



THE OFFICE OF CITIZEN COMPLAINTS

2007 ANNUAL REPORT

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Case Closures by Investigator
Weighted Closures by Investigator

Presented by: Joyce M. Hicks, Executive Director

Compiled by: Chris Wisniewski and Linda Taylor

OFFICE OF CITIZEN COMPLAINTS

CITY AND COUNTY OF SAN FRANCISCO



Joyce M. Hicks
Executive Director

March 18, 2009

To: The Honorable Gavin Newsom
Members of the Board of Supervisors
President Theresa Sparks and San Francisco Police Commissioners

Re: Office of Citizen Complaints 2007 Annual Statistical Report

INTRODUCTION

Enclosed please find the Office of Citizen Complaint's annual report for the year 2007. This is an abbreviated report due to the age of the statistics, and the fact that 90% of the events outlined in this report occurred prior to my tenure with the Office of Citizen Complaints. My tenure began on November 26, 2007. This annual report encompasses a transitional period in OCC's history. On January 24, 2007, the Office of the Controller's City Service Auditor released a highly critical performance audit of the OCC entitled, "Weak Case Management and Organizational Issues Degrade OCC's Performance." When I assumed the directorship of OCC, I committed to lead the office using modern management practices and professional case management.

ORGANIZATIONAL CHANGES

In 2007, OCC had three successive directors. After almost four years as OCC Executive Director, Kevin Allen resigned effective February of 2007. The Police Commission then appointed Managing Trial Counsel Jean Field as Interim Executive Director and after conducting a nationwide search appointed me as the permanent Executive Director effective November 26, 2007. Upon my appointment, Jean Field continued her role as Managing Trial Attorney and with Acting Chief Investigator Charles Gallman undertook the primary role of assisting in my orientation.

On October 29, 2007, the OCC relocated its offices from 480 Second Street to 25 Van Ness Avenue, Suite 700, San Francisco, CA. The move took several months of planning and OCC spent much of August and September preparing for the move to its new offices. Under the

leadership of Chief Investigator Charles Gallman and Information Services Business Analyst Chris Wisniewski, the office staff worked with other city agencies to configure the office space in a manner that would enhance the OCC's productivity. In addition to planning for the physical move, the agency engaged in community outreach efforts to inform members of the community about the service the OCC provides as well as about the change of address.

INVESTIGATION OF CASES

In 2007, the OCC opened 954 cases and closed 893. The number of new cases, as well as the number of cases closed, was higher than those opened and closed in 2005 and 2006. While staff worked to address its caseload, at the close of 2007, there remained 10 cases from 2005, 51 cases from 2006 and 408 cases from 2007 for a total of 469 pending cases. This was the highest number of pending cases at year's end since 1999.

The OCC operated with 12 investigators with an average caseload of 34 cases. This was more than double the average caseload of 16 cases per investigators in comparable civilian oversight of law enforcement agencies in Albuquerque, New Mexico, New York, New York and Los Angeles, California. In prior years it had operated with as many as 15 investigators.

While the OCC continued closing cases at an accelerated rate, insufficient staffing with the accompanying higher caseload had a negative impact on the time it took to investigate a case to completion and potentially on the rate of sustained findings of misconduct. For example, while 64% of OCC cases closed in 2007 were investigated within six months, 36% of the 48 cases sustained in 2007 took more than nine months to investigate. The rate of sustained cases, too, was down overall from previous years. OCC sustained 61 cases in 2006 and 71 cases in 2005. The sustain rate was 5% in 2007, 7% in 2006 and 9% in 2005. The OCC's historical sustain rate, calculated since 1993 has hovered around 9%. Heavy investigator caseload – the unavoidable result of insufficient staffing – has been shown to negatively impact the rate of sustained findings.

OTHER PROGRAM HIGHLIGHTS

Mediation Program: In January 2007, the OCC hired its first Mediation/Outreach coordinator. As a result of this focused position and buy in from the San Francisco Police Officers Association, in 2007 successful mediations grew to 47, a record high for the OCC and more than double the 20 in 2006. The OCC's mediation program has attracted national attention. In 2005, the OCC revitalized its mediation program, which allows complainants and officers to sit together with a professional mediator to craft a nondisciplinary resolution to complaints. The number of cases successfully mediated in 2005 quadrupled, from 6 to 2004 to 25 in 2005. The number of mediations in 2006 fell to 20.

Legal Work: In 2007, the OCC's legal team consisted of two full-time attorneys, a part-time Policy Analyst, and a Mediation Coordinator. However, due to the agency's transition, the senior attorney acted as the Interim Director of the OCC through November 26, 2007 when the new Director was hired. Additionally, the other trial attorney was away on parenting leave for several months at the end of the year.

One of the primary duties of the legal team is to present misconduct cases to the Police Chief when officers object to proposed discipline of 10-days suspension or less, as well as to the Police Commission. Under the City Charter, matters involving suspensions beyond 10-days up through termination from employment due to misconduct are under the exclusive authority of the Police Commission.

During 2007, the OCC presented evidence to the Police Commission against nine San Francisco police officers in separate discipline cases. Four cases involved full evidentiary hearings, two were presented in four days and two others took 13 days to present. At the hearings, the Commission reviewed evidence, heard testimony from witnesses, and the officers mounted their defenses against the charges of misconduct. Of the nine Commission cases adjudicated in 2007, five resulted in the officers agreeing to Stipulated Dispositions of discipline in the form of suspensions of 150 (2 cases), 60, 10 and 5 days, and 4 cases resulted in dismissed charges.

Policy Work: In 2007, the OCC continued its Charter-mandated policy work, focusing primarily in four key areas: 1) language access services; 2) police interactions with juveniles; 3) officer-involved shooting protocols concerning victim's families and disclosure of information; and 4) in-custody death protocols.

Department General Order 5.20 – Language Access Services for Limited English Proficient (LEP) Persons

The OCC collaborated with the San Francisco Police Department and a coalition of representatives from numerous community organizations, city agencies, and commissions and met with the Department regularly to implement a written, comprehensive language access protocol for the Department that establishes police protocols for providing interpreter and translation services to Limited English Proficient (LEP) persons. In drafting the protocol, in addition to working with the aforementioned coalition, the OCC solicited input from the Philadelphia Police Department as well as the Civil Rights Director of the Department of Justice, who commended the OCC, the Department and our Language Access Coalition for the progress on this DGO. The OCC and the Department presented this DGO to the Police Commission and it was approved on October 17, 2007.

Subsequent to its passage, as part of its policy work to develop police training and public education materials on Department General Order 5.20, the OCC continued to meet with the Department and the Language Access Coalition to develop training scenarios to accompany the implementation of this DGO including a training bulletin, reference guide, training video, and a Chief's message.

Department General Order 7.01 – Juveniles

In 2007, the OCC proposed extensive revisions to Department General Order 7.01, a protocol for police interactions with juveniles. In negotiating these revisions with the Department, the OCC collaborated with juvenile justice shareholders including the Youth Commission, Youth Law Center, Legal Services for Children, Center for Juvenile and Criminal Justice, La Raza Legal Central, Asian Law Caucus, and Community Assessment and Referral Center and solicited input from the San Francisco Mayor's Office on Criminal Justice and Chief Siffermann from the Juvenile Probation Department. These recommendations significantly increase protections to juveniles by permitting parents to be present during interrogations, mandate the tape recording of all juvenile interrogations, require notification to parents when juveniles are detained, and require that juveniles be brought to juvenile-centered facilities such as the Community Assessment and Referral Center (CARC) and the Juvenile Justice Center instead of district stations where juveniles are exposed to adult lock-up facilities and adult suspects.

Officer-Involved Shooting Protocols Concerning Victim's Families and Disclosure of Information (DGOs 8.04, 3.16 and 8.09.)

In 2007, the OCC made recommendations concerning providing a liaison to families whose members have been killed during an officer-involved shooting, timely disclosure of information, including the incident report, nature of statements to the press concerning the incident, and providing the public information about the officer-involved shooting investigative process. The Police Commission adopted these OCC policy recommendations and the OCC is working to implement these recommendations in part through revisions to DGOs 8.04, 3.16 and 8.09. The California Supreme Court decision in *Copley Press, Inc. v. Superior Court* had an impact on the progress of these negotiations and the Department and the OCC continue working on these DGOs.

Department General Order 8.12 – In Custody Deaths

DGO 8.12 concerns policy, procedures and a review process for in-custody deaths. In 2005, when the Police Commission passed Department General Orders concerning officer-involved shootings and firearm discharges, the Commission expressed interest in establishing a similar review process for in-custody deaths. In 2007, the OCC renewed discussions with the Department and worked toward reaching agreement concerning the provisions of a DGO concerning in-custody deaths.

Additional Policy Recommendations

In 2007, the OCC made the following additional policy recommendations to enhance police-community relations: 1) posting San Francisco Police Department general orders on their public website as do several other police departments; 2) permitting the firearm discharge review board to review discharges and deaths caused by extended range impact weapons; 3) codifying San Francisco Police Department's practice of tape recording interrogations; and 4) developing a protocol for confirming the validity of a bench warrant before making an arrest. Our agency also proposed two recommendations concerning parking and traffic enforcement issues.

CONCLUSION

The enclosed statistical report, when read in conjunction with the Controller's audit, reveals that in 2007 the OCC faced significant challenges managing its caseload effectively both in pending cases and sustained cases. But it also shows an agency with inadequate resources that was working to accomplish its core mission of thoroughly and fairly investigating complaints of police misconduct and making policy recommendations on police practices. Eighty-seven percent of cases closed in 2007 were closed within a year of filing. In addition, 2007 contained significant achievements in mediation, policy work and prosecution of Police Commission cases.

The Controller's audit pointed out specific and general failures of leadership that resulted in poor employee morale and lowered effectiveness. When I joined the staff on November 26, 2007, I shared with staff my vision of leading the best civilian oversight agency in the United States with continued dedication to its core mission of investigating civilian complaints in a fair, unbiased and timely manner and to make policy recommendations regarding police policies and practices. To achieve that goal of best in class, I emphasized the need for excellent case management and professional staff management. The 2008 annual report will set forth whether the vision was achieved.

