

MARCH 16, 2005

CLOSED SESSION

The Police Commission of the City and County of San Francisco met in Room 400, City Hall, #1 Dr. Carlton B. Goodlett Place, San Francisco, at 5:12 p.m., in Closed Session.

PRESENT: Commissioners Renne, Orr-Smith, Chan, Keane, Marshall,
Sparks, Veronese

PUBLIC COMMENT ON ALL MATTERS PERTAINING TO CLOSED SESSION

None

VOTE ON WHETHER TO HOLD CLOSED SESSION TO CONFER WITH LEGAL COUNSEL. (SAN FRANCISCO ADMINISTRATIVE CODE SECTION 67.10(d))

Motion by Commissioner Keane, second by Commissioner Marshall to hold Closed Session. Approved 7-0.

CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTION 54956.9(b) AND SAN FRANCISCO ADMINISTRATIVE CODE SECTION 67.10(d)(2)

CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION:
AS DEFENDANT

Significant exposure to litigation against the City with respect to amendment of Department General Order 3.10 in light of 3/2/05 letter from counsel to the Police Officers' Association regarding meet and confer obligations.

MARCH 16, 2005

REGULAR MEETING

The Police Commission of the City and County of San Francisco met in Room 400, City Hall, #1 Dr. Carlton B. Goodlett Place, San Francisco, at 5:49 p.m., in a Regular Meeting.

PRESENT: Commissioners Renne, Orr-Smith, Chan, Keane, Marshall,
Sparks, Veronese

VOTE TO ELECT WHETHER TO DISCLOSE ANY OR ALL DISCUSSION HELD IN CLOSED SESSION (SAN FRANCISCO ADMINISTRATIVE CODE SECTION 67.12(a))

Motion by Commissioner Orr-Smith for non disclosure of discussion held in Closed Session. Second by Commissioner Keane. Approved 7-0.

PUBLIC COMMENT

Elizabeth Prantes discussed concerns regarding medical marijuana.
Arnold Levin discussed concerns regarding enforcement of the leash laws in public parks.

Andrea O'Leary discussed concerns regarding enforcement of the leash laws in public parks.

Meesha Irizary, Idriss Stelley Foundation, discussed concerns regarding mental health cases in the Tenderloin District. She also discussed concerns regarding the shooting of Gustavos Rugley and asked for the release of the autopsy report. She further asked for an investigation to the murder of Zaida Jimenez Zerpa.

Shannon Altamirano discussed concerns regarding the shooting of

Sheila Detoy.

Lorraine Altamirano discussed concerns regarding the shooting of Sheila Detoy.

DISCUSSION AND POSSIBLE ACTION TO ADOPT DECISION DENYING MOTION FOR DISMISSAL OF DISCIPLINARY CHARGES FILED IN CASE NOS. C04-123 JWF, C04-124 JWF, C04-120 JWF, C04-121 JWF, C04-119 JWF, C04-125 JWF, AND C04-122 JWF)

Commissioner Keane excused for this item.

DISCUSSION AND POSSIBLE ACTION TO APPROVE THE CHIEF'S RECOMMENDATION FOR STIPULATED DISPOSITION OF THE DISCIPLINARY CHARGES FILED IN CASE NO. C03-302 EGF WITHOUT TRIAL

Motion by Commissioner Veronese to go into Closed Session. Second by Commissioner Marshall. Approved 7-0.

PUBLIC COMMENT:

None

The Commission went into Closed Session to discuss the Corrales, et al., and Vargas matter.

RECONVENE TO OPEN SESSION

DISCUSSION AND POSSIBLE ACTION TO ADOPT DECISION DENYING MOTION FOR DISMISSAL OF DISCIPLINARY CHARGES FILED IN CASE NOS. C04-123 JWF, C04-124 JWF, C04-120 JWF, C04-121 JWF, C04-119 JWF, C04-125 JWF, AND C04-122 JWF)

Motion by Commissioner Orr-Smith, second by Commissioner Marshall to continue this matter. Approved 6-0.

VOTE WHETHER TO DISCLOSE ANY OR ALL OF THE DISCUSSION HELD IN CLOSED SESSION PURSUANT TO SAN FRANCISCO ADMINISTRATIVE CODE SECTION 67.12(a)

Motion by Commissioner Orr-Smith for non disclosure of discussion regarding Item 7. Second by Commissioner Marshall. Approved 7-0.

