

November 19, 2025

REGULAR MEETING, CITY HALL

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 5:30 p.m.

PRESENT: Commissioners Yee, Scott, Leung, Tekkey, Vice President Benedicto and President Clay

EXCUSED: Commissioner Elias

1. Weekly Officer Recognition Certificate
Presentation of an Officer who has gone above and beyond in the performance of their duties.

- Officer Paul Carr, Star No. 1530, Bayview Station
- Officer Bernarda Chacon, Star No. 1428, Mission Station

Captain Sean Perdomo presented for Ofc. Bernarda Chacon-Gonzalez.
Captain Bernadette Robinson presented for Ofc. Paul Carr.

PUBLIC COMMENT:

None

GENERAL PUBLIC COMMENT

Daniel Reed: Referred to and spoke about a list. Continued to elaborate on incident specific to him.

3. Consent Calendar (RECEIVE & FILE; ACTION)
- Police Commission's Statement of Purpose (*Per City Charter 4.102 the Police Commission is required to develop and keep an Annual Statement of Purpose*)

Motion: Vice President Benedicto. 2nd: Commissioner Leung. 6-0.

AYES: Commissioners Yee, Scott, Leung, Tekkey, Vice President Benedicto and President Clay

EXCUSED: Commissioners Elias

PUBLIC COMMENT:

None

Chief's Report

- **Weekly crime trends**
- **Major/Significant Incidents**

Deputy Chief Nicole Jones, on behalf of Interim Chief Yep, reported on crime trends YTD: Violent Crime down 17 percent; homicide down 23 percent; rape down 15 percent; robbery down 22 percent; assault down 13 percent; human trafficking up 100 percent. Property Crimes down 27 percent; burglary down 28 percent; motor vehicle theft down 44 percent; arson down 15 percent; larceny theft down 22 percent. Gun violence is down 12% compared to 2024; No shooting incidents this week; total 89 fire-arm related incidents resulting in 114 victims YTD. One homicide for the week; total of 24 homicides YTD with 19 resulting from a firearm; 130% overall clearance.

Updates: Office Involved Shooting, Town Hall conducted on 11/18/25, all material available on the website.

Significant Incident: Water rescue, 11/15/25, SFPD Marine Unit and Fire Department responded, person in water near Pier 43, 80 year old women, partially submerged, successfully pulled to safety. Fatal hit and run, 11/16/25, 2700 block of Alemany, Ingleside District, call received hours later that a person was in the street, victim declared deceased when Officers arrived on scene, footage obtained showed vehicle had collided with a bicycle, person riding bicycle was killed.

Significant arrest: Homicide 11/16/25 00:00, 16th and Valencia, double shooting, one fatality, verbal altercation inside nightclub, physical when parties went outside, two victims sustained gunshot wounds, transported with life threatening injuries, one succumbed to injuries, suspect contacted police and was taken into custody, investigation ongoing. Sexual Assault of minor, suspect arrested, incident involved teacher occurred multiple years ago, investigation conducted and led to arrest, SFUSD working with department on the matter.

Strategies: N/Aa

PUBLIC COMMENT

None

DPA Director's Report

- Report on recent DPA activities, and announcement

Executive Director Henderson reported the following: In the year 2025: 809 cases opened; 844 closed; 83 pending; 32 cases sustained; 12 cases past 270-day; 10 cases mediated. SFPD Cases received in the past **weeks (since the last Commission Meeting DPA Report)**: 11. Central, 1. Southern, 0. Bayview, 2. Mission, 2. Northern, 2. Park, 0. Richmond, 0. Ingleside, 0. Taraval, 1. Tenderloin, 1. Airport, 0. Not Applicable, 0. Out of Jurisdiction, 0. Pending, 2. Allegation Summary: Neglect of Duty-The officer failed to investigate-17%. Neglect of Duty-The officer failed to take required action-13%. Conduct Unbecoming an Officer-The officer displayed threatening, intimidating or harassing behavior-9%. Conduct Unbecoming an Officer-The officer behaved or spoke inappropriately-9%. Neglect of Duty-The officer failed to make an arrest-9%.

Audits: DPA provided a copy of the draft use-of-force audit to SFPD for review, and we've asked SFPD to provide a response by December 4th.

Outstanding Issues: DPA has identified crowd control cases to discuss with an SFPD SME to see whether policies or practices are leading to unnecessary tension with protesters, pursuant to mandate under San Francisco Charter Section 4.136(h).

Outreach: Director Henderson received the Bruin Excellence in Civic Engagement Award from the UCLA Alumni Association. Can contact DPA at 415-241-7711. Can be found on community calendar on the DPA's website and posted on Twitter, Facebook, Instagram and on DPA's website.

PUBLIC COMMENT:

None

Commission Reports

- **Commission President's Report**
- **Commissioners' Reports**
- **Commission announcements and scheduling of items identified for consideration at future Commission Meetings**

President Clay: Cleared calendar in terms of Department General Orders for the year. Calendaring for new year.

PUBLIC COMMENT:

None

7. Presentation and discussion on SFPD's recruitment process, at the request of the Commission (DISCUSSION)

Captain Sean Frost, Staff Services, presented.

