Amend G.O. 255.10 A.5 to add “o. Review applicant’s social media, including but not limited to twitter, Facebook, Instagram, Snapchat, LinkedIn, and any other social media websites or platforms, for any conduct that would cause discredit to SPD, the City, and/or harm the public’s image of law enforcement.”

B. HIRING: The Commission understands that some of these recommendations are already in practice at SPD. Nonetheless, the Commission recommends that SPD explicitly incorporate these items into its General Orders. (SPD’s current policy on background investigations is G.O. 255.10, dated 6-14-2001)

This is the Department’s current practice. This information is included as part of the Background investigation in accordance with POST Guidelines. SPD does an in-depth analysis of all social media accounts associated with applicants. Specifically, SPD seeks to determine if the candidate has/is demonstrating any bias related behaviors or supporting/expressing any beliefs that would bring discredit to the City and the Police Department.

In addition to reviewing any current accounts, SPD also reviews closed and inactive social media accounts. Additionally, the Police Department mandates that all employees comply with General Order 210.04- General and Professional Conduct, even after being hired. Per Department Policy, employees must not commit any act whether negligent, intentional, criminal or otherwise that could bring discredit upon the Department or the City. This is also governed by Rule 12 of the Civil Service Rules.

As of January 1, 2022, Senate Bill 2 was enacted and authorizes the California Commission on Peace Officer Standards and Training to decertify peace officers.

California Commission on Peace Officer Standards and Training, Background Investigation Manual:

- [https://post.ca.gov/background-investigation-manual-guidelines-for-the-investigator](https://post.ca.gov/background-investigation-manual-guidelines-for-the-investigator)
- [https://post.ca.gov/portals/0/post_docs/publications/background-investigation-manual/Background_Investigation.pdf](https://post.ca.gov/portals/0/post_docs/publications/background-investigation-manual/Background_Investigation.pdf)

As of January 1, 2022, Senate Bill 2 was enacted and authorizes the California Commission on Peace Officer Standards and Training to decertify peace officers.

- [https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202120220SB2](https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202120220SB2)