Joyce M. Hicks



Executive Director
Office of Citizen Complaints

COMPREHENSIVE STATISTICAL REPORT
January 2007 - December 2007

THE POLICE COMMISSION
OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



CASE YEAR	JAN	FEB	MAR	1ST	APR	MAY	JUN	2ND	JUL	AUG	SEP	3RD	OCT	NOV	DEC	4TH	YTD
CASES OPENED																	
2007	63	56	84	203	120	85	67	272	75	75	67	217	75	113	74	262	954
CASES MERGED/VOIDED/WITHDRAWN																	
2007	3	2	5	10	22	5	2	29	5	2	5	12	4	10	1	15	66
CASES CLOSED, BY YEAR CASE WAS FILED																	
2002	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
2004	0	3	0	3	1	0	1	2	0	0	0	0	0	0	0	0	5
2005	4	5	19	28	5	3	1	9	2	1	0	3	0	0	0	0	40
2006	24	61	60	145	33	28	25	86	14	23	18	55	7	5	4	16	302
2007	2	18	34	54	33	62	52	147	70	53	44	167	43	59	75	177	545
TOTAL	30	88	113	231	72	93	79	244	86	77	62	225	50	64	79	193	893
CASES OUTSIDE JURISDICTION																	
2006	1	3	1	5	0	0	0	0	0	0	0	0	0	0	0	0	5
2007	1	13	13	27	9	10	9	28	12	9	6	27	9	5	8	22	104
TOTAL	2	16	14	32	9	10	9	28	12	9	6	27	9	5	8	22	109
CASES SUSTAINED																	
2005	1	0	2	3	0	0	0	0	1	1	0	2	0	0	0	0	5
2006	2	3	8	13	3	3	0	6	5	4	2	11	1	0	0	1	31
2007	0	0	0	0	1	0	1	2	4	0	0	4	0	5	1	6	12
TOTAL	3	3	10	16	4	3	1	8	10	5	2	17	1	5	1	7	48

COMPARATIVE OVERVIEW OF CASELOAD
January 2005 - December 2007

THE POLICE COMMISSION
OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



CASE YEAR	JAN	FEB	MAR	1ST	APR	MAY	JUN	2ND	JUL	AUG	SEP	3RD	OCT	NOV	DEC	4TH	YTD
CASES OPENED																	
2007	63	56	84	203	120	85	67	272	75	75	67	217	75	113	74	262	954
2006	74	79	66	219	62	67	79	208	76	75	56	207	73	66	44	183	817
2005	81	57	102	240	68	69	74	211	71	93	64	228	76	58	68	202	881
CASES CLOSED																	
2007	31	88	113	232	72	93	79	244	86	77	62	225	50	64	79	193	894
2006	74	60	101	235	58	77	99	234	74	54	68	196	74	46	57	177	842
2005	42	57	39	138	83	47	67	197	77	82	81	240	80	63	77	220	795
CASES SUSTAINED																	
2007	3	3	10	16	4	3	1	8	10	5	2	17	1	5	1	7	48
2006	5	6	8	19	4	4	7	15	6	0	7	13	4	8	2	14	61
2005	6	2	2	10	10	4	9	23	7	7	8	22	1	7	8	16	71

CASES PENDING REPORT
January 2007 - December 2007

THE POLICE COMMISSION
 OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



PENDING CASES BY YEAR CASE WAS FILED

CASE YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2002	1	0	0	0	0	0	0	0	0	0	0	0
2004	5	2	2	1	1	0	0	0	0	0	0	0
2005	46	41	22	17	14	13	11	10	10	10	10	10
2006	329	268	208	175	147	122	108	85	67	60	55	51
2007	61	99	149	236	259	274	279	301	324	356	409	408
Total	442	410	381	429	421	409	398	396	401	426	474	469

FIVE YEAR OVERVIEW OF TOTAL PENDING CASELOAD

CASES PENDING	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2003	272	261	268	293	293	323	328	340	326	318	293	263
2004	308	303	363	385	407	412	419	438	418	430	434	404
2005	383	382	397	357	358	356	343	297	357	371	352	347
2006	434	453	418	422	412	391	391	412	402	400	421	408
2007	442	410	381	429	421	409	398	396	401	426	474	469

HOW COMPLAINTS WERE RECEIVED

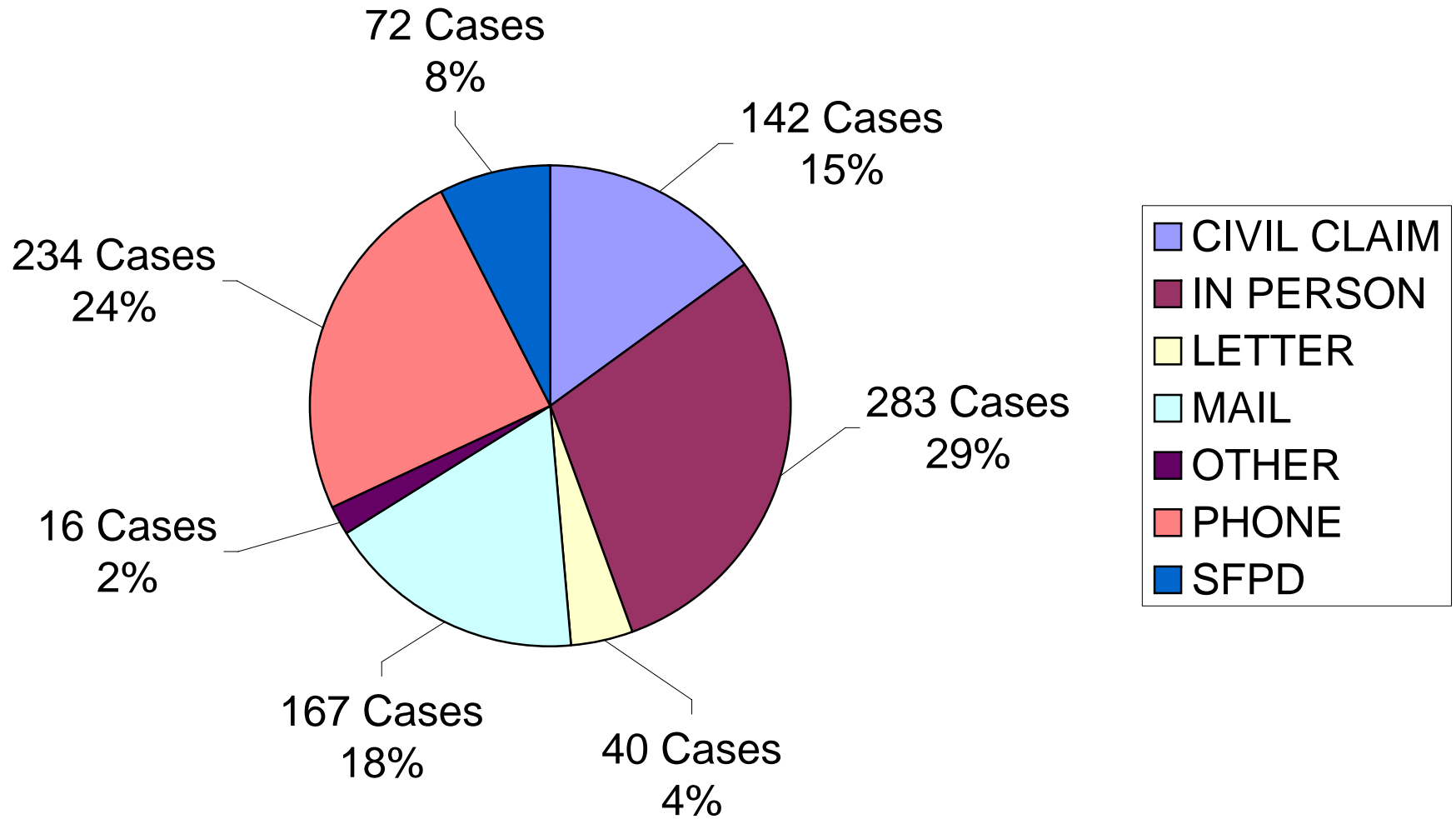
January 2007 - December 2007

THE POLICE COMMISSION
 OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



RECEIVED	JAN	FEB	MAR	1ST	APR	MAY	JUN	2ND	JUL	AUG	SEP	3RD	OCT	NOV	DEC	4TH	YTD
CLAIM	0	0	0	0	54	15	0	69	0	0	0	0	0	64	9	73	142
IN PERSON	26	19	29	74	24	28	19	71	26	24	24	74	28	17	19	64	283
LETTER	4	3	9	16	2	2	1	5	3	2	3	8	6	1	4	11	40
MAIL	16	11	18	45	12	19	16	47	15	22	9	46	8	8	13	29	167
OTHER	2	3	0	5	2	1	2	5	0	1	1	2	2	0	1	3	15
PHONE	7	14	18	39	20	15	27	62	27	22	23	72	27	13	21	61	234
SFPD	8	5	10	23	6	5	2	13	4	4	7	15	4	10	7	21	72
UNKNOWN	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TOTAL	63	56	84	203	120	85	67	272	75	75	67	217	75	113	74	262	954

How Complaints Were Received - 2007



**OCC COMPLAINANTS BY SELECTED
DEMOGRAPHIC CHARACTERISTICS**
January 2007 - December 2007

THE POLICE COMMISSION
OFFICE OF CITIZEN COMPLAINTS
CITY AND COUNTY OF SAN FRANCISCO



	NUMBER	PERCENT
Named Individuals (inc. co-comps)	994	98.71%
Anonymous Persons	10	0.99%
Organizational Complaints	3	0.30%
Total Complainants	1007	100.00%
<u>GENDER</u>		
Blank or Declined to State	131	13.01%
Females	285	28.30%
Males	589	58.49%
Transgender Persons*	2	0.20%
<u>RACE/ETHNICITY**</u>		
African-American	260	25.82%
Asian-American	69	6.85%
Blank or Declined to State	286	28.40%
Caucasian/White	253	25.12%
Latino/a/Hispanic	95	9.43%
Native American/Pacific Islander	11	1.09%
Other	33	3.28%
<u>AGE</u>		
	1	0.10%
1-13 (by an adult)	2	0.20%
14-16	11	1.09%
17-19	24	2.38%
20-30	189	18.77%
31-40	183	18.17%
41-50	231	22.94%
51-60	141	14.00%
61-70	49	4.87%
71-80	11	1.09%
Over 80	4	0.40%
Blank or Declined to State	161	15.99%
Disabled*** Persons	24	2.38%
Homeless**** Persons	4	0.40%

*OCC served a number of transgendered persons during this period; of this group, only those who elected to self-designate on the form were counted here.
 ** The total of race/ethnicity designations does not reflect those who checked multiple self-designations.
 & * The indicated numbers of individuals volunteered this information; a number of other disabled and homeless persons, who did not self-designate, also were complainants served by OCC during this report year.