DISCUSSION AND POSSIBLE ACTION TO APPROVE THE CHIEF'S RECOMMENDATION FOR STIPULATED DISPOSITION OF THE DISCIPLINARY CHARGES FILED IN CASE NO. C03-302 EGF WITHOUT TRIAL

(Resolution No. 14-05)

DISCUSSION AND POSSIBLE ACTION TO ADOPT IN FINAL FORM REVISED GENERAL ORDER 3.10, "FIREARM DISCHARGE REVIEW BOARD"

Taken out of order

Captain Keohane, Risk Management, stated that on January 16th, the Department presented Department General Order 3.10, "Firearm Discharge Review Board," to the Commission for its approval. It was adopted with two amendments.

The first amendment was the Director of the OCC was to be placed on the Firearm Discharge Review Board in an advisory capacity.

The second amendment was specific time lines would be set for the Firearm Discharge Review Board to meet, report, and complete its investigation.

The Department, at the Commission's directive, amended the General Order and incorporated those changes. Subsequently, on March 2, 2005, the POA filed a grievance with the City believing the Commission's actions violated the meet-and-confer obligations outlined in the current MOU.

As a result, at the Commission meeting of March 2nd, the Commission directed the Department to meet and confer with the POA and report back at tonight's meeting. To accomplish the Commission's directive, the Department scheduled a meeting with the POA for March 8th and requested the OCC to provide any concerns prior to noon of that date so that they could be brought forth. Having received no correspondence from the OCC, the meeting was held and the drafted order was discussed. However, the POA and the Department were still unable to reach agreement.

One issue that remains to be answered is that its inconsistent with the City Charter for the Director of on city agency to hold a position on another city agency board. The Department and the POA have asked the question but have not received a definitive answer from the City Attorney.

The other issue is whether the 30, 60, and 90-day time frames are realistic for the performance of the duties by members of the Department.

Commissioner Sparks stated that it would be her preference to discuss both 3.10 and 8.11 together and vote after the combined discussion.

DISCUSSION AND POSSIBLE ACTION TO ADOPT IN FINAL FORM REVISED GENERAL ORDER 8.11, "OFFICER-INVOLVED SHOOTINGS"

Captain Keohane, Risk Management, stated that on March 2nd, the Department presented General Order 8.11 to the Commission for its approval and it was adopted with proposed language changes.

Those language changes were, on page 6, section G(4), it was recommended by Commissioner Keane that the language should read, "Officers who discharge a firearm in an officer-involved shooting will be reassigned to administrative duty for – and the change in the language was – for a minimum of three days." It further went on with Commissioner Keane's recommendation was, "Within three days of an officer-involved shooting, the Chair of the Firearm Discharge Review Board (or designee), the Deputy Chief of Investigations (or designee), the Homicide Section Lieutenant will meet to discuss – and the change was – whether it is appropriate for the involved member to return to duty."

Another language change proposed by Commissioner Chan is on page 5 section F(3), "As soon as practical, protect the crime scene and preserve all evidence. The change would be - Prior to the arrival of the Homicide Detail Investigators as provided under II.F.5, no person(s) should be permitted to enter the scene except to perform emergency medical assistance or assist in the preservation of the scene and evidence contained therein.

Language change by Commissioner Veronese, section G(4), "Officer who discharge a firearm in an officer-involved shooting will be reassigned to administrative duty until such time as the Firearm Discharge Review Board has met and determined that the shooting is within policy."

Language adjustment to this order at the request of Commissioner Sparks, section I.1.C, "The Firearm Discharge Review Board shall convene within thirty calendar days of the incident." It was requested that all time frames within the two orders, 8.11 and 3.10, be reviewed for consistency.

With these changes, the Commission directed the Department to meet and confer with the POA and report back at tonight's meeting. The Department recognizes the Commission's authority to manage and set policies for the Police Department and these changes were incorporated into the Department General Order. The Department scheduled a meeting with the POA for March 8th and requested OCC to provide any concerns prior to the noon of that date so that they can be brought forth. Having received no correspondence from the OCC, the meeting was held and the drafted order discussed.

