

The Police Commission of the City and County of San Francisco met at St. Mary's Cathedral, 1111 Gough Street, San Francisco, at 6:20 p.m., in a Regular Meeting.

PRESENT: Commissioners Sparks, Marshall, DeJesus, Lee, Mazzucco, Onek

(Commissioner DeJesus arrived at 6:24 and was excused at 8:23 p.m.)

Commissioner Sparks addressed the audience and explained that this meeting has two purpose: One is to meet with the faith-based community and talk about community policing; second is to get input from the community as to criteria for the new Chief of Police. Commissioner Sparks also stated that Captain Casciato will also address the Commission as to what is happening in the Northern District. The Commissioners then introduced themselves and gave a brief bio.

PUBLIC COMMENT

Reverend Ullyses Ve'e spoke on behalf of the Samoan community, discussed concerns about young kids losing their identity and their culture and stated that when youth learn about their community, their language, and their culture, they gain self respect and moral values and that will help cut down youth violence.

Reverend Norman Fong spoke on behalf of the Asian-American community and commended Chief Fong for her connection with the Asian-American community. He discussed concerns regarding mugging of seniors while on buses. He suggested that the next Chief of Police needs to have ties with the community. He also stated that there are a lot of problems in the community that is not reported but if the people know and trust who is in charge, they will speak out.

Captain Casciato introduced Lt. Michael Slade, who is in charge of Operation Dream. Lieutenant Slade talked about kids adopting street culture when they are not in school. He stated that working with the faith-based community and community leaders made a difference. He went on to describe some of the events he is working with different community leaders and organizations.

Reverend Gayle Lockhart, Recreation Director, stated that safety is an issue and commended Lieutenant Slade and Captain Casciato. Reverend Lockhart stated that we need to be role models for the youth and we need to listen to young children and let them know that they are somebody and that they do have a purpose in this life.

Pastor Layne Hawkins talked about a new Chief of Police that can establish trust between the community and the police department.

Reverend Dominics, Youth Pastor, talked about healing for the youth and talked about drama therapy where youths are allowed to act out issues that are going on in their lives. He stated that young people needs a connection with the police.

Reverend Arnold Townsend stated that in District 5, Fillmore, they have had the greatest drop in violence over the past year because of the Department, Captain Casciato, Lt. Slade, and Sgt. Griffin and their work with the community. Reverend Townsend stated that what you look for in a chief is to have courage, courage to be different, and willing to work with the community.

Ms. Cheryl Davis stated that she is happy that there is a forum or a process by which the community is heard. She commended Captain Casciato and Chief Fong for their work with the community.

Mr. Dennis Westry, works at a school in Hunter's Point, talked about the RBI Program that will run from April to September. He stated that they

want to teach the kids that this is not just about playing basketball but about building relationships.

Pastor Harris, Ella Hill Hutch & Brothers for Change, talked about the OCC's Mediation Program. He also commended Captain Casciato and Lt. Slade.

Howard Smith, Executive Director Ella Hill Hutch Community Center, commended Captain Casciato and Lt. Slade and stated that being involved is important. He further thanked Chief Fong for serving with compassion.

Erica Green, Youth Director Ella Hill Hutch, stated that their goal is to partner with other institutions so that services and resources can be provided in the Western Addition community.

Reuben Goodman commended Chief Fong for her compassion.

Tina Collins, Plaza East, talked about the different groups available to youths. She also discussed concerns about moving officers and that the community should know the officers. Ms. Collins also commended Chief Fong and stated that the new chief should be within the Department.

Richard Johnson, Community Partners United, stated that the new chief should understand collaboration. He also stated that the Department needs technology. He suggested that the new Chief should be tech savvy.

Reverend Cynthia Joseph Robinson stated that there are turf boundaries but stated that if the community-based organizations could form a partnership and talk with their people and hold them accountable, it can work.

Tina Collins commented on faith-based organizations and stated that before the faith-based organizations would come and pick up kids and bring them to the snow. She stated that now, when homicide started, the faith-based organizations stopped coming.

Howard Smith asked how does the Commission know that the new Chief is a stakeholder and not from the outside.

Unidentified talked about quality of life and stated that there's been a breakdown in people's ability to commit and to communicate. She stated that safety, health, and peaceful enjoyment of life has been disregarded in the city. She further discussed concerns regarding sex activities and drug business.

