



# ANNUAL REPORT 2025

## San Francisco Police Commission

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## **Statement of Purpose and Jurisdiction**

### **San Francisco Police Commission**

#### **Who We Are and What We Do**

The San Francisco Police Commission (Commission) is a seven-member volunteer citizen agency tasked with overseeing the San Francisco Police Department (SFPD) and the Department of Police Accountability (DPA). As to SFPD, the Commission has three main powers. The first is to promulgate regulations, known as Department General Orders (DGOs), that set forth policies governing the conduct of officers in the field as well as SFPD's institutional obligations. Second, it adjudicates cases of officer discipline. Third, it assesses the performance of the Chief of Police. As to this last power, the Commission may remove the Chief by majority vote (the Mayor, acting unilaterally, may also remove the Chief). In the case of a Chief of Police vacancy, the Commission proposes three potential candidates from which the Mayor may select a nominee for the job. The Commission does not have power over hiring decisions, officer deployment, or other day-to-day departmental operations. Those powers reside with the Chief of Police.

Four of the Commission's seven members are nominated by the Mayor, subject to confirmation by the Board of Supervisors, while three are selected by the Board of Supervisors. Commission meetings are open to the public and are generally held the first three Wednesdays of the month at City Hall.

#### **Our Goals & Principles**

1. To enhance the quality of life and level of public safety in San Francisco.
2. To enact policies that reflect evidence-based best practices as well as input from the community at large and the officers who will be tasked with carrying out the policy in question.
3. To promote accountability and transparency at SFPD, including by holding hearings on matters of public interest, and by requesting and reviewing documents and data from SFPD and DPA.
4. To ensure that DPA has access to the documents and data necessary to provide policy recommendations and to conduct audits of SFPD.
5. To educate the public about matters of public safety and police oversight, and to solicit public feedback and criticism.
6. To interpret the meaning of any DGO in the event that there is a need for clarity.
7. To serve the public interest with integrity, transparency, and independence.

8. To understand and balance the purported benefits of rules and policies against the cost of implementation.

### **Jurisdiction and Authority**

The Commission's general authority is set forth in Sec. 4.102, 4.104, and 4.109 of the City Charter. There, the Commission is authorized to set policies consistent with the overall objectives of the City and County (Sec. 4.102); and to adopt rules consistent with the City Charter (4.104) and rules necessary to provide for the efficiency of the Department (Sec.4.109). Sec. 4.136 of the City Charter establishes the Department of Police Accountability under the authority of the Police Commission.

# POLICE COMMISSIONERS



**C. Don Clay**

President  
Retired Judge

## Appointing Authority - Mayor

Judge C. Don Clay served more than twenty years on the Alameda County Superior Court. He retired on March 29, 2024. As a judge, he presided over a criminal jury trial and law and motion department and supervised criminal calendars for most of his career. He was elected and served as the Presiding Judge in Alameda County in 2012 and 2013. In 2019 he was appointed by the Chief Justice of the California Supreme Court as a Special Master for the Commission on Judicial Performance, where he oversaw hearings on judicial misconduct complaints, a position he held until his retirement.



**Kevin Benedicto**

Vice President  
Attorney

## Appointing Authority - Board of Supervisors

I have been practicing law in San Francisco since 2015, as both a civil litigator and as a civil rights attorney. In this capacity I have valuable experience in dispute resolution, in solving complex problems, and in serving as a committed advocate for my clients. When I worked at the Lawyers' Committee for Civil Rights Under Law, I helped protect civil rights, defend our elections and voting rights, and advocate for criminal justice reform.



**Cindy Elias**

Commissioner  
Attorney

### **Appointing Authority - Board of Supervisors**

I have dedicated my life and career to public service. As a public defender, I played many different roles - parent, friend, counselor, therapist, social worker and most importantly advocate. I helped numerous clients reconnect with both their families, as well as their communities. As the attorney for the Law Enforcement Assisted Diversion (L.E.A.D.) program, I worked closely with the San Francisco Police Department, the San Francisco District Attorney's Office, and community organizations, such as Glide and the Felton Institute, to help develop and institute a program aimed at reducing recidivism for low-level drug and alcohol offenders. Being involved with the L.E.A.D. program further enlightened me as to the issues that confront the police daily and gave me a further understanding of how the police's relationship with the community can be improved.



**Larry Yee**

Commissioner  
Retired

### **Appointing Authority - Mayor**

Larry Yee has spent decades as a community organizer fighting for civil rights. He served over a decade with communication workers of America local 9410, advocating for racial, social, and economic justice. He is also an active, respected leader in San Francisco Chinatown, with 25 years of exemplary service. Larry is proud to call San Francisco his hometown and is devoted to making it a safer, better place to live, work, and raise a family for all.



**W.S. Wilson Leung**

Commissioner  
Attorney

**Appointing Authority - Mayor**

Born in Hong Kong, Wai Shun Wilson Leung immigrated to the United States as a child and grew up in San Francisco. He graduated from Lowell High School before attending U.C. Berkeley and Columbia Law School. A practicing attorney for 28 years, Wilson served as an Assistant United States Attorney in the Southern District of New York and in the Northern District of California from 2001 through 2016, focusing on public corruption and organized crime investigations.