**OCC COMPLAINANTS BY SELECTED
DEMOGRAPHIC CHARACTERISTICS**
January 2006 - December 2006

THE POLICE COMMISSION
OFFICE OF CITIZEN COMPLAINTS
CITY AND COUNTY OF SAN FRANCISCO



	NUMBER	PERCENT
Named Individuals (inc. co-comps)	842	97.68%
Anonymous Persons	18	2.09%
Organizational Complaints	2	0.23%
Total Complainants	862	100.00%
<u>GENDER</u>		
Blank or Declined to State	79	9.16%
Females	270	31.32%
Males	511	59.28%
Transgender Persons*	2	0.23%
<u>RACE/ETHNICITY**</u>		
African-American	291	33.76%
Asian-American	60	6.96%
Blank or Declined to State	166	19.26%
Caucasian/White	227	26.33%
Latino/a/Hispanic	86	9.98%
Native American/Pacific Islander	12	1.39%
Other	20	2.32%
<u>AGE</u>		
14-16	24	2.78%
17-19	25	2.90%
20-30	162	18.79%
31-40	164	19.03%
41-50	181	21.00%
51-60	146	16.94%
61-70	30	3.48%
71-80	11	1.28%
Over 80	3	0.35%
Blank or Declined to State	116	13.46%
Disabled*** Persons	30	3.48%
Homeless**** Persons	6	0.70%

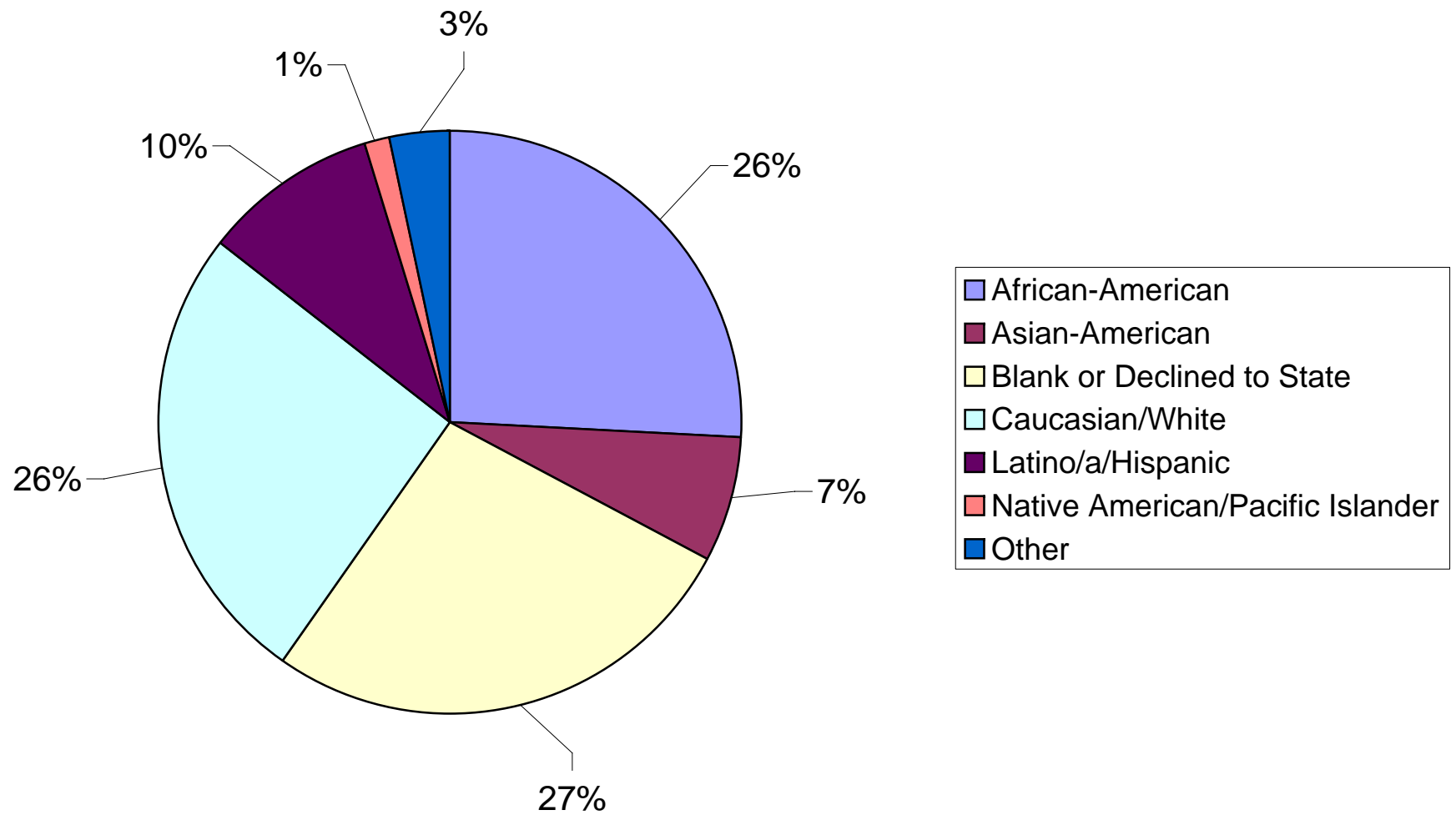
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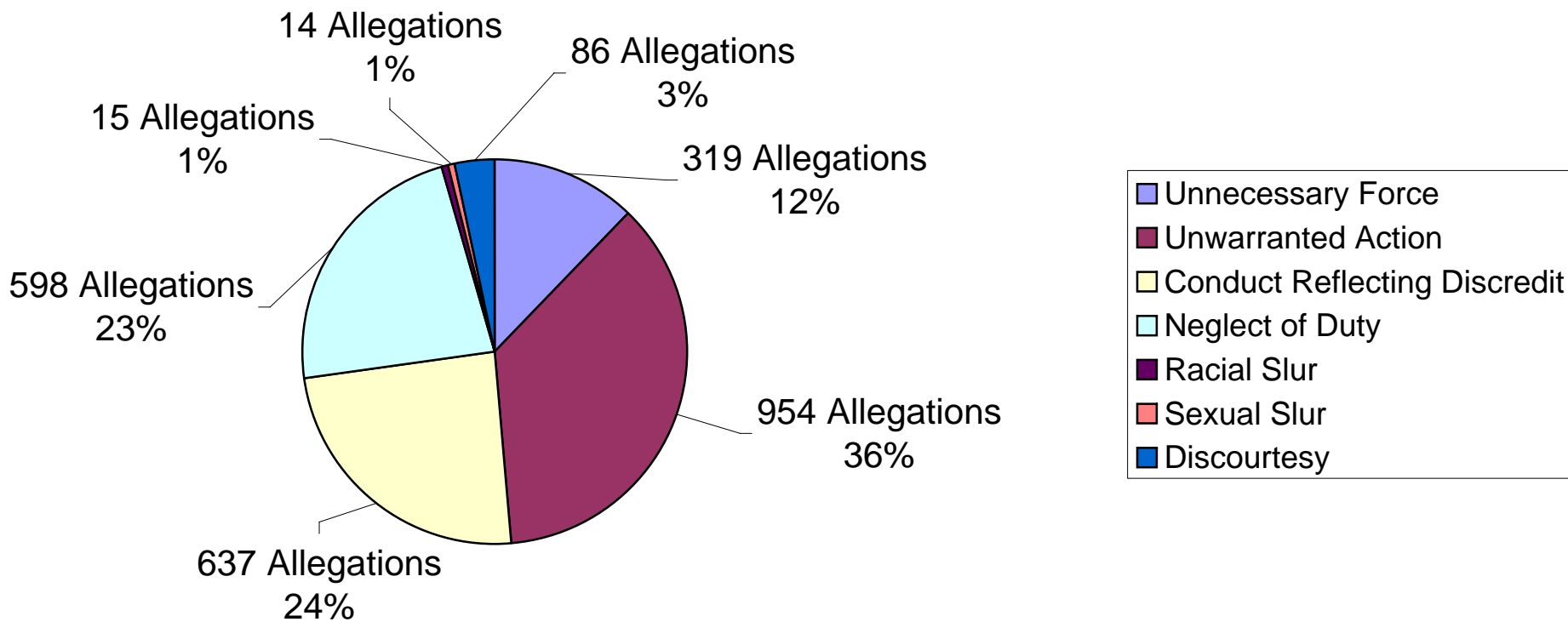
** The total of race/ethnicity designations does not reflect those who checked multiple self-designations.

& * The indicated numbers of individuals volunteered this information; a number of other disabled and homeless persons, who did not self-designate, also were complainants served by OCC during this report year.

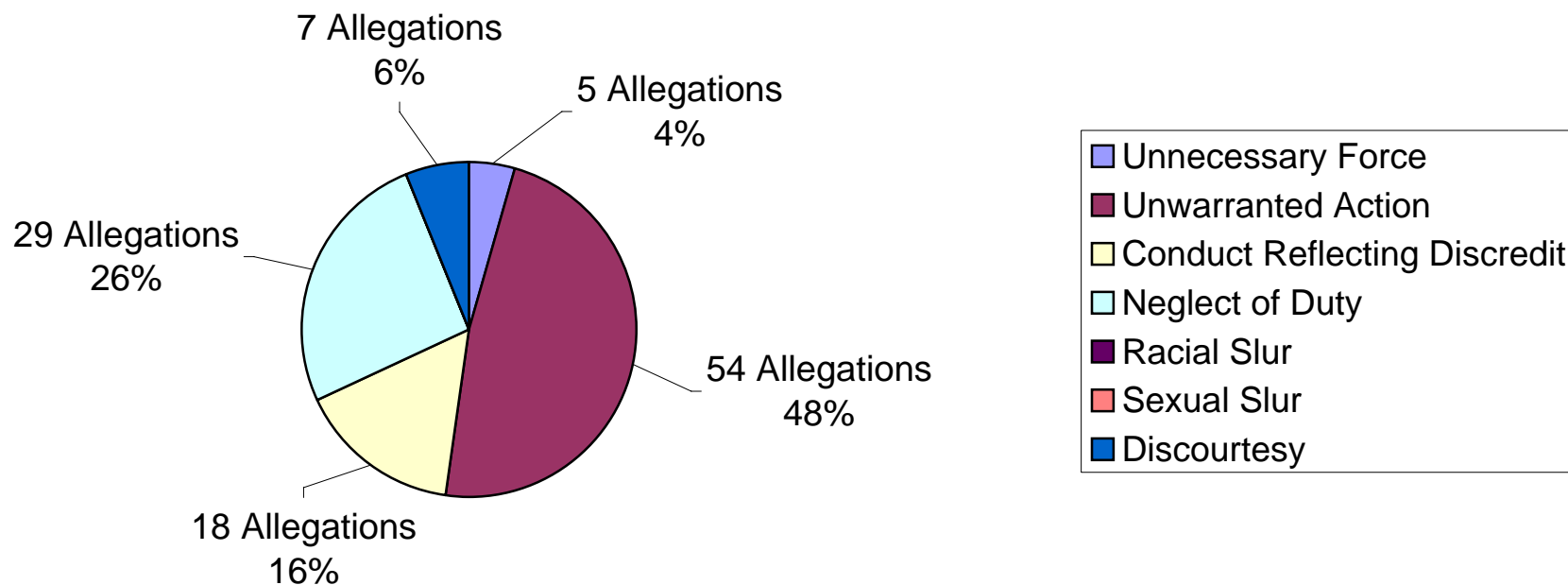
OCC Complainants by Race/Ethnicity - 2007



