

Chief's Hearing Process

Impacts & Proposals



CITY & COUNTY OF SAN FRANCISCO

Police Department

04.24.2023

124 Cases Pending Chief's Hearings

Complaint Year	DPA	IAD
2018	3	4
2019	5	3
2020	17	11
2021	27	31
2022	14	9
Totals	66	58

*As of 04/24/23

Officers with multiple Chief's Hearings pending

	# of Pending Hearings	Type of case pending
Officer A	2	DPA cases
Officer B	3	1 DPA case & 2 IAD cases
Officer C	2	IAD cases
Officer D	2	1 DPA case & 1 IAD case

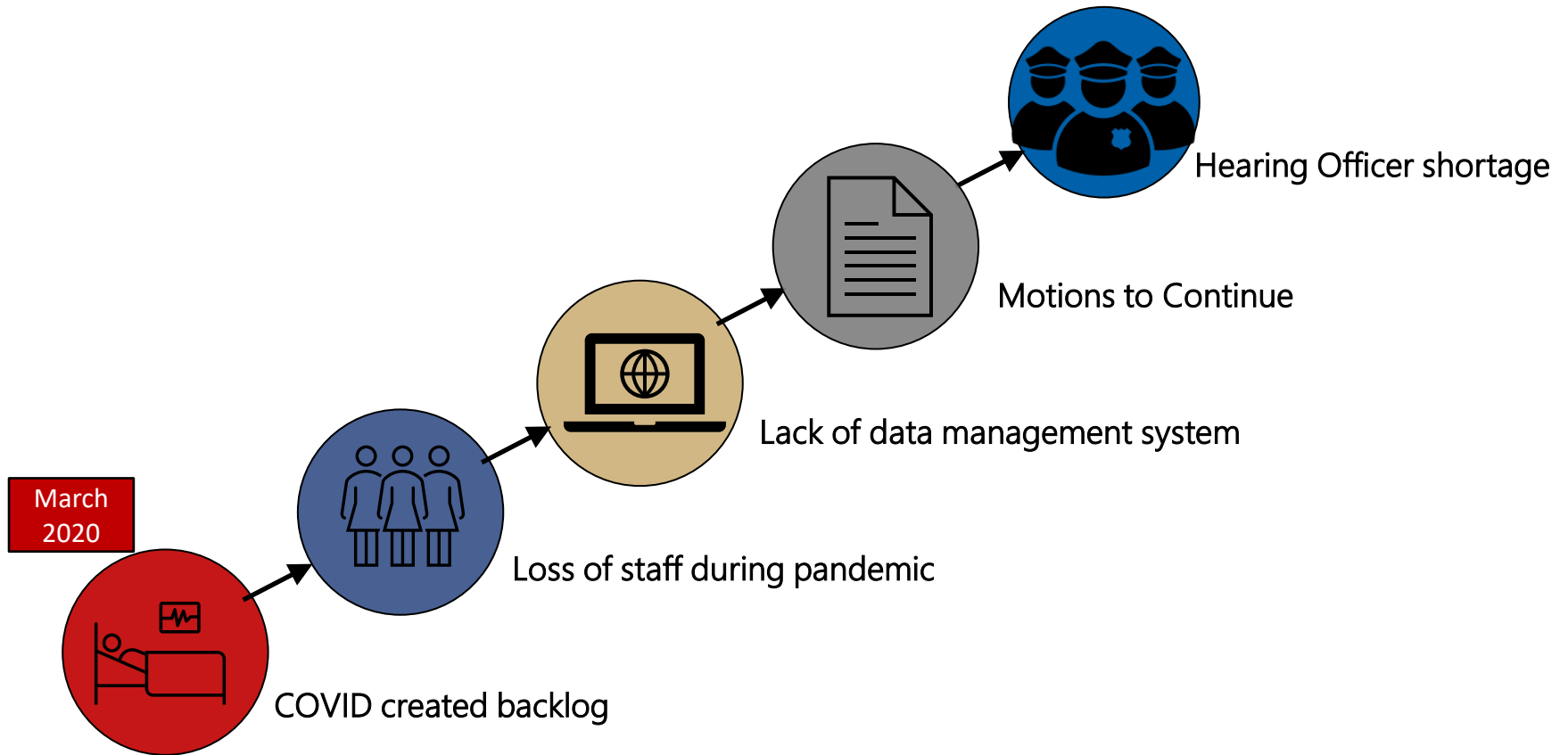
Four Officers have multiple Chief's Hearings pending.