**Mattie Scott**

Commissioner  
Community Activist

**Appointing Authority - Mayor**

Mattie Scott, Founder, Healing 4 Our families & Our Nation (H4OF&ON), is a Mother who lost her youngest son, George C. Scott, 24 y/o, and father of two sons, who was shot and killed, July 17, 1996 while trying to stop an argument between two friends, at a graduation party in her Western Addition Fillmore community in San Francisco. The very next day was her grandson's Gabriel Johnson Scott's 6th birthday. He was waiting for his dad's call that would never come, to wish him happy birthday. However, Mattie had to tell her grandson his dad died and the scream she heard on the phone from her grandson, is a scream I wouldn't wish on even my worst enemy. It was a scream that shook my core and wakes me up every day to do this work helping others impacted where I can.



**Pratibha Tekkey**

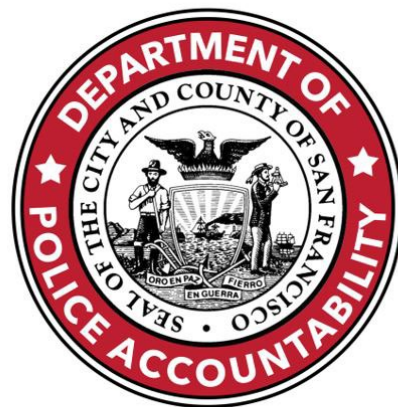
Commissioner  
Community Organizer

### **Appointing Authority - Board of Supervisors**

I immigrated to the U.S. from India 26 years ago and earned a Social Work degree from SFSU. Before immigrating to US, I began my career as a UN Volunteer in Nepal, focusing on women's empowerment and nonprofit sustainability. After seven years organizing healthcare workers throughout California under SEIU Local 250 and UHW, I have been a community organizer in the Tenderloin since 2009. I've led tenant rights campaigns, improved public safety, built police-resident trust, activated parks, and worked on key legislation like the TPE and Store Hours bills. I am focused on improving public safety, supporting small business activities and improving community activities.

# OUR MISSION

The mission of the San Francisco Police Commission is to set policy for the Police Department and to conduct disciplinary hearings on charges of police misconduct filed by the Chief of Police or Director of the Department of Police Accountability, impose discipline in such cases as warranted, and hear police officers' appeals from discipline imposed by the Chief of Police.





# Department General Orders Adopted in 2025

Department General Order	Adoption Date	Link to revised General Order
Department General Order 1.06 “Duties of Commissioned Officers”	4/2/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-07/SFPD_GeneralOrder_1_06_20250714.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-07/SFPD_GeneralOrder_1_06_20250714.pdf</a>
Department General Order 1.08 “Community Policing”	10/1/25	<a href="https://www.sanfranciscopolice.org/your-sfpd/policies/general-orders">https://www.sanfranciscopolice.org/your-sfpd/policies/general-orders</a>
Department General Order 2.07 “Discipline Process for Sworn Members”	4/2/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-04/SFPD_GeneralOrder_2_07_20250429.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-04/SFPD_GeneralOrder_2_07_20250429.pdf</a>
Department General Order 3.10 “Serious Incident Review Board”	4/2/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-04/SFPD_GeneralOrder_3_10_20250529.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-04/SFPD_GeneralOrder_3_10_20250529.pdf</a>
Department General Order 5.13 “Diplomatic Immunity”	4/2/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-04/SFPD_GeneralOrder_5_13_20250428.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-04/SFPD_GeneralOrder_5_13_20250428.pdf</a>
Department General Order 5.18 “Persons in Custody and Transportation”	9/17/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-10/SFPD_GeneralOrder_5_18_20251027.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-10/SFPD_GeneralOrder_5_18_20251027.pdf</a>

# Department General Orders Adopted in 2025

Department General Order	Adoption Date	Link to revised General Order
Department General Order 6.07 “Dog Complaints”	6/4/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-12/SFPD_GeneralOrder_6_07_UpdatedLinks_20251205.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-12/SFPD_GeneralOrder_6_07_UpdatedLinks_20251205.pdf</a>
Department General Order 6.10 “Missing Person”	6/18/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-12/SFPD_GeneralOrder_6_10_UpdatedLinks_20251205.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-12/SFPD_GeneralOrder_6_10_UpdatedLinks_20251205.pdf</a>
Department General Order 6.14 “Psychological Evaluation of Adults”	4/16/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-04/SFPD_GeneralOrder_6_04_20250430.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-04/SFPD_GeneralOrder_6_04_20250430.pdf</a>
Department General Order 6.16 “Sexual Assaults”	11/19/25	<a href="https://www.sanfranciscopolice.org/your-sfpd/policies/general-orders">https://www.sanfranciscopolice.org/your-sfpd/policies/general-orders</a>
Department General Order 8.03 “Crowd Control”	1/15/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-02/SFPD_RevisedGeneralOrder_8_03_20250226.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-02/SFPD_RevisedGeneralOrder_8_03_20250226.pdf</a>
Department General Order 8.09 “Media Relations”	10/1/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-12/SFPD_GeneralOrder_8_09_UpdatedLinks_20251205.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-12/SFPD_GeneralOrder_8_09_UpdatedLinks_20251205.pdf</a>
Department General Order 9.06 “Vehicle Tows”	9/17/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-10/SFPD_GeneralOrder_9_06_20251027_0.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-10/SFPD_GeneralOrder_9_06_20251027_0.pdf</a>