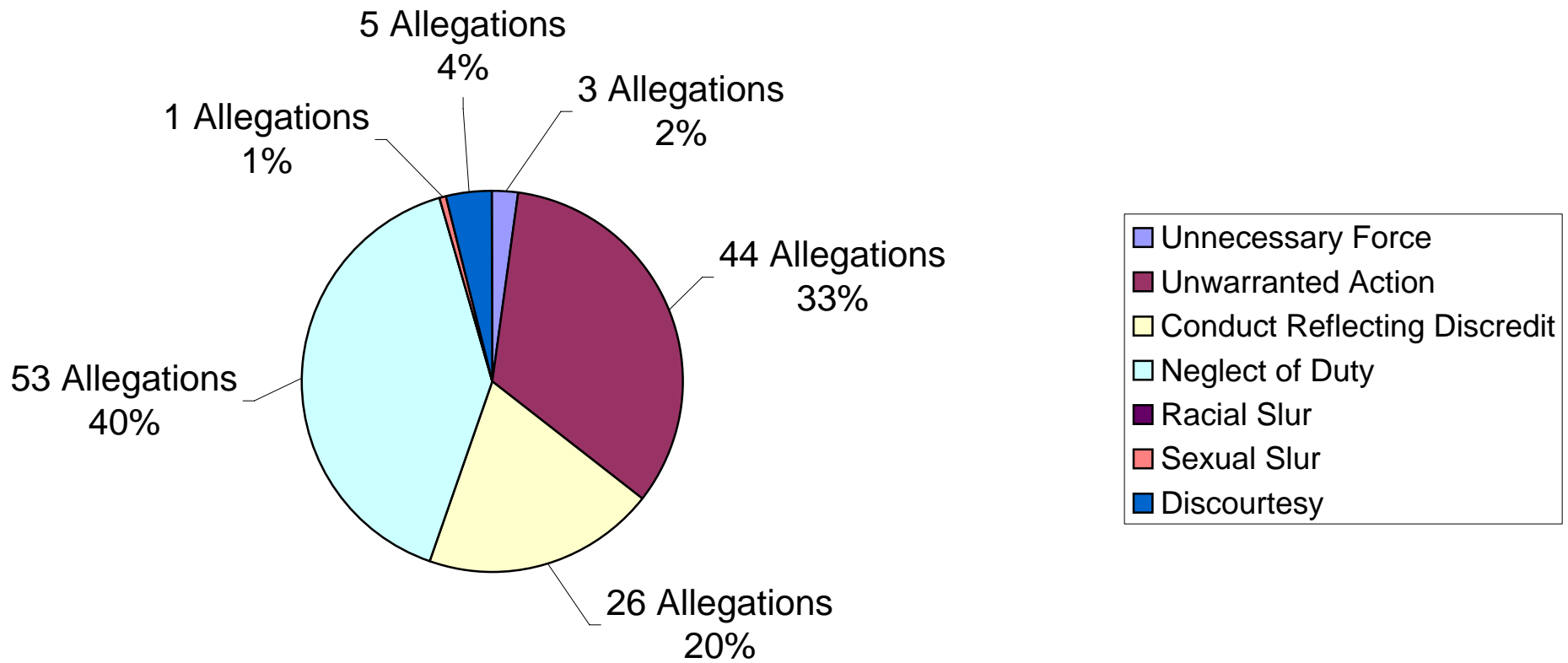
Allegations Received by Type - 2007



Sustained Allegations by Type - 2007



Sustained Allegations by Type - 2006



COMPLAINTS AND ALLEGATIONS BY UNIT

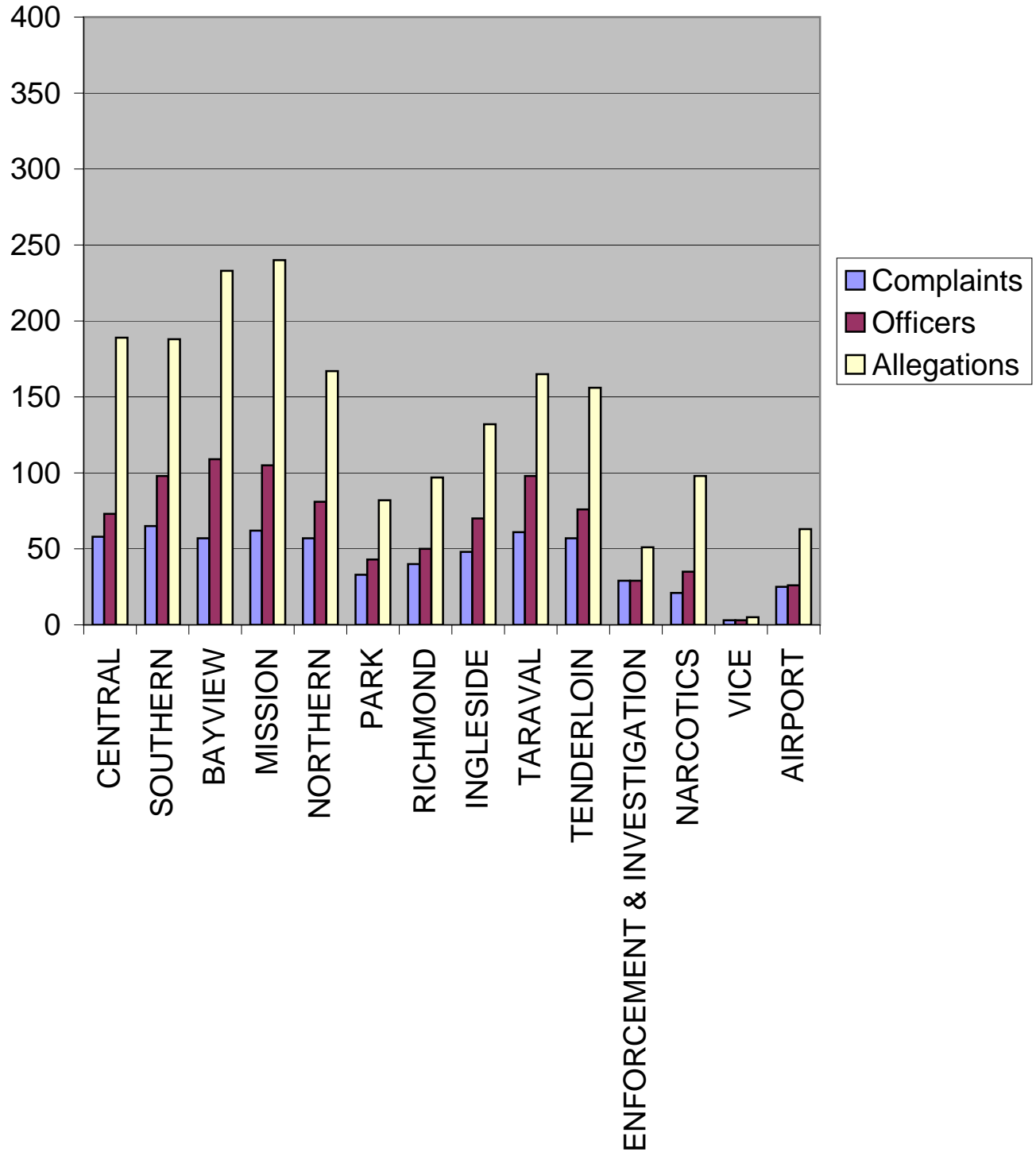
January 1, 2007 - December 31, 2007

THE POLICE COMMISSION
OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



SFPD UNIT NAME	TOTAL COMP	ALLEGATION TYPES										TOTAL ALLEG	OFF. INVL
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
1A CHIEF'S OFFICE	4	0	0	1	3	0	0	0	0	0	0	4	5
1C MEDICAL EXAMINER	1	0	1	0	0	0	0	0	0	0	0	1	1
2A SUPPORT SERVICES	1	0	0	1	0	0	0	0	0	0	0	1	1
2G PERMITS SECTION	1	0	1	3	0	0	0	0	0	0	0	4	2
2I IDENTIFICATION SECTION	1	1	0	0	1	0	0	0	0	0	0	2	1
2J MANAGEMENT CONTROL DIVISION	2	0	0	0	2	0	0	0	0	0	0	2	2
2P PERSONNEL	4	1	1	1	1	0	0	0	0	0	0	4	5
2T TRAINING & EDUCATION (ACADEMY)	4	0	4	2	1	0	0	0	0	0	0	7	4
2V PLANNING DIVISION	2	0	0	1	1	0	0	0	0	0	0	2	2
2X ADMINISTRATION BUREAU HEADQUARTERS	1	0	0	0	1	0	0	0	0	0	0	1	1
3A CENTRAL STATION	58	29	59	45	49	2	2	3	0	0	0	189	73
3B SOUTHERN STATION	65	18	59	52	48	1	0	10	0	0	0	188	98
3C BAYVIEW STATION	57	25	103	47	48	2	1	7	0	0	0	233	109
3D MISSION STATION	62	34	105	41	46	2	4	8	0	0	0	240	105
3E NORTHERN STATION	57	22	60	37	38	1	2	6	0	0	0	167	81
3F PARK STATION	33	12	28	18	20	1	0	3	0	0	0	82	43
3G RICHMOND STATION	40	9	29	38	18	0	0	3	0	0	0	97	50
3H INGLESIDE STATION	48	14	61	29	22	0	1	5	0	0	0	132	70
3I TARAVAL STATION	61	13	59	46	42	0	0	5	0	0	0	165	98
3J TENDERLOIN TASK FORCE	57	23	63	39	26	0	0	5	0	0	0	156	76
3S YOUTH SERVICES UNIT/SRO	4	2	0	4	0	0	0	0	0	0	0	6	4
3X PATROL BUREAU HQ'S	2	1	1	1	0	0	0	0	0	0	0	3	2
4B ENFORCEMENT & INVESTIGATION (SOLOS)	29	3	10	20	13	2	0	3	0	0	0	51	29
4K SPECIAL MOTORCYCLE	10	0	10	9	2	0	0	1	0	0	0	22	10
4N SPECIAL OPERATIONS TASK FORCE	2	1	6	0	0	0	0	0	0	0	0	7	4
4T CRIME PREVENTION COMPANY	30	7	26	16	11	0	0	3	0	0	0	63	34
5A INVESTIGATIONS BUREAU	16	8	19	7	13	0	1	2	0	0	0	50	24
5C AUTO SECTION	3	0	5	3	1	0	0	0	0	0	0	9	3
5D BURGLARY SECTION	1	0	0	1	1	0	0	0	0	0	0	2	1
5F FRAUD SECTION	1	0	0	3	0	0	0	0	0	0	0	3	1
5G GENERAL WORK SECTION	14	3	7	3	3	0	0	3	0	0	0	20	18
5H HOMICIDE SECTION	1	0	0	1	0	0	0	0	0	0	0	1	1
5I SEXUAL ASSAULT SECTION	1	0	0	1	0	0	0	0	0	0	0	1	1
5J ROBBERY SECTION	3	1	3	1	2	0	0	1	0	0	0	8	4
5L CRIME SCENE INVESTIGATIONS	1	1	0	0	0	0	0	0	0	0	0	1	1
5N NARCOTICS	21	6	52	16	23	0	0	0	0	0	0	98	35
5S SPECIAL INVESTIGATIONS(INCL. GANG TASK FORCE)	2	0	2	1	1	0	0	0	0	0	0	4	2
5V VICE CRIMES DIVISION	3	1	2	1	1	0	0	0	0	0	0	5	3
5W DOMESTIC VIOLENCE UNIT	6	0	0	6	3	1	0	0	0	0	0	10	6
AB AIRPORT BUREAU	25	5	22	22	11	1	0	2	0	0	0	63	26
UK UNKNOWN ASSIGNMENT	392	79	156	120	146	2	3	16	0	0	0	608	267
TOTALS	1126	319	954	637	598	15	14	86	0	0	0	2712	1303