Unidentified discussed concerns about faith-based organizations, the police, and the constitution.

Reuben Goodman discussed losing culture and violence in the city.

Chaplain James McCray commended Chief Fong and stated that the new Chief should know the city and should be able to weave together the various agencies, the police department, and the faith-based community.

Commissioner Sparks went to explain the process, which is still evolving, and stated that the Commission wants to let everyone know what this process is going forward. Commissioner Sparks stated the following:

"The Charter states that, very loosely, that the Commission will conduct the search for Chief of Police, conduct interviews for Chief of Police, and will then submit three names to the Mayor's Office from which he can choose the next Chief of Police.

All candidates from whom the Mayor chooses have to go through this process. The Mayor cannot bring anyone in outside the process, cannot bring an individual in that has not gone through this process, nor can the Commission, nor can the Board. Every individual to be considered for the Chief of Police of this department has to go through the exactly the same vetting process and that's through the search agency that the Commission hires.

The Commission will be hiring through the Controller's Office, which is the contracting branch of government, of a executive search firm. At this point, the Commission has authorized two firms to work together. One as a primary search firm, and the second as a subcontractor to that. The primary search firm at this point that we have contract authorization for within the city is Bob Murray & Associates who has conducted many searches for senior

executives in the city. Actually found and placed our Director of the Office of Citizen Complaints, Ms. Hicks, about a year and a half ago or two years ago ... however long it's been. Fifteen years ... months? Fifteen months ago. And also has worked within the City on a lot of Department heads. In addition, Murray & Associates have placed police chiefs across the country.

And subcontractor will be the Police Executive Research Forum, which incidentally, is the organization that's under contract with the Police Department to provide to do the organizational and cultural review of the Department that has been completed now, and so they have an integral knowledge of the workings of the department, and the politics of the department, and also have been involved in conducting numerous public meetings around the city. So they're also familiar with the culture of the city. And so we believe – also, Police Executive Research Forum is one of the organizations in the United States, they're headquartered out of Washington, that probably have their finger on the pulse of policing and police departments as much as any other organizations in the United States. They hold conferences where literally dozens, if not hundreds, of police chiefs from around the country come and participate. So we feel the combination of those two organizations are the best that we can get to conduct this search.

Of the process as it's being defined now is the following, and there is disagreement on this Commission and there's also disagreement between the Board of Supervisors and the Mayor's Office as to how this process should come down. But I'll describe to you right now our latest information that we have as of this afternoon that Dr. Marshall and I participate in the meetings, and that is the following:

The search firms will start advertising for Chief of Police very very quickly. Hopefully, within the next week or so actually put out the first advertisement for Chief of Police for the City and County of San Francisco. In that same period of time, we will be continuing to conduct these meetings. We've had three or four meetings at this point, maybe five or six including some of the employee groups. We have another four or five community meetings planned. We have another four or five employee group meeting planned. We're also meeting with the civilian unions, Local 21, SEIU, civilian employees of the Police Department. We're meeting with the command staff and the captains in the Department. And, as of today, we have a list and commissioners are gonna go out to roll call training, to roll calls in district stations and various bureaus across the city to talk directly to the rank and file and get their input. We're also meeting with the POA, the Police Officers' Association, the bargaining unit for the officers. In addition we're meeting with the various police employee groups to solicit input along with input from the Mayor's Office and the Board of Supervisors on developing a profile for the next Chief of Police of San Francisco. We'll take all these input and develop a profile that we will then turn over to the search firm.

The search firm will conduct a nationwide search and that includes all internal candidates as well. So anyone from inside the Department would also be submitting their application through the search firm as well. If they submit one directly to the Mayor's Office, directly to the Commission, they will not be considered. All applicants have to come through the search firm. The search then firm will divide the stack, these applicants into three categories. When they did – these two search firms together also did the search for Chief of Police of the City of Los Angeles, one of their more recent searches. In that search they received between 55 and 75 candidates. We believe San Francisco will attract the best and brightest candidates from within the Department and also outside the Department.

The search firm then will divide the candidates into three categories. The first category will be people who really really have a desire to be Chief of

Police of San Francisco but probably currently are a sergeant for transit agency in Norfolk, Virginia; probably don't have the qualifications yet and they'll be put in a probably not category and that will be stack "A." The stack "B" will be a category of people who are maybe a little inexperienced, maybe are Chiefs of Police of smaller agencies but could possibly fit the bill to be the Chief of Police of San Francisco, including people in our own agency that may or may not have reached a rank of command staff but may also have a capability and qualities we're looking for. And pile number "C" are people who are really strong perspective candidates both from inside and outside the Department.