In this order, the POA and the Department were able to reach agreement except for the mandatory time frames found on page 6, section I.1(a), "Homicide Detail Investigation. The criminal investigation prepared by the Homicide Detail shall be completed and received by the Chair of the Firearm Discharge Review Board within forty-five-calendar days of the shooting event." Section I.1(b), "Management Control Division Investigation. The administrative investigation prepared by the Management Control Division shall be completed and submitted to the Chair of the Firearm Discharge Review Board within sixty-calendar days of the shooting event." And the language by Commissioners Sparks was added, "The Firearm Discharge Board shall convene within thirty-calendar days of the incident."

Subsequently, on Friday, March 11th, at 2:30 p.m., the Department received additional documents and recommendations from the Commission office which had been forwarded by the OCC. These documents and recommendations are not included in the amended order as they were not received in time to be part of the meet and confer process. Additionally, OCC forwarded more material directly to the Department this morning which the Department has not had the opportunity to review.

In determining the appropriate time for an officer to remain on administrative assignment, the Department, at the Commission's directive, conducted a random sampling of 108 California Police Agencies.

Commissioner Chan stated that it is his understanding that on March 10th the Commission adopted the version of 8.11 so that there is currently a new 8.11 and what is before the Commission tonight were those series of amendments and can the Commission vote on those amendments where there is concurrence by all parties and can the Commission vote on those matters for which there has been no meet and confer requirement satisfied. Deputy City Attorney Morley stated that her understanding is that the documents the Department has presented to the Commission have been the subject of meetings and discussions with the POA and would be ready for action tonight. Ms. Morley stated that the Commission can choose to adopt any part of those amendments including those that the POA and the Department

have reached agreement. With respect to new language that has not been the subject of meetings with the POA, the City Attorney advises that if the Commission is interested in considering that language, that it be sent back for meetings with the union to get their views on it.

Commissioner Chan suggested that there be separate motions for each amendment.

Commissioner Veronese stated that the amendments conflict. He stated that Commissioner Keane's amendment of for a minimum of three days conflict with his particular amendment. So to vote on the amendments separately would be counter productive since it is the same paragraph.

Commissioner Keane suggested that since there is no disagreement with his amendment and Commissioner Chan's amendment that the Commission vote on those amendments and then at such time, after meet and confer, Commissioner Veronese's will be voted on and if it wins, it would supercede Commissioner Keane's amendment.

Commissioner Veronese asked why his amendment was not discussed when all three of the amendments were proposed at the same time. Captain Keohane stated that Commissioner Veronese's amendment was part of the meet and confer process. Both were part of the meet and confer process but there was only one that was agreed upon.

Ms. Samara Marion, OCC, stated that the information provided to the Commission is based on the request that there be a survey of other jurisdictions. The materials provide supporting basis for Commissioner Veronese's amendment and also provides background information as to Commissioner Keane's amendment.

Commissioner Sparks stated that her recollection of the discussion was the Commission approved Department General Order 8.11 as written so that there is a general order covering officer-involved shootings in effect. But at that time, it was also agreed upon to ask the OCC to go and survey additional jurisdictions for their policies and ask Captain Keohane to talk with Behavioral Science about the science behind returning an officer to duty within three days as opposed to 7 or 10 days. Commissioner Sparks stated that it was her understanding that at that time then the Commission will take the additional information under consideration and then possibly, in light of that new information, develop what would be best practices and additional amendments potentially to both 3.10 and 8.11.

Commissioner Renne stated that she just received the OCC materials and has not had time to read it.

Commissioner Chan requested that the Commission adopt the Keane and the Chan amendments with the proviso that the process is not complete and that it be done on an interim basis and continue the matter in two weeks to give time for meet and confer and time for the Commission to read the materials.

Commissioner Renne stated that it would be moved for three weeks because in two weeks is a community meeting. Commissioner Renne also asked that if there is a motion that a cut off time that everybody get their materials in by a date certain so that they can be part of the meet and confer.

Captain Keohane stated that the Department have conducted a

random sampling of 108 California Police Agencies and time frames when they keep officers off duty and also that Dr. Benner is present.

Captain Keohane continued with his presentation. He stated that out of 108 California Law Enforcement Agencies, the random sampling, 25 agencies keep officers off three days or less, 36 agencies for a minimum of three days, 2 agencies for four days, 6 agencies for five days, 10 agencies for seven days, and others for 15 days. From the other agencies, 9 out of the 15 keep agencies keep officers off duty until cleared by a psychologist. There is not a specific time frame. There is 14 agencies that will keep an officer off duty until the complete investigation is over.

The Commission also asked the Department to provide psychological data on the amount of time an officer would be held off duty. Captain Keohane introduced Dr. Al Benner to answer that question.

