JANUARY 7, 2026 **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 5:35 p.m.

PRESENT: Commissioners Elias (arrived 5:45 pm), Yee, Leung, Scott, Tekkey, President Clay, Vice President Benedicto

GENERAL PUBLIC COMMENT

Paulette Brown: Commented on Homicide Department hiring new investigators and digital cameras showing homicide information and requested an update regarding her son's homicide case.

Consent Calendar (RECEIVE & FILE; ACTION)

- Police Commission Report of Disciplinary Actions, 4th Quarter 2025
- Police Commission Annual Report 2025
- 3rd Quarter 2025: Audit of Electronic Communication Devices for Bias
- In kind donation from Michael Seibel for recruitment purposes, valued at $500,000.
- Two Civic Bridge agreements with Scott Chong and George Parker Toms as well as extending the existing agreement with Jonathan Hillis, valued at a total of $283,360. *All three individuals will be providing assistance with recruitment and hiring to further the Rebuilding the Ranks initiative and address the staffing crisis the Department is experiencing. Administrative Code Chapter 21 B.4 authorizes the Police Department to accept and expend these gifts to address Public Safety Hiring, a Core Initiative, without approval of the Board of Supervisors.*
- SFPD's and DPA's SB 1421 and SB 16 Monthly Reports for November 2025 *Pursuant to the request of the Police Commission, the Department provides this monthly update on the status of Public Record Act Requests received relating to Senate Bill 1421, Peace Officers: release of records. This report is a cumulative record of all requests and the production of documents since SB 1421 became effective on January 1, 2019 and is calculated for a month-over-month comparison*

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

AYES: Commissioners Yee, Leung, Scott, Tekkey, President Clay & Vice President Benedicto
EXCUSED: Commissioner Elias

PUBLIC COMMENT:
None

Adoption of Minutes
- for the Meetings of November 5th, 12th and 19th, 2025

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

AYES: Commissioners Yee, Leung, Scott, Tekkey, President Clay & Vice President Benedicto
EXCUSED: Commissioner Elias

Chief's Report

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

Chief Lew stated that it is an honor to be Chief of Police and is looking forward to working with the Commission in partnership. Chief Lew reported on the year-end recap for 2025: Overall crime down 25%; violent crime down 18%; property crime down 27%; End-of-year total: Violent crimes: 28 homicides, lowest number since 1954. Homicide Unit had a 125% clearance rate, cleared

34 homicides either by arrest or other means; gun violence, down 14%. Robberies, down 24% which included a 45% decrease in robberies with a firearm. Assaults, down 12%, with assaults involving a firearm down 19%; rapes down 17%; human trafficking up 18% with 24 incidents reported in 2025. Property crimes: burglaries down 28%; motor vehicle thefts down 44%; arson down 9%. Larceny, down 22% overall which includes retail theft and car break-ins down 42%. Recovered firearms – 1,017 firearms; 6,683 arrests related to drugs; seized over 56 lbs. of Fentanyl. Staffing: short around 690 sworn members.

Significant Incidents: No homicides reported. Two reported shootings: One in the Bayview on December 30th, 6 a.m., in the area of Toland Place and McKeenon, victim shot (non-fatal), no arrest made; Second in the Ingleside on December 31st, 10:42 a.m., in the area of Alemany and Elmsworth, officers responded and located a crime scene. Later on two victims with gunshot wounds self-transported to SFGH, no arrest made.

Notable Arrests: Carjacking in the Central District on New Year's day, 6:40 a.m., in the area of O'Farrell and Stockton. The vehicle was located in Sunnydale, RTIC (Real Time Investigations Center) was instrumental in making this arrest.

Major Events: First Amendment activities – on Saturday, January 3rd, approximately 100 people gathered on Market and Powell Streets, regarding opposition to federal action taken in Venezuela, no issues.

Large events in 2025: The department supported, in addition to overall investigative and patrol functions, over 70 major events such as New Year's Eve, 4th of July, Pride, Fleet Week, Cinco de Mayo, Chinese New Year, SantaCon, Carnival, DreamForce, NBA Allstars, JP Morgan Chase Healthcare Conference, Mayor's Inauguration and multiple events held in individual districts. These required a lot of scheduling and large resource goes into these events to go into public safety. In 2026, major events include the Superbowl, Pro Bowl, FIFA games, DreamForce, JP Morgan Chase.

PUBLIC COMMENT

Paulette Brown: Spoke of son, Aubrey Abrakasa's, murder. Seeks justice for his and other victims' cases. Provided details of son's case.

If anyone has any information regarding the murder of Aubrey Abrakasa, Jr. please call the anonymous 24/7 tip line at 415-575-4444

DPA Director's Report

- **Report on recent DPA activities, and announcement**

Executive Director Henderson reported the following: In the year 2026: 3 cases opened; 8 closed; 190 pending; 0 cases sustained; 13 cases past 270-day; 0 cases mediated. SFPD Cases received in the past weeks (since the last Commission Meeting DPA Report): 7. Central, 13. Southern, 2. Bayview, 11. Mission, 2. Northern, 2. Park, 2. Richmond, 3. Ingleside, 3. Taraval, 15. Tenderloin, 2. Airport, 9. Not Applicable, 4. Out of Jurisdiction, 12. Pending, Allegation Summary: Conduct Unbecoming an Officer-The officer behaved or spoke inappropriately-18%. Neglect of Duty- The officer failed to take required action-20%. Unwarranted Action-The officer engaged in unwarranted action-8%. Unwarranted Action – the officer conducted an improper search or seizure – 6%; Unwarranted Action – the officer detained a person without reasonable suspicion – 5%.