At this point all candidates then will be summarized by the search agency and will be given a number. All names and agencies, specific agencies, will be taken off their applications. So they will be summarized and so it will be very very difficult for anyone to recognize where these individuals are from, whether they're from internal or from external. The primary two stacks then, the second and third stack of people will be given to the Police Commission to evaluate whether or not we agree or disagree with what the consultants' conclusion came to on what stack this individual should be in. And we're not putting numerical value on these stacks. We're not saying 12 in each stack or 30 in each stack. We don't know how many are going to apply and we don't know how many qualified people we're going to get applications from.

At that point then, the intent is for the Commission to review these individuals and actually re-prioritize which stack we believe, as a Commission, these people should be in. At this point then, it is my intent and Commissioner Marshall's intent to take these to go over these stacks, the two stacks, with representative from the Chief of Staff of the Mayor's Office who will then look at them and come to some conclusion whether they believe that these qualifications are properly placed in stack A or B. Keep in mind that the Mayor's Office will not have the ability to re-prioritize these applicants but they will give us their input as to whether or not these applicants are in the correct stack. The responsibility of prioritizing and putting individuals in this very stack lies solely with the Police Commission.

Once this is done, the Police Commission will direct the search agencies to take the people in stack C, which are the primary candidates and do background investigations on them and do preliminary interviews. From that, they will then recommend to the Commission who should be interviewed by the Commission. And we will hopefully take it down to a group of 8 to 10 individuals. Those people then – that recommendation then will be brought back to the Commission and discussed with the Commission with all the stacks with everybody from this stack to see if the Commission agrees with these are in fact the same people that should be interviewed. Keep in mind, up until this point, no name and no agency has been identified in any of these applicants primarily criteria, an individual who has second or third in command from an agency of an urban population da da da da. We'll try to be generic as possible. At that point then, once the Commission decides that these are the people that should be interviewed, once again, Commissioner Marshall, Commissioner Lee, and I will meet with representative of the Mayor's office and go over the Commission's selection of who should be interviewed. Once again, they do not have the ability to change those selections but they do have the ability to give us input as to whether or not these are the people they would or wouldn't interview if they were in charge of this process.

We then will come back and we will conduct confidential interviews with the entire Commission. Of these candidates from which we will choose three individuals, up to three individuals. We're not required to produce three. We could do one, two, or three recommendations to the Mayor. From those recommendations, the Mayor will make a selection. It's very critical that this process, the confidentiality is maintained in the process and that we make sure that not only the people of San Francisco but also the candidates know that we

intend to keep any names and positions confidential throughout this entire process. I have the commitment from the Mayor's Office that they will do the same, and we have a commitment from everyone on this Commission that they will do the same.

Anyone who solicits or politics or approaches a Commissioner or the Mayor's Office will be directed that we cannot talk directly to that individual but that individual's application has to go through the search process along with everyone else. The Mayor has also made the commitment to me, personally, and to Commissioner Marshall.

In all fairness, after meeting with the Mayor's representative today, then I met with members of the Board of Supervisors, and a couple members of the Board of Supervisors are adamantly opposed to this process. They believe the Mayor's Office should be kept out of the process 100 percent and that the Mayor should not see anybody's name or anybody's resume, or anybody's candidacy until they're handed the two or three at the very end of the process.

My opinion, and I've told this to the Supervisor and I've told this to the Mayor, is that I believe that it is important that we try to de-politicize this process as much as possible. That the Mayor, although will be the final selection process, should at least have a passing familiarity with the criteria the Commission is using as we go through this selection process. And that he shouldn't be surprised when we hand him three different names that he has no idea where they came from, who they are, and what they were compared to. And so I think it's extremely important that we go forward with this bipartisan, unpolitical process so that we can select collectively a Chief of Police for the City and County of San Francisco that best serves the City, the best suited for the City, and we make sure we maintain the integrity of this chartered process as close as we possibly can.

So that's the process as it's been determined right now. That's our intent to go forward with the process. I know we have Commissioners who very much opposed that process. We have Supervisors who very much opposed that process. And I believe that – I want to make sure they get an opportunity to speak and I'd like all the Commissioners to speak on the process because I want to know that we have at least the majority agreement on this Commission before we go forward with the process as I just stated.”