Dr. Al Benner talked a little bit about his background. He was a San Francisco Police Officer for 35 years and for the last five years was the Department's Psychologist. He stated that he has been doing debriefings around shootings since 1978 and he continues to do that for a variety of agencies since his retirement. In regards to having proof differentiating between 3, 7, or other days, the answer is no. There is no hard research. There is a body of anecdotal information. Dr. Benner stated that he is also a member of the International Association of Chiefs of Police Psych Services Section and they have a list survey where he put the questions to his colleagues and got similar results to what Captain Keohane has given the Commission and the preponderance has been three days. Dr. Benner also stated that he got a response from a Texas psychologist that deals with about 40 agencies and he said the same, Michigan State Troopers is the same, Hawaii the same. Individual police psychologists also said three days is the norm. There are case by case basis either because of the greater circumstance or emotional problems that that is extended, either for legal or emotional reasons.

Dr. Benner stated that, in his professional experience, it is much better for the officer to get back to work as soon as practicable. Putting him in a situation that is other than his regular assignment often times is destabilizing. They benefit from getting back into the routine and interacting with their peers. Dr. Benner stated that there is a good policy in San Francisco in doing debriefings in critical incidents and those are helpful but in the final analysis, they find that, not only law enforcement, they benefit from being able to interact with their peers as a primary way of getting back to balance.

Commissioner Veronese asked what happens in those three days that makes it okay for an officer to go back to the streets. Dr. Benner stated that the three days was an administrative standard that was started some time ago because it takes generally that long for all the investigative questions to be addressed and the deposition and so forth. That has been the standard but the more the officers are taken off their normal assignment, the more the officers themselves question their own actions. Dr. Benner stated that it's been his experience that if an officer is involved in a serious situation, particularly one involving death, that with minor exceptions, it cause them a great deal of soul searching and they have a tendency, left to their own devices, to be self-critical, even irrationally critical. What's going to happen though, when they go back in to their normal function, whatever that assignment is, they have an opportunity to have routine back which in itself is a containing environment, but they then have the opportunity to interact

with their peers or they're going to be turning to, more than anyone else, to help normalize the situation. Those peers are more important and have more power than most clinicians.

Dr. Benner stated that the psychological stuff usually comes from the family when the officer may need more time to help settle his family down who are afraid that if he goes back to work, he/she is going to be killed, and they need to be assured that dad or more is okay and those are the most common kinds of psychological things that extend the time.

Dr. Benner explained that if certain symptoms continue for over a month, it is considered post-traumatic stress disorder. Before that, if there's symptoms, it is considered acute stress disorder but it is a continuum, it's not a yes or no, there's a number of criteria that have to be matched. He also stated that he does not remember the last time that a San Francisco officer has gone off on stress disability and that's a major part to fact that the Department has been very responsive, has done debriefings, and has provided the kind of support and has a policy that is understood and accepted so that the officer does not feel that he is being singled out or held under suspicion.

Commissioner Keane asked Dr. Benner if he has any kind of literature, study or observations that the whole idea of getting someone back within three days maybe really detrimental because it cuts down on the options that an individual police officer might have who's in a shooting and internally knows that they've got a lot of problems as a result of that shooting, really don't want to go back to duty but somehow they're being less tough by not immediately jumping back into duty. Dr. Benner stated that there have been a number of national conferences on police psychology, most notably the FBI has hosted them, and in talking about post shooting trauma, the general experience among police psychologists have been that the officers themselves want to go back to duty as soon as practicable with some exceptions and the reason they want to go back is not so much a macho thing, they want to go back and have the routine because a lot of times they're going through reliving the situation, having intrusive thoughts, feeling like some of the altered perceptions that they had during the event are disquieting and they like to have the containment of their routine, their job, and predominantly their peers to return to. It's a feeling of safety. Whereas, left at home, they have a hard time explaining to their family that they're feeling anything or why they're feeling it. So a majority of them want to go back because it is an environment in which they feel supported.