Unit Comparison - Complaints, Allegations & Officers Involved - 2007



FINDINGS AND ALLEGATIONS CLOSED

January, 2007 - December, 2007

THE POLICE COMMISSION
OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



NO FINDING	ALLEGATION TYPES							SUBTL			TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D		PRO	POL		
January	3	6	3	1	0	0	0	13	0	0	0	13
February	7	20	13	10	1	0	0	51	0	0	0	51
March	9	13	7	9	0	2	1	41	0	0	0	41
April	7	14	10	15	0	0	1	47	0	0	0	47
May	2	8	3	8	0	0	0	21	0	0	0	21
June	4	4	5	2	0	0	0	15	0	0	0	15
July	4	5	3	6	0	0	0	18	0	0	0	18
August	2	3	3	6	0	0	0	14	0	0	0	14
September	4	9	5	1	1	0	0	20	0	0	0	20
October	1	0	3	0	0	0	0	4	0	0	0	4
November	1	0	1	1	0	0	1	4	0	0	0	4
December	2	5	0	5	0	0	0	12	0	0	0	12
YTD TOTAL	46	87	56	64	2	2	3	260	0	0	0	260

NO FINDING/WITHDRAWN	ALLEGATION TYPES							SUBTL			TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D		PRO	POL		
January	1	1	2	1	0	0	0	5	0	0	0	5
February	0	1	1	1	0	0	0	3	0	0	0	3
March	1	13	9	7	1	0	0	31	0	0	0	31
April	0	2	1	0	0	0	1	4	0	1	0	5
May	0	4	0	10	0	0	0	14	0	0	0	14
June	5	3	2	5	0	0	0	15	0	0	0	15
July	0	2	1	3	0	0	0	6	0	0	0	6
August	1	1	2	1	0	0	1	6	0	0	0	6
September	0	1	3	1	0	0	0	5	0	0	0	5
October	0	1	1	1	0	0	0	3	0	0	0	3
November	0	0	3	0	0	0	0	3	0	0	0	3
December	1	4	4	7	0	0	0	16	0	0	0	16
YTD TOTAL	9	33	29	37	1	0	2	111	0	1	0	112

FINDINGS AND ALLEGATIONS CLOSED

January, 2007 - December, 2007

THE POLICE COMMISSION
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 CITY AND COUNTY OF SAN FRANCISCO



NOT SUSTAINED	ALLEGATION TYPES							SUBTL				TOTAL
	UF	UA	CRD	ND	RS	SS	D		PRO	POL	TF	
January	8	13	16	8	0	2	2	49	0	0	0	49
February	19	41	59	48	1	4	9	181	0	0	0	181
March	39	57	60	79	0	0	9	244	0	0	0	244
April	19	33	44	24	0	0	7	127	0	0	0	127
May	16	40	44	28	0	1	5	134	0	0	0	134
June	8	29	41	20	1	2	3	104	0	0	0	104
July	22	16	34	29	0	0	6	107	0	0	0	107
August	34	30	53	38	5	4	11	175	0	0	0	175
September	22	24	21	24	2	4	9	106	0	0	0	106
October	4	18	16	18	1	0	6	63	0	0	0	63
November	27	28	28	34	2	1	11	131	0	0	0	131
December	21	23	36	36	1	0	6	123	0	0	0	123
YTD TOTAL	239	352	452	386	13	18	84	1544	0	0	0	1544

PROPER CONDUCT	ALLEGATION TYPES							SUBTL				TOTAL
	UF	UA	CRD	ND	RS	SS	D		PRO	POL	TF	
January	4	22	0	1	0	0	0	27	0	0	0	27
February	10	22	6	13	0	0	0	51	0	0	0	51
March	1	62	3	16	0	0	0	82	0	0	0	82
April	2	46	3	16	0	0	0	67	0	0	0	67
May	1	44	5	8	0	0	0	58	0	0	0	58
June	1	21	3	21	0	0	0	46	0	0	0	46
July	6	60	3	4	0	0	0	73	0	0	0	73
August	5	42	3	11	0	0	0	61	0	1	0	62
September	3	27	10	10	0	0	0	50	0	0	0	50
October	0	27	5	3	0	0	0	35	0	0	0	35
November	3	32	2	19	0	0	0	56	0	0	0	56
December	0	47	2	1	0	0	0	50	0	0	0	50
YTD TOTAL	36	452	45	123	0	0	0	656	0	1	0	657

FINDINGS AND ALLEGATIONS CLOSED

January, 2007 - December, 2007

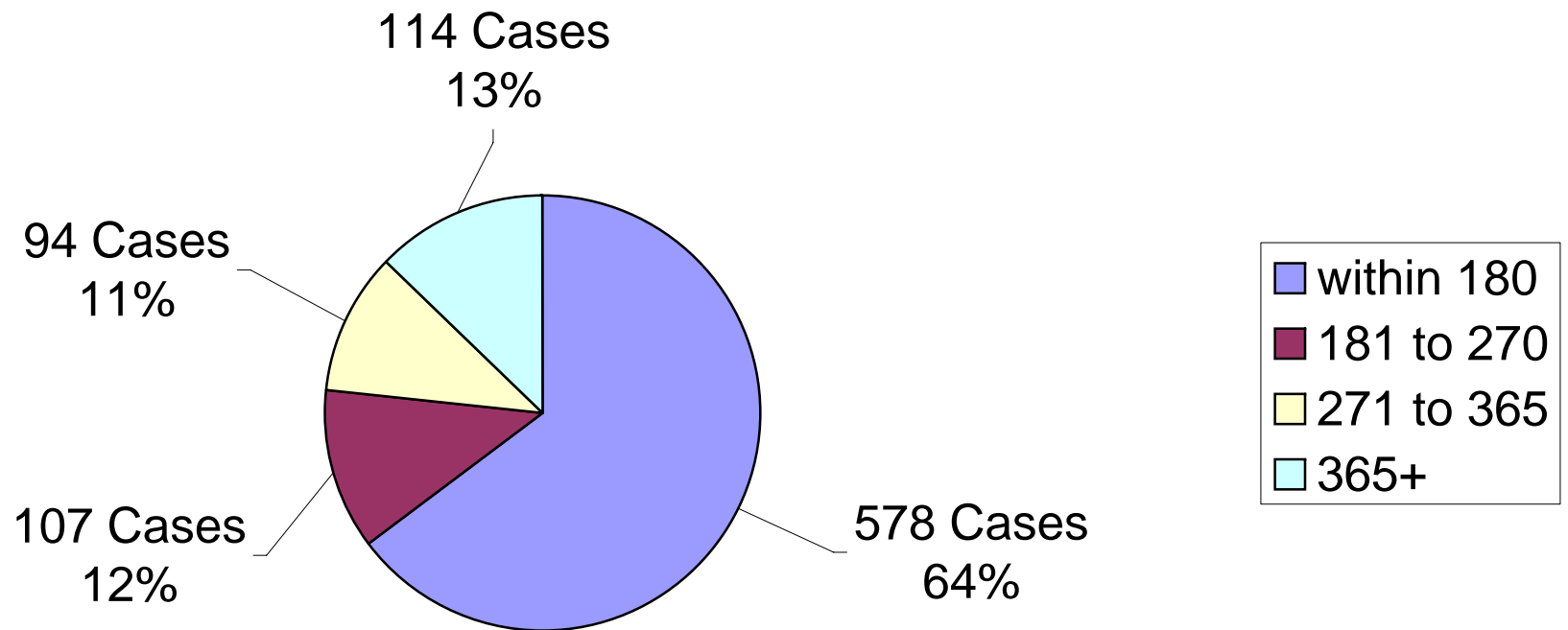
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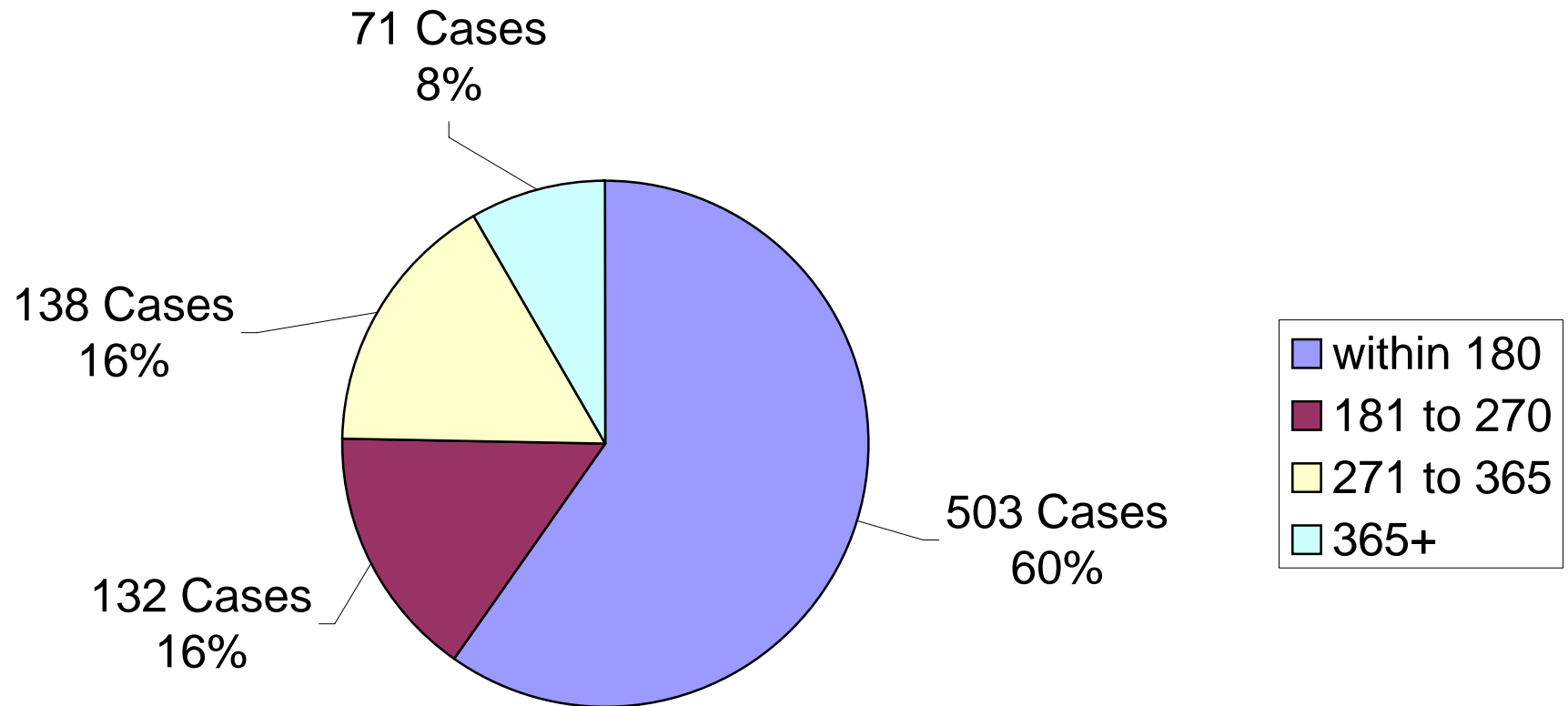
SUSTAINED	ALLEGATION TYPES							SUBTL	PRO		POL	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D						
January	0	3	1	1	0	0	0	5	0	0	0	5	
February	0	14	3	0	0	0	0	17	0	0	0	17	
March	0	7	3	6	0	0	1	17	0	0	0	17	
April	0	0	1	2	0	0	0	3	0	0	0	3	
May	0	2	1	1	0	0	0	4	0	0	0	4	
June	0	0	1	2	0	0	0	3	0	0	0	3	
July	3	11	4	5	0	0	2	25	0	0	0	25	
August	1	3	0	0	0	0	1	5	0	0	0	5	
September	1	4	3	2	0	0	2	12	0	0	0	12	
October	0	3	0	5	0	0	0	8	0	0	0	8	
November	0	7	1	5	0	0	0	13	0	0	0	13	
December	0	0	0	0	0	0	1	1	0	0	0	1	
YTD TOTAL	5	54	18	29	0	0	7	113	0	0	0	113	

