



# CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

## CIVIL SERVICE COMMISSION REPORT TRANSMITTAL (FORM 22)

Refer to Civil Service Commission Procedure for Staff - Submission of Written Reports for Instructions on Completing and Processing this Form

1. Civil Service Commission Register Number: n/a *0057-19-1*
2. For Civil Service Commission Meeting of: **March 04, 2019**
3. Check One:                      Ratification Agenda  
   Consent Agenda  
    Regular Agenda  
   Human Resources Director's Report
4. Subject: **Report on Recent Police Promotions**
5. Recommendation: **Adopt report.**
6. Report prepared by: **Dave Johnson**                      Telephone number: **415.557.4871**
7. Notifications:                      **(Attach a list of the person(s) to be notified in the format described in IV. Commission Report Format -A).**
8. Reviewed and approved for Civil Service Commission Agenda:  
  
   Human Resources Director: *[Signature]*  
  
   Date: February 08, 2019
9. Submit the original time-stamped copy of this form and person(s) to be notified (see Item 7 above) along with the required copies of the report to:

**Executive Officer  
Civil Service Commission  
25 Van Ness Avenue, Suite 720  
San Francisco, CA 94102**

10. Receipt-stamp this form in the ACSC RECEIPT STAMP box to the right using the time-stamp in the CSC Office.

Attachment

CSC-22 (11/97)

<b><u>CSC RECEIPT STAMP</u></b>
2019 FEB 11 PM 3:05
CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

## Notification List

William Scott  
Chief of Police  
1245 3rd Street, 6th Floor  
San Francisco, CA 94158  
[william.scott@sfgov.org](mailto:william.scott@sfgov.org)

Bob Moser  
Deputy Chief of Administration  
1245 3rd Street, 6th Floor  
San Francisco, CA 94158  
[bob.moser@sfgov.org](mailto:bob.moser@sfgov.org)

Hector Sainez  
Chief of Staff  
1245 3rd Street  
San Francisco, CA 94158  
[hector.sainez@sfgov.org](mailto:hector.sainez@sfgov.org)

Ben Houston  
Human Resources Director  
1245 3rd Street  
San Francisco, CA 94158  
[benjamin.houston@sfgov.org](mailto:benjamin.houston@sfgov.org)

Micki Callahan  
Director of Human Resources  
1 South Van Ness Avenue, 4th Floor  
San Francisco, CA 94103  
[micki.callahan@sfgov.org](mailto:micki.callahan@sfgov.org)

Anna Biasbas  
Deputy Director  
Selection and Hiring Resources  
Department of Human Resources  
1 South Van Ness Avenue, 4th Floor  
San Francisco, CA 94103-5413  
[anna.biasbas@sfgov.org](mailto:anna.biasbas@sfgov.org)

Dave Johnson  
Manager, Public Safety Team  
Department of Human Resources  
1 South Van Ness Avenue, 4th Floor  
San Francisco, CA 94103-5413  
[dave.johnson@sfgov.org](mailto:dave.johnson@sfgov.org)

Jeanne Buick  
Department of Human Resources  
1 South Van Ness Avenue, 4th Floor  
San Francisco, CA 94103-5413  
[jeanne.buick@sfgov.org](mailto:jeanne.buick@sfgov.org)



**DATE:** February 08, 2019  
**TO:** The Honorable Civil Service Commission  
**THROUGH:** Micki Callahan, Human Resources Director  
Anna Biasbas, Deputy Director, Employment Services  
**FROM:** Dave Johnson, Manager, Public Safety Team  
**SUBJECT:** Report on Promotions in the San Francisco Police Department

At the December 3, 2018 meeting of the Civil Service Commission, Commissioner Chan requested that the Department of Human Resources deliver a report on the most recent San Francisco Police Department promotions for Sergeant, Lieutenant, and Captain. The data below is provided in response to that request.

We have defined "recent" as all promotions from the current eligible list in each rank. Eligible list information and the number of hires from the list in each rank as of January 03, 2019 are indicated in the table below.

Eligible List / Hires Information

Class	Job Title	Adoption	Hires	Expiration
Q050	Sergeant	August 28, 2017	121	August 27, 2020
Q060	Lieutenant	January 30, 2017	45	January 29, 2020
Q080	Captain	January 14, 2016	27	January 13, 2020

The tables on Attachment A illustrate the promotions in each rank by race and gender, including number and percentage of total promotions. This information is different from that provided to the Commission in the "Annual Report on the Certification of Eligibles" in that this report presents:

- the number of appointments since the adoption of the eligible list, rather than just during the respective fiscal year; and
- the race and gender demographics of the pool of appointees.