Audits: DPA has issued its audit report on SFPD's processes for monitoring use-of-force incidents and is scheduled to present to the Police Commission on February 4th.

PUBLIC COMMENT:
None

Commission Reports

- **Commission President's Report, including report on closed session roll call vote for the Mayor's appointee, Police Chief Derrick Lew**
- **Commissioners' Reports**
- **Commission announcements and scheduling of items identified for consideration at future Commission Meetings**

President Clay announced that the department has provided the Commission a group of DGOs, some going back in the 90s, that the Commission will undertake and review to determine whether or not to update or whether or not it is still viable.

Sergeant Youngblood reported on the closed session roll call vote for the Mayor's appointee, Police Chief Derrick Lew. On Wednesday, November 19, 2025, in closed session, the following Commissioners voted yes to forward Derrick Lew's name to Mayor Lurie: President Clay, Commissioners Lee, Leung, and Tekkey. The following Commissioners voted no: Vice President Benedicto, Commissioners Elias and Scott.

Commissioner Yee reported that on December 3rd, the Medal of Valor Awards Ceremony honoring officers that put their lives on the line every day. Commissioner Yee thanked the officers for their courage and thanked President Clay for his work with the Awards Committee. He also congratulated Chief Derrick Lew for his appointment as Chief of Police.

Vice President Benedicto stated it was a privilege to have the entire Commission attend the Medal of Valor Award ceremony and congratulated all the award recipients and congratulated Chief Lew for his appointment and congratulated Assistant Chief Jones for her appointment as Assistant Chief of Police.

Commissioner Scott acknowledged the Medal of Valor Awards ceremony and congratulated all the awards recipients and thanked the officers for doing a tremendous job in keeping the community safe. She also thanked the officers who participated in the Gun Buy Back event where over 274 assault weapons and handguns were taken off the street. Commissioner Scott also announced to the public that if there is a firearm you want removed from your home, the public can contact SFPD and other organizations like United Players.

PUBLIC COMMENT:
Ms. Paulette Brown asked if she has another Homicide Inspector assigned to her son's case and to check if all digital cameras are on and operating in the 10 district stations.

7. Department General Orders to be rescinded:
    - DGO 3.15 "Personal Property Claims
    - DGO 4.02 "Accepting Bail"
    - DGO 5.12 "Search Warrants Related to Drug and Alcohol Abuse Rehabilitation"
    - DGO 6.01 "Crime Scene Log"

- DGO 6.17 "Crime Scene Log"
- DGO 10.04 "800MHz Portable Radios"
- DGO 10.05 "Weapons and Protective Equipment Inspection"
- DGO 10.07 "Use of Cellular Telephones"
- DGO 11.01 "Personnel Compensation"
- DGO 11.03 "Jury Duty"
- DGO 11.05 "Qualifications for Specific Units"

Presented by Manager Asja Steeves. Previously, Commissioners received justification on why these DGOs are being rescinded. (DPA concurs with SFPD to rescind this list.

Motion: Vice President Benedicto, 2nd: Commissioner Leung. 7-0.

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

PUBLIC COMMENT

None

8. Public comment on all matters pertaining to Closed Session, including public comment on vote whether to hold closed session.

None

9. Vote on whether to hold Closed Session (San Francisco Administrative Code Section 67.10(d)) (ACTION)

Motion: Vice President Benedicto. 2nd: Commissioner Yee. 7-0.

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

1st Open Session ended: 6:23 pm
Closed Session: (6:23 pm)

10. Closed Session

Roll Call;

a. PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Chief of Police. Pursuant to Government Code Section 67.10(b) and Penal Code Section 832.7:

Review of findings and Chief's decision to return or not return officers to duty following officer-involved shooting (OIS 25-006)

(PRESENT: President Clay, Vice President Benedicto, Commissioners Elias, Yee, Leung, Scott, Tekkey, Chief Lew, City Attorney Huber, Sergeant Youngblood, Sergeant Reynolds)

b. CONFERENCE WITH LABOR NEGOTIATOR – COLLECTIVE BARGAINING OR APPLICABLE BARGAINING UNIT. This item is for the Commission to meet in closed session with the 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: Assistant Chief Nicole Jones and Policy Development Division Manager Asja Steeves
Organization representing Police Officers: SF Police Officers Association
Anticipated Issues Under Negotiation: DGO 3.02 and Airport Bureau Orders

(PRESENT: President Clay, Vice President Benedicto, Commissioners Elias, Yee, Leung, Scott, Tekkey, Chief Lew, Assistant Chief Jones, Manager Steeves, City Attorney Huber, Sergeant Youngblood, Sergeant Reynolds)

c. **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. 2024-0113 or take other action, if necessary (DISCUSSION & POSSIBLE ACTION)
(PRESENT: President Clay, Vice President Benedicto, Commissioners Elias, Yee, Leung, Scott, Tekkey, Chief Lew, Assistant Chief Jones, City Attorney Huber, Sergeant Youngblood, Sergeant Reynolds)

d. **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 adopt Findings of Fact regarding Commission's decisions on 4/2/25 and 9/3/25 on the disciplinary charges filed in IAD Case No. 2023-0079 (DISCUSSION & POSSIBLE ACTION)
(PRESENT: President Clay, Vice President Benedicto, Commissioners Elias, Yee, Leung, Scott, Tekkey, Chief Lew, Assistant Chief Jones, City Attorney Huber, Sergeant Youngblood, Sergeant Reynolds)

PUBLIC COMMENT
None

ADJOURNMENT:
Thereafter, the meeting was adjourned at 6:45 p.m.

Sergeant Stacy Youngblood
Secretary
San Francisco Police Commission