Commissioner DeJesus discussed concerns about the process and stated that the public is concern that the selection of Chief of Police is a “rubber-stamped” in the Mayor's selection. Commissioner DeJesus expressed disappointment that the Commission will allow a group of people in on the selection process, including the Mayor's Office. She stated that just because you put a number, doesn't mean you can't figure out who the people are, especially for internal candidates. Commissioner DeJesus stated that she does not want campaigning and she does not want the Commission to look like they rubber-stamped the Mayor's pick and stated that she really wants a fair process. She stated that she thinks the process is compromised in the way that it is set up. She also expressed concern that the process is not put on the agenda and discussed with the whole Commission for approval.

Commissioner Sparks reiterated that there are three Commissioners involved in this process and stated that, as the President, she has never imposed any particular process on the Commission nor is she imposing this selection process on the Commission.

Commissioner Onek expressed his support for Commissioners Sparks, Marshall, and Lee, who has been leading this process for the Commission. Commissioner Onek stated that the Commission cannot appoint and it only makes sense for the Commission to work hand-in-hand with the

Mayor's Office. He stated that he can assure everybody that the Mayor and the Mayor's Chief of Staff wants exactly what the Commission wants and that is the best Police Chief for the City of San Francisco. Commissioner Onek also stated that the Commission wants to move this process as quickly as possible and stated that if the announcement can be posted soon, there should be a very short window to accept applications.

Commissioner Lee acknowledged Commissioner DeJesus' opinion and stated that she understands her commitment and passion for this process. Commissioner Lee went on to commend Commissioner Sparks for her integrity in leading the Commission. Commissioner Lee stated that this is the process that the Commission is committed to and it is a process that going to be open, honest, and inclusive process.

Commissioner Mazzucco acknowledged Commissioner DeJesus' passion for the community. Commissioner Mazzucco expressed his support for Commissioner Sparks and the process and stated that this plan is perfect because the confidentiality will protect all applicants and that it is a strong business decision to work with the Mayor's Office throughout the process so that they know what's coming.

Commissioner Marshall stated that he supports the plan because he thinks that it is the best plan.

Commissioner Sparks thanked the Commission for their support and stated that this item will be on the agenda for next week's meeting.

PUBLIC COMMENT

Wynn Shapilier discussed concerns regarding involvement of the Mayor and stated that nothing has changed.

Reuben Goodman agreed with Commissioner Onek about a shorter time frame to accept applications.

Diana Greer, Potrero Hill, asked that the word "collaborating" with the Mayor means.

Commissioner Sparks explained that it is more of a briefing than a collaboration.

REPORTS TO THE COMMISSION

a. Chief's Report

- Update on significant policing efforts by Department members

None

b. OCC Director's Report

- Review of Recent Activities

Director Joyce Hicks addressed the Commission and talked about the OCC and its duties and responsibilities. Director Hicks also went on to talk about the OCC's Mediation Program.

Commissioner Sparks informed Lt. Reilly that the OCC Annual Report will be on for the 18th.

c. Commission Reports

- Commission President's Report

- Commissioners' Reports

Status Reports:

- Chief of Police executive search

- Organizational and other contemporary studies

- **Rules and procedures for Patrol Specials**
- **Commission Office staffing**
- **Subcommittee on Violent Crime**

Commissioner Sparks announced that the interim rules and procedures for Patrol Specials went into effect on the 15th and that 17 people have complied with the regulation specifications and six have yet to turn in their compliance.

PUBLIC COMMENT

None

ROUTINE ADMINISTRATIVE BUSINESS

- a. Commission Announcements**
- b. Scheduling of items identified for consideration at future Commission Meetings**

Lieutenant Reilly announced that on March 3rd, the Commission will meet at Visitacion Valley Middle School, at 6:00 p.m., and on Thursday, March 5th, at the John O'Connell High School, at 6:00 p.m. Lieutenant Reilly also announced that the survey in regards to the new Chief of Police is on the Commission's website.

PUBLIC COMMENT

None

ADJOURNMENT

Motion by Commissioner Marshall, second by Commissioner Onek.
Approved 4-0.

Thereafter, the meeting was adjourned at 9:52 p.m.

Lieutenant Joseph Reilly
Secretary
San Francisco Police Commission