PUBLIC COMMENT

David Singer: resident of SOMA, provided feedback regarding applying for SFPD.

8. Presentation and discussion on SFPD's Staffing Analysis Report (DISCUSSION)

TJ Chow, Staffing Analytic Supervisor in Staff Services Division, presented.

PUBLIC COMMENT

Reese: SOMA West Neighborhood Association, provided feedback on analysis. Provided petition.

Jane Day: Reiterated previous comment. Provided feedback regarding Southern Station.

Alice Rogers: President of South Beach Rincon Mission Bay Neighborhood Association. Provided feedback regarding analysis and Southern Station.

Adam Ong: Thanked Vice President Benedicto for answering questions. Provided feedback and reiterated previous comments, reference private security in the neighborhoods.

Name not provided: Gave support to previous commenters.

Nikhil: Lives between Howard and Folsom, SOMA.

Dana Dacovna: SOMA West Member. 25-year resident. Provided feedback regarding Southern District/Station.

Jasmine Gardner: Provided feedback regarding analysis and information not provided in analysis.

David Singer: Resident of SOMA. Provided feedback regarding Southern District.

9. Presentation on the Early Intervention System (EIS) 1st and 2nd Quarter 2025 (DISCUSSION) *EIS is a structured system that identifies and manages behaviors that result in performance related problems by individual members. The intent of the system is to provide non-disciplinary intervention to assist members in their professional development in order to provide the highest level of service to the public.*

Sergeant Darwin Naval, OIC of EIS, presented.

PUBLIC COMMENT:

None

10. Discussion and possible action to adopt revised Department General Order 6.16, "Sexual Assaults" (DISCUSSION & POSSIBLE ACTION) *(Previously approved for meet and confer on October 8, 2025, Resolution No. 25-81)*

Vice President Benedicto spoke on item.

Motion: Vice President Benedicto, with 45-business day implementation. 2nd: Commissioner Leung. 6-0.

AYES: Commissioners Yee, Scott, Leung, Tekkey, Vice President Benedicto and President Clay

EXCUSED: Commissioner Elias

11. Public comment on all matters pertaining to Item 13 below, Closed Session, including public comment on Item 12, vote whether to hold Item 13 in closed session, and public comment on Item 14, vote whether to disclose any or all discussion on Item 13 held in closed session.

None

12. Vote on whether to hold Item 13 in Closed Session pursuant to California Government Code Sections 54957(b) and San Francisco Administrative Code Sections 67.10(b) and (d) (ACTION)

Motion: Vice President Benedicto, with 45-business day implementation. 2nd: Commissioner Leung. 6-0.

AYES: Commissioners Yee, Scott, Leung, Tekkey, Vice President Benedicto and President Clay

EXCUSED: Commissioner Elias

1st Open Session ended: 8:09 pm

Closed Session: (8:09 pm – 8:52 pm)

13. Closed Session
Roll Call;

a. CONFERENCE WITH LABOR NEGOTIATOR – COLLECTIVE BARGAINING OR APPLICABLE BARGAINING UNIT. This item is for the Commission to meet in closed session with their labor negotiator and provide direction for bargaining with the bargaining unit, the San Francisco Police Officers Association (POA). The POA is not permitted to attend this closed session meeting. Pursuant to Government Code Section 54957.6 and San Francisco Administrative Code Section 67.10(e):

City Negotiator: LaWanna Preston, SFPD Labor Relations Director

Organization representing Police Officers: SF Police Officers Association

Anticipated Issues Under Negotiation: DGO 3.02 and DGO 8.12 (DISCUSSION)

(Present: Commissioners Yee, Scott, Leung, Tekkey, Vice President Benedicto and President Clay, Deputy Chief Jones, Deputy City Attorney Jen Huber, Director LaWanna Preston, Sergeant Youngblood, Sergeant Reynolds)

b. PERSONNEL EXCEPTION. Pursuant to Government Code section 54957(b)(1) and San Francisco Administrative Code Section 67.10(b) and Penal Code Section 832.7:

Discussion and possible action to accept or reject Settlement Agreement filed in IAD Case No. 2021-0089B or take other action, if necessary (DISCUSSION & POSSIBLE ACTION)

(Present: Commissioners Yee, Scott, Leung, Tekkey, Vice President Benedicto and President Clay, Deputy Chief Jones, Deputy City Attorney Paula Lee, IAD Attorney, Officer, Officer's Attorney, Officer's Representative, Sergeant Youngblood, Sergeant Reynolds)

Closed Session ended: 8:52 pm

2nd Open Session (8:52 pm- 8:53 pm)

14. Vote to elect whether to disclose any or all discussion on Item 13 held in closed session (San Francisco Administrative Code Section 67.12(a)) (ACTION)

Motion: Commissioner Leung, with disclosure of non-privileged factual information on the Department General Orders, per Vice President Benedicto. 2nd: Vice President Benedicto. 6-0.

AYES: Commissioners Yee, Scott, Leung, Tekkey, Vice President Benedicto and President Clay

EXCUSED: Commissioner Elias

PUBLIC COMMENT

None

ADJOURNMENT :

Thereafter, the meeting was adjourned at 8:53 p.m.

Sergeant Stacy Youngblood
Secretary
San Francisco Police Commission