Observations:

- Females have been promoted at a rate greater than their representation in the pool
- Promotions in all three ranks are diverse across race and gender

**Recommendation**

The DHR Public Safety Team appreciates the opportunity to present this report, and respectfully recommends that it be adopted as submitted.

Attachment A

Demographic Analysis of Police Promotions  
Last updated on 1/03/19

Q050 Sergeants

Race/Ethnicity	Applicants	Qualified	Written Test	Passed	Tactical 1	Tactical 2	Eligible List	Hires	Applicants	Qualified	Written Test	Passed	Tactical 1	Tactical 2	Eligible List	Hires
American Indian / Alaskan Native	5	5	5	5	5	5	5	1	1%	1%	1%	1%	1%	1%	1%	1%
Asian / Pacific Islander	88	87	78	63	63	63	56	15	15%	16%	16%	15%	16%	16%	15%	12%
Black	47	45	41	30	29	29	25	10	8%	8%	7%	7%	7%	7%	7%	8%
Filipino	61	60	57	46	45	45	38	14	11%	11%	11%	11%	11%	11%	10%	12%
Hispanic	105	103	92	72	65	65	60	20	18%	19%	18%	17%	16%	16%	17%	17%
White	264	253	230	206	196	190	179	61	46%	46%	46%	49%	48%	48%	49%	50%
Grand Total	570	553	503	422	403	397	366	121								

Gender	Applicants	Qualified	Written Test	Passed	Tactical 1	Tactical 2	Eligible List	Hires	Applicants	Qualified	Written Test	Passed	Tactical 1	Tactical 2	Eligible List	Hires
Female	72	67	61	49	48	48	49	26	13%	12%	12%	12%	12%	12%	12%	21%
Male	498	486	442	373	355	349	373	95	87%	88%	88%	88%	88%	88%	88%	79%
Grand Total	570	553	503	422	403	397	422	121								

Q060 Lieutenants

Race/Ethnicity	Applicants	Qualified	Day 1	Day 2	Eligible List	Hires	Applicants	Qualified	Day 1	Day 2	Eligible List	Hires
American Indian / Alaskan Native	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
Asian / Pacific Islander	34	34	23	23	23	3	16%	17%	15%	15%	16%	7%
Black	21	19	16	16	16	5	10%	10%	10%	11%	11%	11%
Filipino	5	5	5	5	5	1	2%	3%	3%	3%	3%	2%
Hispanic	25	24	19	19	17	9	12%	12%	12%	13%	12%	20%
White	122	118	91	88	86	27	59%	59%	59%	58%	59%	60%
Grand Total	207	200	154	151	147	45						

Gender	Applicants	Qualified	Day 1	Day 2	Eligible List	Hires	Applicants	Qualified	Day 1	Day 2	Eligible List	Hires
Female	37	36	28	28	28	12	18%	18%	18%	19%	19%	27%
Male	170	164	126	123	119	33	82%	82%	82%	81%	81%	73%
Grand Total	207	200	154	151	147	45						

Q080 Captains

Race/Ethnicity	Applicants	Qualified	Written	Performance	Eligible List	Hires	Applicants	Qualified	Written	Performance	Eligible List	Hires
American Indian / Alaskan Native	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
Asian / Pacific Islander	10	10	9	9	9	7	22%	22%	21%	21%	21%	26%
Black	10	10	10	10	10	5	22%	22%	23%	23%	23%	19%
Filipino	1	1	1	1	1	0	2%	2%	2%	2%	2%	0%
Hispanic	4	4	4	4	4	2	9%	9%	9%	9%	9%	7%
White	21	21	19	19	19	13	46%	46%	44%	44%	44%	48%
Grand Total	46	46	43	43	43	27						

Gender	Applicants	Qualified	Written	Performance	Eligible List	Hires	Applicants	Qualified	Written	Performance	Eligible List	Hires
Female	10	10	8	8	8	7	22%	22%	19%	19%	19%	26%
Male	36	36	35	35	35	20	78%	78%	81%	81%	81%	74%
Grand Total	46	46	43	43	43	27						