*As of 04/24/23

2018 and 2019 review of IAD/DPA cases

Case No.	Member(s)	Date Signed by Chief	Status
OIS 18-002	(4) Officers	12/06/2021	Hearing to be set
DPA 0097-18	(2) Officers	01/14/2022	Hearing to be set
DPA 242-18	(1) Officer	05/31/2022	Hearing date 03/16/2023
UOF 19-0002	(2) Officers	02/06/2023	Pending w/Commission
IAD 2019-0130	(1) Officer	11/12/2020	Hearing to be set
DPA 00044229-20	(1) Officer	03/22/2021	Hearing date 03/15/2023
DPA 00044167-19	(1) Officer	04/12/2021	Hearing to be set
DPA 00043625-19	(1) Officer	11/16/2020	Chief's Hearing Appeal requested 01/07/2023
DPA 00044127-19	(1) Officer	09/28/2020	Hearing to be set
DPA 00044202-19	(1) Officer	03/01/2021	Hearing to be set

Impacts on scheduling Chief's Hearings



Main Causes for Delays in Chief's Hearing

A Chief's Hearing requires the attendance of several entities:

- Deputy Chief (Hearing Officer)
- DPA Attorney
- IAD Attorney
- Named Officer
- Officer's Representative/Attorney

IAD coordinates and sets the date for the Chief's Hearings.

- Timeline to schedule varies depending on availability of officer(s), attorneys, and Deputy Chief.

Scheduling Issues/Requesting Continuance of hearings:

- Priority matters taking precedent
- Unscheduled meetings/events
- Other personal matters/scheduling conflicts

Proposed Revision/Modification to Chief's Hearing Process

- October of 2022, IAD Managing Attorney reviewed current process for Chief's Hearing and proposed several options to modify the process.
- Chief Scott reviewed and approved the modifications.
- New process is more streamlined.
 - IAD staff set a date/time for the Chief's Hearing that is sent with the Notice of Intent to Discipline (NOID)
 - Past Practice gave member 10 days to request a hearing after the NOID was sent.
- New process went into effect November 1, 2022.

Access data management system implemented November 2022

The screenshot displays a web-based interface for the Chief's Hearings + Discovery Internal Affairs Division. At the top right is the SFPD logo. The interface is divided into two main sections: 'Data Entry' and 'Reporting'. The 'Data Entry' section contains two buttons: 'Hearings + Discovery' and 'Data Entry Instruction'. The 'Reporting' section contains two columns of buttons. The left column lists monthly hearings from January to May 2023. The right column lists various reports, including 'Worsham - All', 'Pantaleo - All', 'Betz - All', 'Discovery Report', 'Chief Hearings 2023 - MTC' (highlighted with a dashed border), and 'Chief Hearings 2023 - Attorney All'. An 'Exit' button is located at the bottom right of the interface.

**Chief's Hearings + Discovery
Internal Affairs Division**

Data Entry

- Hearings + Discovery
- [Data Entry Instruction](#)

Reporting

- January 2023 Hearings
- February 2023 Hearings
- March 2023 Hearings
- April 2023 Hearings
- May 2023 Hearings
- Worsham - All
- Pantaleo - All
- Betz - All
- Discovery Report
- Chief Hearings 2023 - MTC
- Chief Hearings 2023 - Attorney All

Exit

Chief's Hearing Document Workflow

Case file received from Chief's Office. Attorney drafts Notice of Intent to Discipline (NOID) and professional staff pre-selects hearing dates.

IAD Staff prepares case file for discovery. All entities noticed when discovery ready. Entities review case and prepare for hearing.



All entities noticed of proposed dates. Upon agreement of hearing date, confirmation memo sent via email.

Entities participate in Chief's Hearing unless a Motion to Continue (MTC) is filed.

Access tracks Hearing until case settlement

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Additional Proposals

- Fill IAD staff positions (Attorney, Paralegal, Legal Process Clerk)
- Update DGO 2.07 to include timelines for Hearings
- DPA handles their own Chief's Hearings (set and schedule dates, prepare and provide discovery to all entities)
- Increase number of Hearing Officers (Commanders, outside Skelly Hearing Officers, retired Command Staff members)

Any questions?

Thank you.