sign in / sign out log.



## Policy/Training Failures Identified by DPA (Q3 2022)

**DPA had one case in the Fourth Quarter that resulted in a “Policy Failure” finding. The Chief of Police asked that this case be brought forward during the Third Quarter review**

An officer using a Department social media account inadvertently “liked” a tweet that was racist and derogatory in nature. SFPD policies do not cover what social media posts, if any, a Department social media account can “like”, acknowledge, or make comment.

DPA recommends the Media Relations unit handle all official social media accounts for the Department. In the alternative, members running such platforms should receive special training about promoting the Department and pitfalls to avoid, including due diligence for social media accounts and management of interactions.



## Training Failures Identified by IAD (Q3 2022)

**IAD did not have any cases in the Third Quarter that resulted in a “Training Failure” finding.**





## DRB Recommendations from Q3 2022

**Recommendation #1:** Update DB 11-273 regarding assigning police reports for investigation to the proper investigative unit.

**Recommendation #2:** Ensure that Incident Titles/Incident Codes in Crime Data Warehouse are updated and coded properly for assigning incidents to the appropriate investigative unit(s).

**Recommendation #3:** Training should be provided to Department members who manage Department social media accounts. The Department should consider whether Media Relations should manage all Department social media accounts or alternative social media oversight procedures.



## Next Step Outcomes and Inputs:

**The 4<sup>th</sup> Quarter 2022 Discipline Review Board has yet to be scheduled.**