RECOMMENDATION SUBMISSION AND RESPONSE FORM
2018 Diversity #15

<table>
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<tr>
<th>DISCUSSED BY SCPRC</th>
<th>APPROVED AND IMPLEMENTED</th>
<th>PENDING FURTHER REVIEW</th>
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<tbody>
<tr>
<td>RECEIVED BY SPD</td>
<td>APPROVED AND PENDING</td>
<td>SPD UNABLE TO IMPLEMENT</td>
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<tr>
<td>RETURNED TO SCPRC</td>
<td>PARTIAL IMPLEMENTATION</td>
<td>DENIED</td>
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<td>12/31/2018</td>
<td>05/31/2023</td>
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SCPRC RECOMMENDATION

Increase diversity in the Department.

Changes to Existing Policy(s): To retain diverse officers, there needs to be an opportunity for officers to provide feedback to their supervisors, without fear of repercussion and or retaliation.

SCPRC RECOMMENDATION RATIONALE

Creating a safe environment where honest feedback can be provided without fear of retaliation is key to understanding what changes can be made within SPD to retain officers of color.

SPD RESPONSE

The Sacramento Police Department (SPD) does not have a formal process for subordinates to provide feedback of their direct supervisor’s performance.

Sergeants are mandated to successfully complete an 80-hour POST Supervisory Course which has a feedback (giving and receiving) component.
https://post.ca.gov/supervisory-course

GO 210.04 requires all employees to work in cooperative spirit and prohibits retaliation.

GO 220.01 and RM 220.01 outlines procedure to file a complaint for misconduct.

OTHER CITY DEPARTMENTS

Whistleblower Hotline
https://www.cityofsacramento.org/Auditor/Whistleblower-Hotline

Office of Public Safety and Accountability
http://www.cityofsacramento.org/opsa

APPENDIX

Government Code, Title 5., Division 2., Part 1., Powers and Duties Common to Cities, Counties, and Other Agencies
https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=GOV&sectionNum=53087.6