

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #15

DISCUSSED BY SCPRC	
RECEIVED BY SPD	12/31/2018
RETURNED TO SCPRC	05/31/2023

APPROVED AND IMPLEMENTED	<input type="checkbox"/>	PENDING FURTHER REVIEW	<input checked="" type="checkbox"/>
APPROVED AND PENDING	<input type="checkbox"/>	SPD UNABLE TO IMPLEMENT	<input type="checkbox"/>
PARTIAL IMPLEMENTATION	<input type="checkbox"/>	DENIED	<input type="checkbox"/>

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§ionNum=53087.6