# Department General Orders Adopted in 2025

Department General Order	Adoption Date	Link to revised General Order
Department General Order 10.11 “Body Worn Cameras”	9/3/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-09/SFPD_GeneralOrder_10_11_BodyWornCameras_20250926.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-09/SFPD_GeneralOrder_10_11_BodyWornCameras_20250926.pdf</a>
Department General Order 11.02 “Secondary Employment”	9/3/25	<a href="https://www.sanfranciscopolice.org/sites/default/files/2025-11/SFPD_GeneralOrder_11_02_20251104.pdf">https://www.sanfranciscopolice.org/sites/default/files/2025-11/SFPD_GeneralOrder_11_02_20251104.pdf</a>
Department Community Policing Manual	10/1/25	<a href="https://www.sanfranciscopolice.org/your-sfpd/policies/general-orders">https://www.sanfranciscopolice.org/your-sfpd/policies/general-orders</a>

# POLICE COMMISSION REPORT OF DISCIPLINARY ACTIONS 2025

CASE#	VIOLATION(S)	CHARGE(S)	PROCEEDING	PENALTY
DPA 0164-16	Violation of DGO 1.04 and DB 15-155	Neglect of Duty, Failure to properly supervise subordinate	Taken off Calendar	Remanded back to the Chief of Police
DPA 48619-21	Violation of the Fourth Amendment and Rule 5 of Department General Order 2.01; in violation of Department General Order 1.03; in violation of Department General Order 2.01, Rules 9 and 14; violation of Department General Order 2.01, Rule 9.	Unwarranted Action, Neglect of Duty, Conduct Unbecoming an Officer	Settlement Agreement	180-day suspension
IAD 2019-0154	Violation of DGO 2.01, Rule 9 and Rule 21.	Unlawfully Activating Fire Alarm; Dishonesty During Administrative Interview	Hearing	180 days suspension and termination held in abeyance for three (3) years.
DPA 50787-22	Violated DGO 1.03	failure to properly investigate	Hearing	Seven (7) day suspension including retraining

# POLICE COMMISSION REPORT OF DISCIPLINARY ACTIONS 2025

CASE#	VIOLATION(S)	CHARGE(S)	PROCEEDING	PENALTY
DPA 50184-22	Violated DGOs 2.01, Rule 9, and 5.01	unnecessary force and discourtesy	Hearing	two (2) day suspension, one day held in abeyance
IAD 2019-0165	Department Bulletin 17-032	CLETS violations	Hearing	suspension overturned, department did not meet burden of proof, charges dismissed
IAD 2021-0094	Violation of DGO 10.08.	Conduct Unbecoming an Officer; Improper Conduct	Settlement Hearing	One day suspension and retraining.
IAD 2023-0124	Violation of Department General Order 2.01, Rules 1, 9 and 40	Neglect of Duty; Improper Conduct	taken off calendar	withdrew appeal of Chief's suspension
IAD 2023-0195	Violation of Department General Order (DGO) 10.11.03.H1 and DGO 10.11.03.H2	Neglect of Duty; Improper Conduct	taken off calendar	withdrew appeal of Chief's suspension

# POLICE COMMISSION REPORT OF DISCIPLINARY ACTIONS 2025

CASE#	VIOLATION(S)	CHARGE(S)	PROCEEDING	PENALTY
IAD 2021-0089B	Violation of Department General Order 10.11 and Department Bulletin 20-175; violation of Department General Order 1.03 (1)(A)(5)(d) and Department General Order 2.01, Rule 25; violation of Department General Order 1.03(1)(A)(6); violation of Department General Order 6.02(II)(E)(1) and Department General Order 6.15(I)(A) and (B)(1) and (2); violation of Rules 5 and 9 of Department General Order 2.01.	Neglect of Duty; Improper Conduct; Conduct Unbecoming of an Officer.	Settlement Hearing	90 working day suspension
UOF 19-0002B	Department Bulletin 18-131 violation of	Neglect of Duty; Improper Conduct; Conduct	Taken Off Calendar	Member Retired

# POLICE COMMISSION REPORT OF DISCIPLINARY ACTIONS 2025

CASE#	VIOLATION(S)	CHARGE(S)	PROCEEDING	PENALTY
	Department General Order 5.01.	Unbecoming an Officer.		
IAD 2023-0181/EEO File No. 4172	Violation of Department General Order 2.01, Rule 9, Department General Order 1.06(I)(A)(1), Department General Order 11.07 and the City and County of San Francisco's EEO Policy.	Conduct Unbecoming an Officer	Taken Off Calendar	Member filed a Petition for Writ of Mandate