



**San Francisco Police Department
Professional Standards & Principled Policing Bureau
Department of Justice Compliance**

| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Individual Recommendation Report</p> <p>Rec. Number: 84.1</p> <p>Assigned To Project Manager: Captain Richard Struckman</p> <p>Prepared by: Lieutenant Kirk Yin</p> <p>Priority: Low</p> | <p>Reserved For PSPPB Only</p> <p><input type="checkbox"/> President's Task Force</p> <p><input type="checkbox"/> Blue Ribbon Panel</p> <p><input type="checkbox"/> CJTF SF Bar Association</p> <p><input type="checkbox"/> Department of Police Accountability</p> <p><input type="checkbox"/> Civil Grand Jury:</p> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

DOJ Recommendation #: *The SFPD should reorganize its recruitment and hiring practices under one bureau to provide cohesion and ensure resources are strategically used toward recruiting and hiring goals.*

DOJ Objective: Recruitment, Hiring Personnel Practices

Executive Summary:

As part of the overall hiring process, our Recruitment Unit and Background Investigation Unit should be housed under the same Bureau.

Purpose:

We will restructure command such that the Recruitment Unit and Background Investigation Unit shall both be under the Administration Bureau within the Staff Services Division. Doing so allows both units to communicate more effectively, share data more efficiently, and improve the overall hiring process.

Policy:

The Commanding Officer of the Staff Services Division supervises both the Recruitment Unit and the Background Investigation Unit.

Audit (if applicable):

The restructure of command has already occurred. On March 18, 2017, the Recruitment Unit transferred from the Professional Standards and Principled Policing Bureau to the Administration Bureau. Both the Recruitment Unit and the Background Investigation Unit are within the Staff Services Division of the Administration Bureau.

Written Directive: (D.G.O., Dept. Manual, Bureau Orders, Dept. Bulletins, etc.)

San Francisco Police Department Personnel Order Number 6, dated 3/24/17

Supporting Documentation: (Learning Domains, Power points, Lesson Plans, Policies)

N/A



**San Francisco Police Department
Professional Standards & Principled Policing Bureau
Department of Justice Compliance**

Implementation, training & records (How to prove we did what we said?)

The restructure of command already occurred and was announced via San Francisco Police Department 2017 Personnel Order Number six.