

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2020 Discipline and Accountability #3

DISCUSSED BY SCPRC		APPROVED AND IMPLEMENTED	X	PENDING FURTHER REVIEW	
RECEIVED BY SPD	02/08/2021	APPROVED AND PENDING		SPD UNABLE TO IMPLEMENT	
RETURNED TO SCPRC		PARTIAL IMPLEMENTATION		DENIED	

SCPRC RECOMMENDATION

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."

SCPRC RECOMMENDATION RATIONALE

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)

SPD RESPONSE

Sacramento City Council Meeting (Item #2) on 06/01/2021, presented by Deputy Chief Lester:

- 2:30 PM City Council (Special Meeting): <https://sacramento.granicus.com/player/clip/4964>
 - Minute Marker: 46:55
- Staff Report: https://sacramento.granicus.com/MetaViewer.php?view_id=21&meta_id=631887
 - Page 5 and 6

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.

OTHER CITY DEPARTMENTS

N/A

APPENDIX

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/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