

SFPD Rank Structure

- Police Officer (1971)
- Sergeant
- Inspector
- Lieutenant
- Captain
- Commander
- Deputy Chief
- Chief
- Police Commission

Regulations, discipline and due process

Rule Violation

<https://www.sanfranciscopolice.org/sites/default/files/2018-11/DGO2.01%20General%20Rules%20of%20Conduct.pdf>

2.01 Rules of Conduct

9. MISCONDUCT. Any breach of peace, neglect of duty, misconduct or any conduct by an officer either within or without the State that tends to subvert the order, efficiency or discipline of the Department, or reflects discredit upon the Department or any member, or is prejudicial to the efficiency and discipline of the Department, although not specifically defined or set forth in Department policies and procedures, shall be considered unofficer-like conduct subject to disciplinary action.

21. COOPERATION WITH INVESTIGATIONS. Members shall, when questioned on matters relating to their employment with the Department by a superior officer or by one designated by a superior officer, or by a member of the Office of Citizen Complaints, answer all questions truthfully and without evasion. Prior to being questioned, the member shall be advised of and accorded all his or her rights mandated by law or Memorandum of Understanding (see DGO 2.08, Peace Officers' Rights).

California Peace Officers' Bill of Rights

https://leginfo.legislature.ca.gov/faces/codes_displayText.xhtml?lawCode=GOV&division=4.&title=1.&part=&chapter=9.7.&article=

RIGHTS OF PEACE OFFICERS Government code Section 3300
Before interrogation, you have the right to:

- Consult with a representative.
- Be advised of the name, rank and command of the interrogating officers and those to be present during the interrogation.
- Be advised of the nature of the investigation.

During the interrogation, peace officers have the right to:

- Representation throughout the interview.
- Record the entire interview.
- Be issued a *Miranda* warning if any criminal charges are contemplated.
- Be provided a *Lybarger* admonition compelling you to answer questions but protecting your statement

from being used against you in criminal proceedings.

- Be questioned by no more than two interrogators at one time.
- Be free of offensive language or threats.
- Have access to any recording of a first interrogation prior to a second one.
- Be interrogated on-duty or at another reasonable time if public safety requires.
- Attend to your personal physical needs.

THE POBRA REQUIRES EMPLOYERS TO:

Allow you to inspect files regarding your qualifications for employment, promotions, additional compensation, termination or disciplinary action.

Show you adverse comments prior to entry in a personnel file.

Provide you an opportunity to respond to adverse comments within 30 days.

Grant you the opportunity to appeal punitive action in accordance with the Department's rules.

Initiate disciplinary action within one year of a supervisor learning of any misconduct.

THE POBRA PROHIBITS EMPLOYERS FROM:

- Compelling a lie detector test.
- Searching your locker/assigned storage space without your consent or in your presence, without prior notice or without a search warrant.
- Demanding personal financial information except in very limited circumstances.