UNFOUNDED	ALLEGATION TYPES							SUBTL	PRO		POL	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D						
January	0	0	1	0	0	0	0	1	0	0	0	1	
February	2	0	4	2	0	0	0	8	0	0	0	8	
March	1	1	0	1	0	0	0	3	0	0	0	3	
April	1	4	2	2	0	0	0	9	0	0	0	9	
May	0	1	2	0	0	0	0	3	0	0	0	3	
June	0	0	4	5	0	0	0	9	0	1	0	10	
July	1	2	4	0	0	0	0	7	0	0	0	7	
August	0	0	3	2	0	1	0	6	0	0	0	6	
September	2	0	3	5	0	0	0	10	0	0	0	10	
October	0	0	2	0	0	0	0	2	0	0	0	2	
November	1	4	3	1	1	0	0	10	0	0	0	10	
December	0	2	1	1	0	0	0	4	0	0	0	4	
YTD TOTAL	8	14	29	19	1	1	0	72	0	1	0	73	

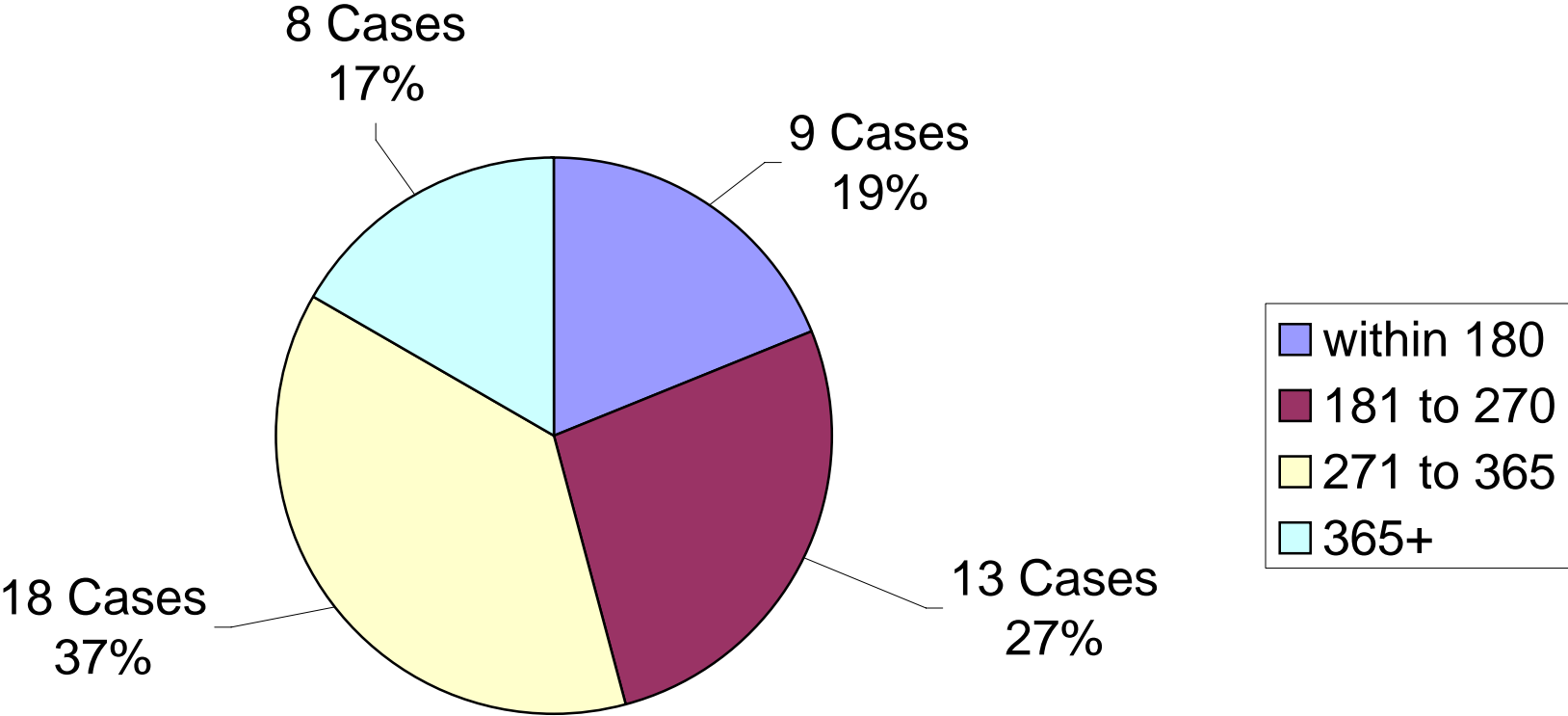
Days to Close - Cases Closed 2007



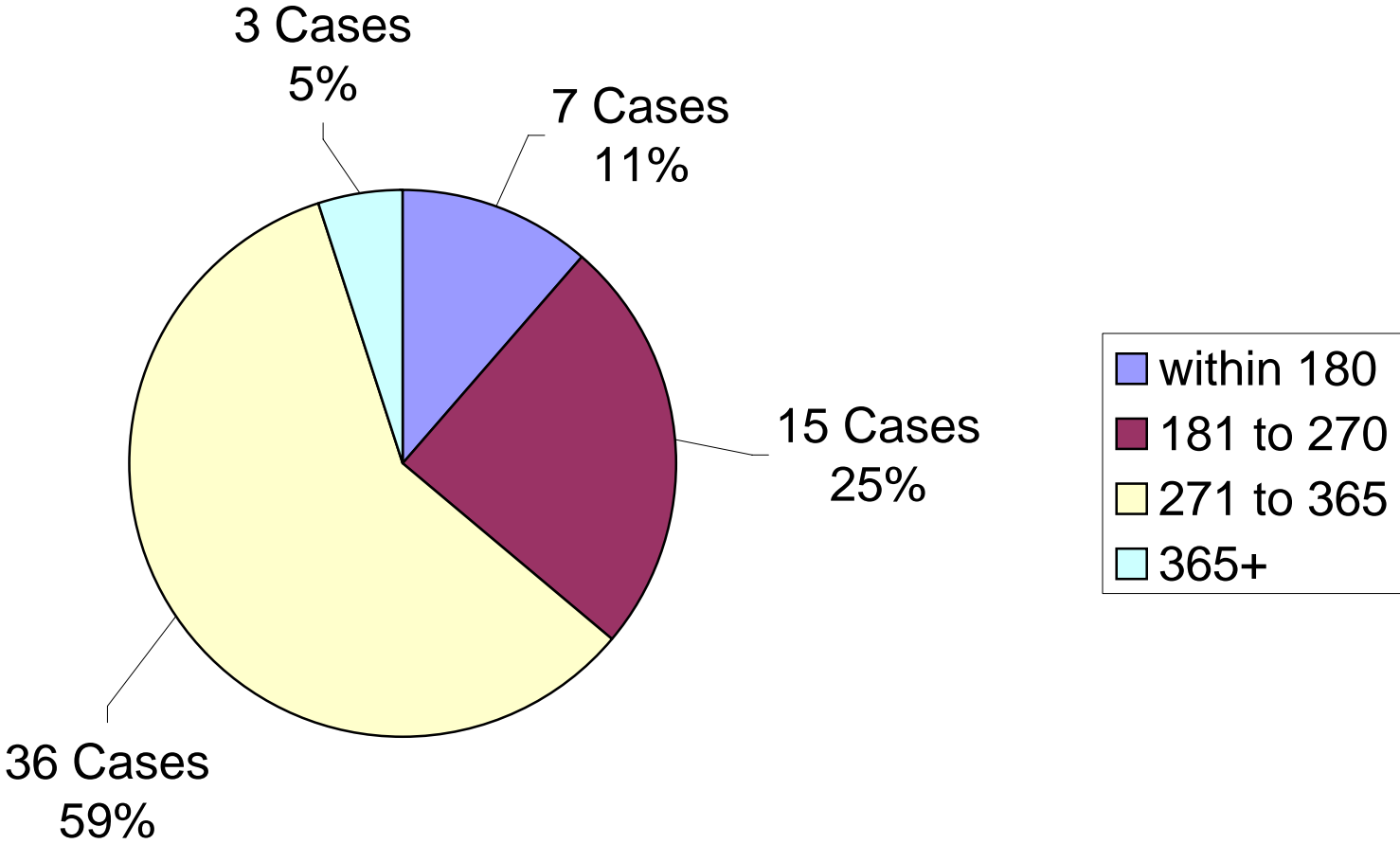
Days to Close - Cases Closed 2006



Days to Close - Cases Sustained 2007



Days to Close - Cases Sustained 2006



INVESTIGATIVE HEARINGS AND MEDIATIONS

January 2007 - December 2007