Commissioner Sparks stated that she's surprised that there hasn't been any studies about this because it seems to be a significant issue and an issue that is shared by essentially every law enforcement agency in the country. Commissioner Sparks stated that everything that she has read as well would say just exactly the same thing that all information seems to be anecdotal. She stated that in many cases the time frame has been determined by the amount of investigation, the amount of administrative work that's required that a department or agency chooses to do and how long it takes to get that done prior to returning an officer to the street. She stated that the Marine Corp is doing a lot more studies, particularly on soldiers coming back from Iraq, and they have a policy now where they have a pretty intensive program of two weeks to 30 days of intense decompression, if you will, of individuals involved in combat, by removing them from the stress, not removing them from their comrades and so they are able to take advantage of the relationships and they've recognized that the relationship among the individuals is a very important part of the healing

process. But removing them from the situation or the circumstance which provides the stress or the anxiety can be good but not remove them from their associates so they have ability to de-stress.

Commissioner Sparks stated that she talked to the Chief of Police in Dallas and they just got done with their policy where they put officers initially on administrative leave for a period of time for the grand jury to actually make a decision and in some cases that was a year to 18 months. Then they've gone back to now a 7 to 10 day period where the officer is on a modified leave but they don't send him home. They send him back to the station where he is able to interact with the officers that he interacts with on a daily basis but they don't put him necessarily back out in the same situation on the street that he was prior to the time of the shooting. Commissioner Sparks stated that seems to be a kind of middle ground as opposed to sending him right back on the streets. She stated that one thing that the Chief of Police of Dallas mentioned is that they do identify lingering effects to the shooting that manifest themselves whether it's a week or ten days or three months. But at some period of time they do seem to manifest themselves in some form whether it be discussion or anxiety. She asked Dr. Benner if that is something that he has seen that there is some time of lingering effect. Dr. Benner stated that it is very common and just a matter of degree and for how long but people always have a reaction or adjustment.

Commissioner Chan asked Dr. Benner if there is an appropriate mixture of formal debriefing and peer interaction. How does this work in the real world, and are we really talking about case by case basis or is there any literature that argues for a more structured situation as opposed to being dropped back into the company squad. Dr. Benner stated that there is a department general order relative to critical incident response which states that in a situation involving a death, there's a mandatory debriefing within 72 hours of the incident. There is also the Peer Support Program which involves 220 active peer counselors.

Commissioner Veronese stated that the Peer Support is a valuable tool and asked when it was utilized the most. Is it utilized the most in the first two weeks after the incident or is it utilized within six months. Dr. Benner stated that he is not able to tell because the data that is gathered is not gathered in conjunction with the name of an officer. The Critical Incident Response Team does keep data because it is all public record and that is kept so that there can be follow up on the anniversary date. Dr. Benner stated that the individual talks about the incident closer to the incident.

Commissioner Veronese asked if Dr. Benner has seen if there is any damage or negative consequences to an officer keeping him off the street for 14 days after the incident. Dr. Benner stated that it is on a case by case basis and stated that, as a policy, 14 days is not reasonable, and that it's been his experience that the officers themselves know how they are feeling and they should be given the opportunity to stay off longer.

Commissioner Marshall asked if there has been any thought about an officer going back to the streets so quickly just for community perception. Dr. Benner stated that often times the community is unaware of what the process is and there are times when they have strong feelings about events that have gone down. He stated that he does not have an answer to that question.

Commissioner Orr-Smith asked what if the shooting what found

not to be in policy and the officer is not assigned back on the street, what is the psychological process in a case like that. Dr. Benner stated that obviously the officer will not feel good about it and that an investigation will be done to get to the bottom of this. Commissioner Orr-Smith asked if the Department determines that three days will be optimal in an in policy shooting but when there is questions and the community is heated, intense, and not ready to receive that officer back in his normal duty, Commissioner Orr-Smith stated that it begs an additional consideration in terms of the policy with respect to when an officer will be returned to duty. She stated there is space for the Commission to have additional input with respect to determining when an officer returns to duty.

PUBLIC COMMENT:

Meesha Irizarry thanked Commissioners Orr-Smith and Marshall. She stated that she is concerned about the three-day administrative leave.

Ms. Samara Marion, OCC, stated that she talked to Dr. David Clinger, author of a Cops Eye View, an associate professor in St. Louis, Missouri, and was a former police officer. He interviewed over 80 officers who had been involved in over 113 shootings. He verifies that there is no empirical data concerning whether one day or three days or ten days is the best time for an officer in terms of the psychological impact to integrate that officer back on the street and he stated and it's verified when she talked to the 10 different jurisdictions that each department will state that they believe that three days, or a week, or two weeks, is the best amount of time for an officer to be off the street.

