



San Francisco Police Employee Discipline Process

Supplemental Material for January 14, 2026 Commission Streamlining Task Force Meeting

Investigation by SFPD Internal Affairs Division (IAD)

(For complaints from SFPD employees, other law enforcement agencies, or off-duty complaints.)
~91% of sustained cases

Proceeds to Track 1 or 2 only with Police Chief concurrence

Current State TRACK 1:

Suspension is 10 days or fewer
(Police Chief's Authority)

Police Chief **agrees** with DPA recommendation

Police Chief **disagrees** with DPA recommendation

Chief Imposes Discipline

Officer Requests Skelly Hearing?

No

Discipline Imposed

Police Chief Issues Decision

Memo to Chief with Recommendations

Officer Appeals?

No

Discipline Imposed

Police Commission Evidentiary Hearing (1 Commissioner)

Officer Appeals?

Yes

Discipline Imposed

Police Commission Evidentiary Hearing (1 Commissioner)

Officer Appeals?

Yes

Full Police Commission Issues Final Decision

Investigation by DPA

(For complaints from external sources.)
~9% of sustained cases

TRACK 1 (less severe)

Chief may override DPA

DPA may file directly with Police Commission

PROPOSED OPTION A

TRACK 2 (more severe)

Meet and confer with Police Chief; seek agreement

DPA may file directly with Police Commission

Current State TRACK 2:

Suspension is 11+ days
(Police Commission's Authority)

Option A for DPA Cases:

ALJ holds evidentiary hearing for all cases

DPA or Chief Recommends Discipline

Police Commission Evidentiary Hearing (1 Commissioner)

Acts as skelly

Full Police Commission Issues Decision

Hearing by Administrative Law Judge (ALJ)

Officer Appeals?

No

Discipline Imposed

Hearing by Administrative Law Judge (ALJ)

ALJ Issues Decision

Officer Appeals?

Yes

Discipline Imposed

Officer may appeal again to Superior Court by filing a petition for a Writ of Administrative Mandamus. (CA Code of Civil Procedure Section 1049.5)

Option B for DPA Cases:

DPA Director Files Charges (alongside Police Chief, if concurrence)

ALJ acts as skelly

Hearing by Administrative Law Judge (ALJ)

ALJ Issues Decision

Officer Appeals?

No

Discipline Imposed

Full Police Commission Hearing

Police Commission Issues Final Decision

Officer Appeals?

Yes

Discipline Imposed

Officer may appeal again to Superior Court by filing a petition for a Writ of Administrative Mandamus. (CA Code of Civil Procedure Section 1049.5)

Option C for DPA Cases:

Status quo (keep Track 1 and Track 2 processes), but switch ALJ and Commission roles for Track 2 so that the Police Commission is the appellate body.

Option C for DPA Cases:

Apply Track 1 process to all DPA cases (Chief may override DPA recommendation).