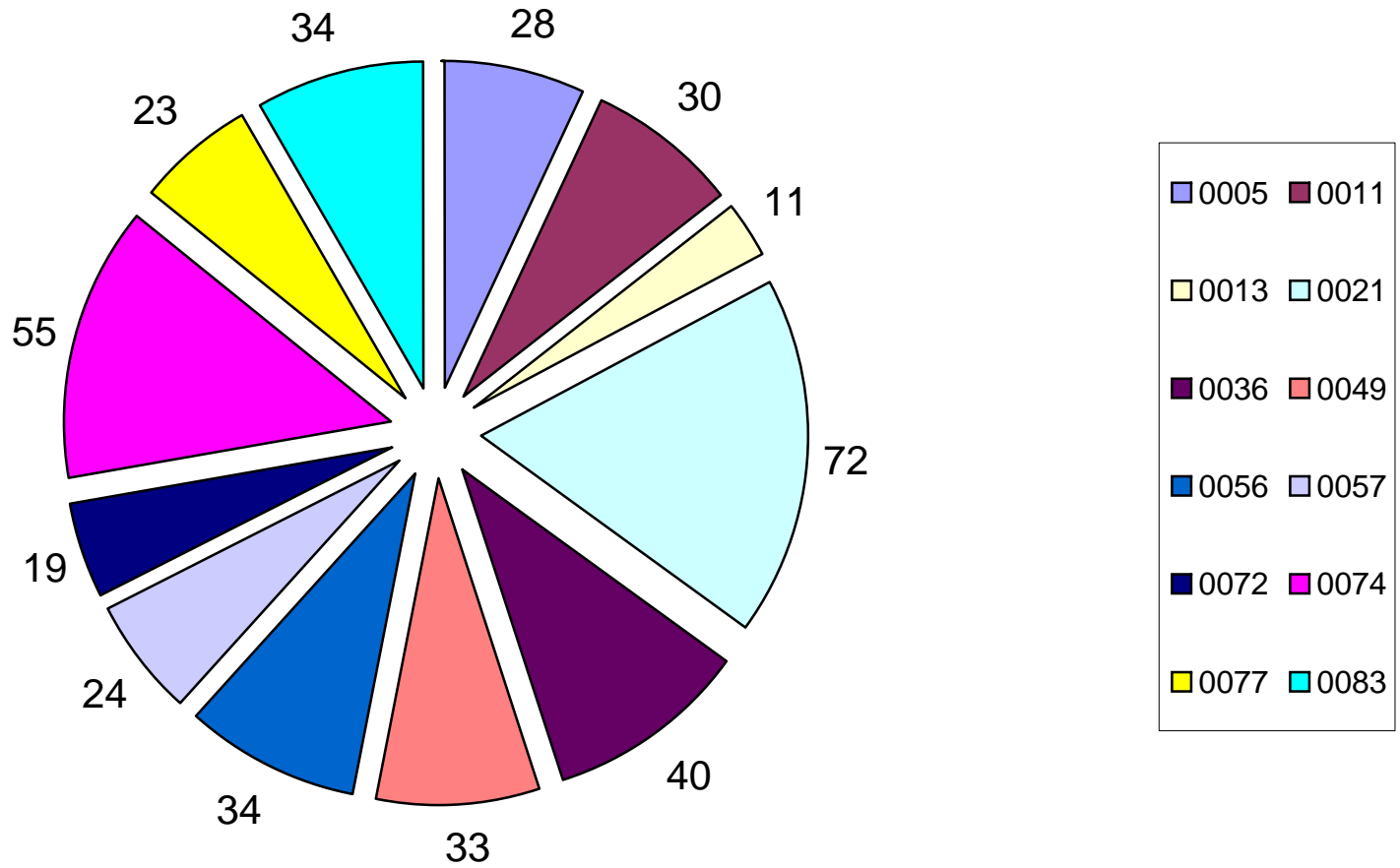
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INVESTIGATIVE HEARINGS	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YTD
REQUESTS FOR HEARING	2	4	7	4	12	5	4	8	2	5	0	5	58
HEARINGS GRANTED	0	0	0	0	0	0	0	0	0	0	0	0	0
REQUESTS DENIED	0	8	8	4	11	7	4	7	2	4	0	5	60
HEARINGS PENDING	0	0	0	0	0	0	0	0	0	1	0	1	1
HEARINGS HELD	0	0	0	0	0	0	0	0	0	0	0	0	0
REOPENED	N/A	N/A	N/A	N/A	N/A	1	0	0	0	0	0	0	1

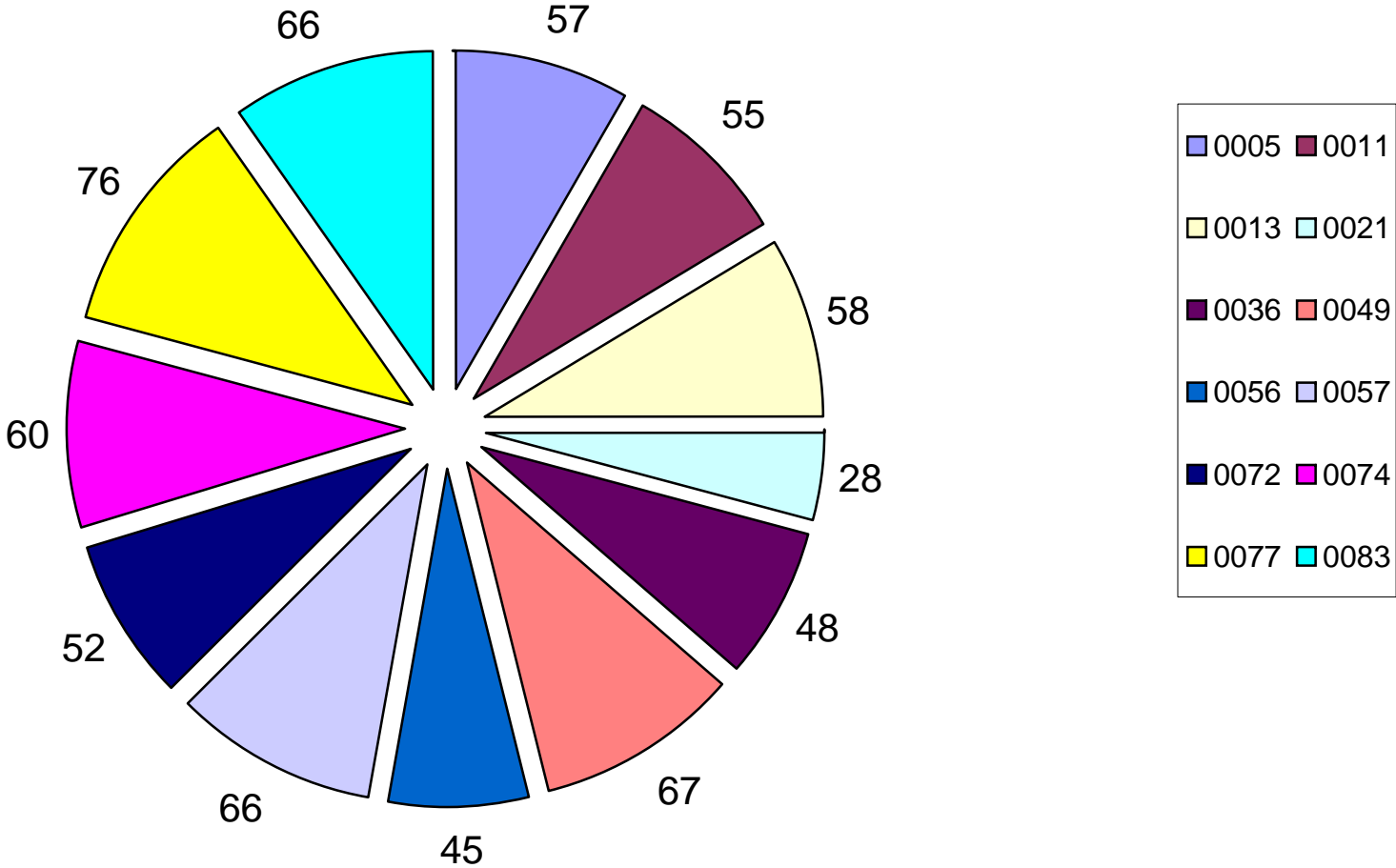
MEDIATIONS	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YTD
NEW ELIGIBLE CASES	4	6	3	11	19	39	17	18	13	16	8	12	166
REFUSED BY COMPLAINANT	0	4	1	3	4	5	3	11	4	6	10	2	53
REFUSED BY OFFICER	0	0	0	2	2	3	3	2	3	1	1	0	17
MEDIATIONS PENDING	4	3	4	1	5	4	4	1	3	1	2	2	2
CASES MEDIATED	3	4	1	2	2	6	5	5	2	8	6	3	47
OFFICER INELLIGIBLE	N/A	N/A	N/A	N/A	N/A	3	3	3	2	1	2	3	17