She gave the following examples:

In Portland, in talking to their psychologist and the officer that's in charged of debriefing, they stated that it was imperative that officers have a time out from the street and that they feel that a combination of a clearance from a Grand Jury where that officer knows and the community knows that that shooting was justified, that gives confidence in the officer to return to the street and it gives the community some time and trust that they believe there's been an evaluation.

In Seattle, they use a model that is identical of Commissioner Veronese's amendment. They have a Discharge Review Board comprised of seven police personnel and one civilian. Within two weeks they're required to review the nature of the shooting and make a determination if it's in policy or not in policy. The same group determines should the officer return to the street. What's significant with Seattle as well as Austin, that uses a Grand Jury system, as well as Portland, they make a determination within 14 days and there is civilian representation in all three models. These models answer community concerns as well as give the officer time off and the peer support the officer needs as well as the confidence and validation from the community through a Grand Jury or a review board that other individuals have looked at it and determined that that officer was justified in the use of force.

Commissioner Orr-Smith asked Ms. Marion to come back in two weeks and report back after the Commission have reviewed documents that have been presented.

Mr. Steve Johnson, POA, thanked the Commission and stated that the information talked about the OCC have not been reviewed by the POA.

Motion by Commissioner Chan to adopt two amendments proposed by Commissioners Keane and Chan. Commissioner Veronese stated that the Commission should adopt a single general order change as opposed to piece by piece as Commissioner Sparks has some suggestions as well that may also change the adoption of the next one.

Motion by Commissioner Chan and second by Commissioner Keane to adopt two amendments proposed by Commissioners Chan and Keane. Approved 5-1.

AYES: Commissioners Orr-Smith, Chan, Keane, Marshall, Sparks
NAYS: Commissioner Veronese
ABSENT: Commissioner Renne

CHIEF'S REPORT

- a. **Update on significant policing efforts by Department members**
- b. **Report regarding the District Attorney's Office Victim/Witness Services Program**

Chief's report deferred to the Commission due to time constraints.

OCC DIRECTOR'S REPORT

- a. **Review of Recent Activities**

OCC Director's report deferred to the Commission due to time constraints.

COMMISSION ANNOUNCEMENTS

None.

SCHEDULING OF ITEMS IDENTIFIED FOR CONSIDERATION AT FUTURE COMMISSION MEETINGS

Commissioner Chan asked that a letter be sent to Chris Cunnie, OES, asking that he advise the Commission as to the status of his efforts regarding Video Surveillance. Chief Fong stated that the matter has not been calendared but she did receive a call from Director Cunnie today and he invited the Chief to a meeting tomorrow with Director Fortner, Housing Authority, as well as DTIS Director to talk about the next steps. They are also awaiting the opinion of the City Attorney. Chief Fong stated she will have an update for next week's calendar.

Commissioner Sparks stated she has two amendments in regards to two general orders. The amendment is as follows: "Officer-Involved Shootings, Department General Order 3.10: Officer-involved shootings within ten calendar days of a shooting event, the Chair of the Department's Firearm Discharge Review Board shall convene the panel to discuss whether it's appropriate for the involved member to return to duty. Within 60 days of the event, the Chair shall report the status of the matter to the Commission, and within 120 days the Panel shall complete its investigation, issue its findings in accordance with this policy."

"DGO 8.11: Paragraph 5 to read: "Officers who discharged a firearm in an officer-involved shooting will be reassigned to administrative duty for a minimum of 10 days. Within 10 days of an officer-involved shooting, the Chair of the Firearms Review Board shall convene the panel to discuss whether it's appropriate for the involved officer and member to return to duty. Written

recommendations from this meeting along with written recommendations made by the Officer-in-charge of the Behavioral Sciences Department shall be immediately forwarded to the Chief of Police for his/her consideration. Upon the Chief's approval, a member shall be returned to field duty but only after the completion of a mandatory debriefing. The Chief shall make a written report to the Police Commission with a copy to the OCC of his/her findings and decision of whether or not to return a member to field duty."

Commissioner Veronese asked the Chief, the POA, and the OCC to get ideas discussed in the next two weeks so that the Commission don't come back three weeks from now and find other recommendations and having to put this off for another three weeks.

PUBLIC COMMENT:

None

Motion by Commissioner Keane to adjourn, second by Commissioner Chan. Meeting adjourned at 9:37 p.m.

Sergeant Joseph Reilly
Secretary
San Francisco Police Commission

1497/rct