OCC Caseloads by Investigator as of 12/31/2007



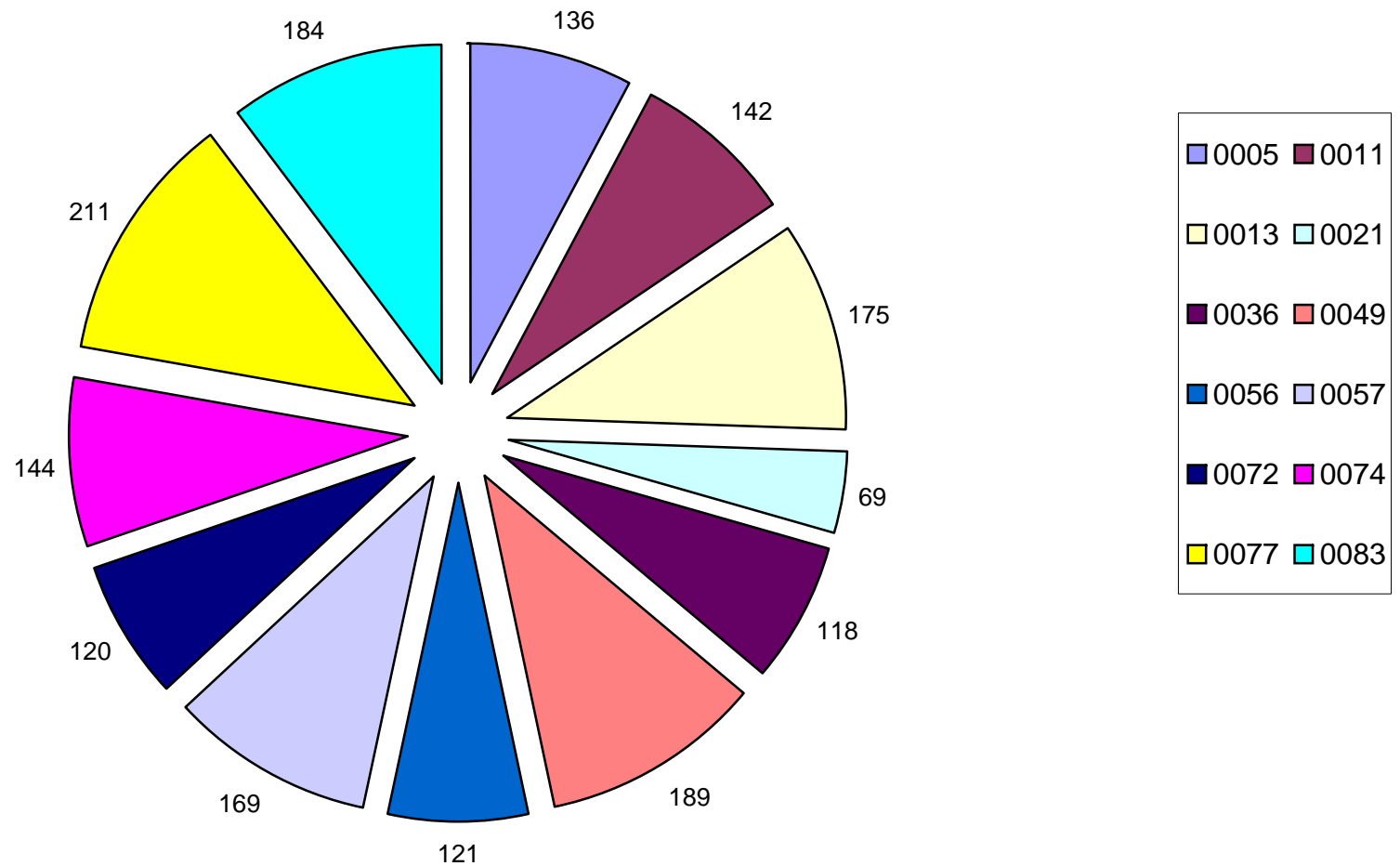
Average Caseload: 34

OCC Case Closures - 2007 by Investigator



Average Case Closures by Number: 57 or 5 cases per month per investigator

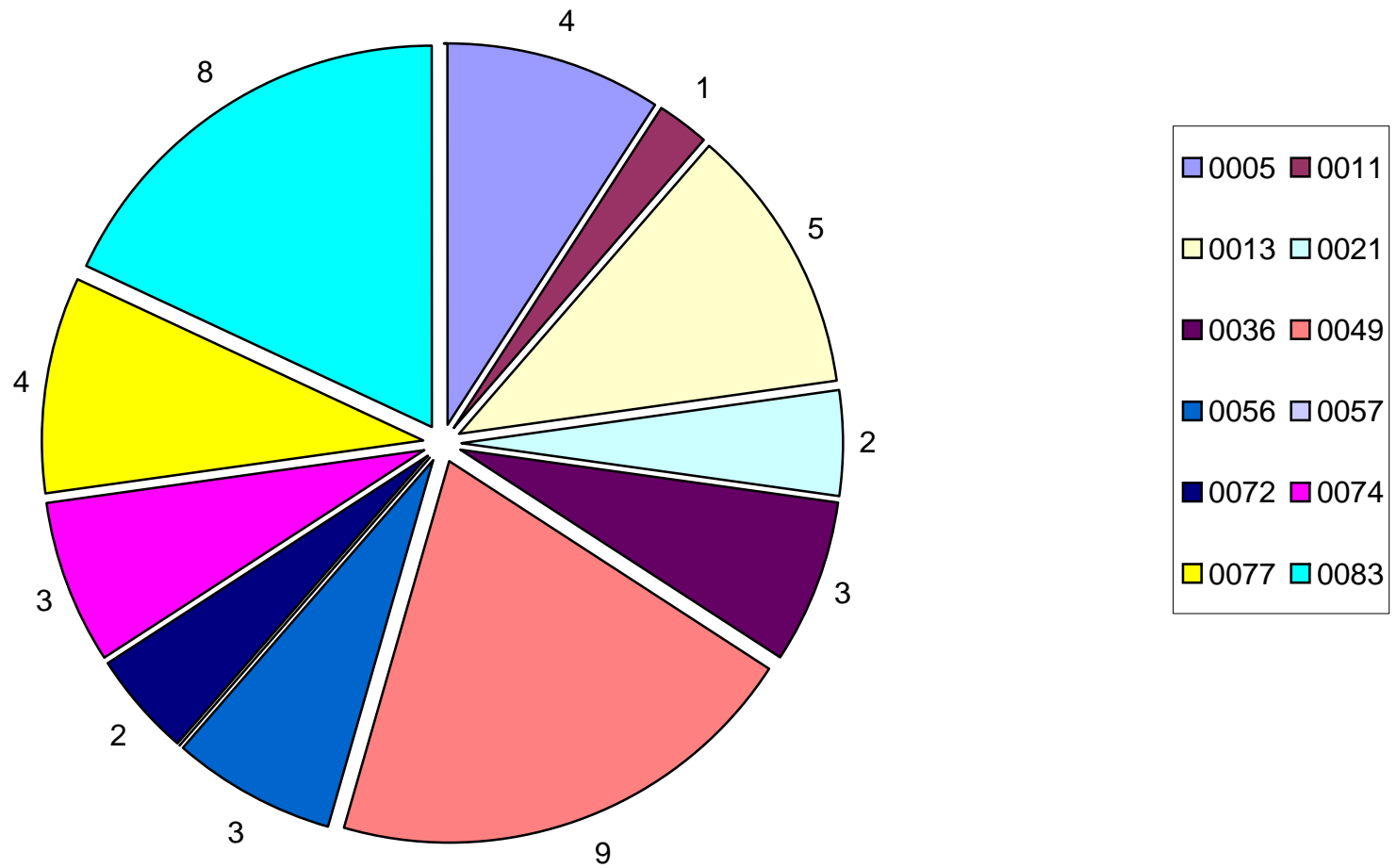
OCC Weighted Closures - 2007 by Investigator



Average Case Closure by Weight: 148

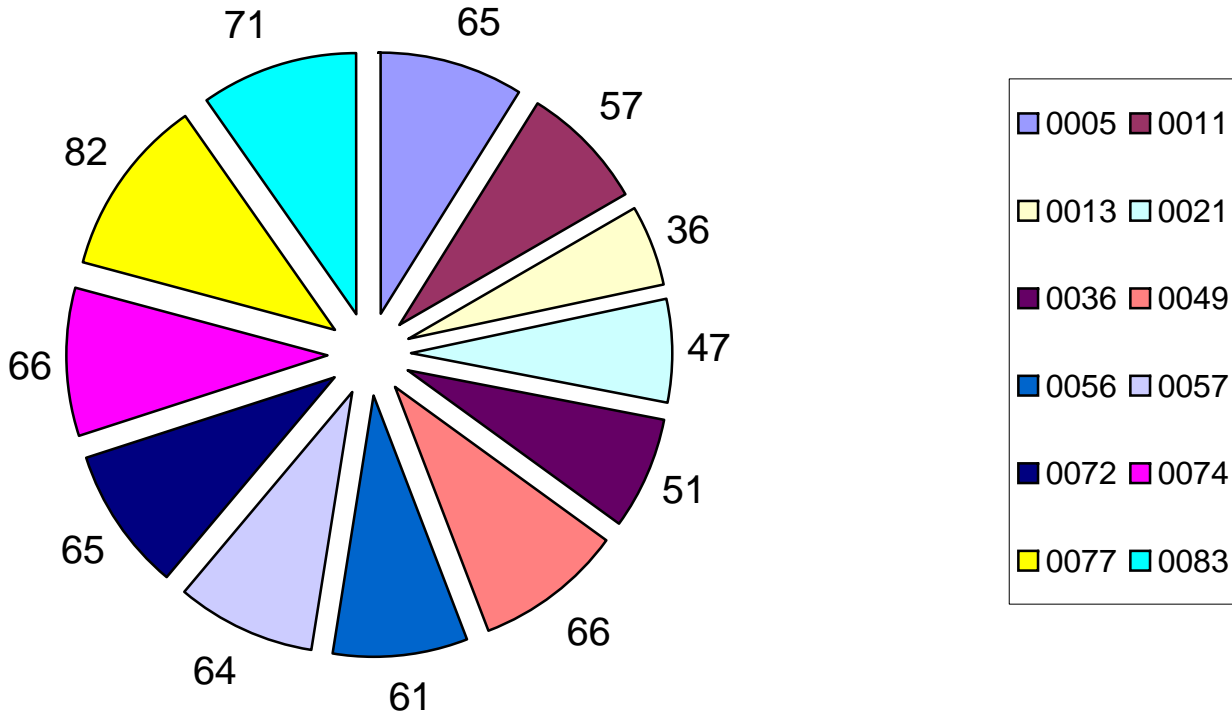
CASE COMPLEXITY WEIGHTED ON A 1 TO 5 SCALE

OCC Sustained Cases by Investigator as of 12/31/2007



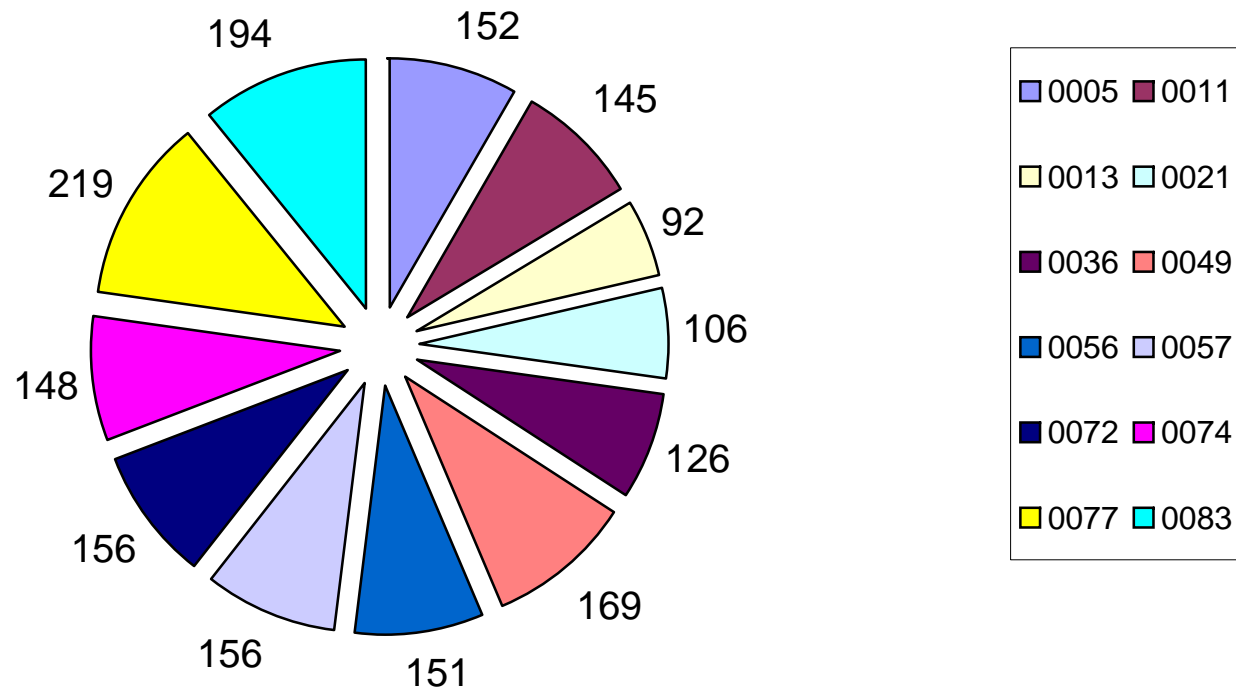
Average Sustained Cases: 4

OCC Case Distribution - 2007 by Number



Average Case Distribution by Number: 61

OCC Case Distribution - 2007 by Weight



Average Case Distribution by Weight: 151