



# DEPARTMENT NOTICE

22-046  
05/27/22

## Position Opening: Professional Standards & Principled Policing Unit Officers and Sergeants

The Professional Standards and Principled Policing Unit (PSPPU), which works within the Strategic Management Bureau, is seeking officers, inspectors, or sergeants who are interested in participating in the completion and sustainability of the Collaborative Reform Initiative (CRI).

This position offers the opportunity to play an important role in helping the Department increase transparency and accountability in order to better serve our community. You will be working with community stakeholders, Department and City leaders, while serving as first line individuals responsible for developing and submitting policy and procedure changes to implement recommendations in a transparent, expedient, and lasting manner. Candidates will also be tasked with utilizing a problem-solving process to develop solutions to assigned recommendations while improving auditing mechanisms to track the successful implementation and sustainability of the recommendation(s).

By participating in the Collaborative Review Implementation Process, candidates will receive the unique opportunity to acquire both professional and personal development, enhance their practical leadership skills, and gain knowledge as to how the department has been transformed and is being transformed via the implementation and sustainability of the Collaborative Reform Initiatives.

Candidates are encouraged to review CRI Sustainability Procedures Unit Order 22-01, which can be found at [REDACTED] for a more detailed account of daily responsibilities.

There are 4 positions available.

**If you would like to learn more or to ask any questions, please feel free to contact:** [REDACTED]

### **Duties include but are not limited to:**

- Project Management of DOJ reforms and associated recommendations.
- Reviewing, editing, and writing documents.
- Utilizing the Written Directives database (PowerDMS).
- Assisting with compliance audits.
- Reviewing / monitoring substantiality compliant recommendations

### **Work Schedule:**

The PSPPU Officer/Sergeant will work:

- [REDACTED]

**Minimum Qualifications:**

- Hold the rank of Officer
- Must have completed probation as an Officer with SFPD.  
OR
- Hold the rank of Sergeant, Assistant Inspector, or Inspector.
- Must have completed probation as a Sergeant, Assistant Inspector, or Inspector with SFPD.

**Additional desirable qualifications include but are not limited to:**

- A positive personnel history including supervisory recommendations, performance evaluations, CBOR record, Internal Affairs disciplinary record, EEO history, DPA complaints and lawsuit history.
- Excellent written and verbal communication skills.
- Competence with Microsoft Office (Word, Outlook, Excel, PowerPoint, etc.)
- Knowledge of the DOJ Collaborative Reform Initiative.
- Ability to interact positively with other Department units and outside agencies.  
Willingness to obtain training and certification related to auditing.

**Selection Procedures:**

**Step 1: Deadline**

- **The application deadline will be June 27, 2022.**

**Step 2: How to apply**

- Email Application (blank application attached): to [REDACTED]  
**Subject:** PSPPU  
Once your application is received, you will receive a confirmation email within 5 business days.

Note:

- Resumes are optional and may include work experience, education, POST coursework, awards, special skills, and references.
- Applicants who previously applied for positions within this unit and who were not selected shall re-apply if still interested in the positions.

**Step 3: Selection Process**

The selection process will consist of:

1. A review of submitted applications and resumes (if included) to ensure all applicants meet the minimum requirements.

2. Candidates who meet the minimum qualifications will be invited to participate in an oral interview.

Please email [REDACTED] with any questions. Once a candidate is selected, the process is complete. If additional positions in the unit become available, a new notice will be issued.

Applicants for this assignment must be able to perform the essential job functions of a sworn member with or without reasonable accommodation. [REDACTED]

[REDACTED] with any questions regarding the essential job functions of a sworn member as they relate to reasonable accommodations.



WILLIAM SCOTT

Chief of Police

*Per DN 20-150, all sworn & non-sworn members shall electronically acknowledge this Department document in PowerDMS. Members whose duties are relevant to this document shall be held responsible for compliance. Any questions regarding this policy should be made to [sfpd.writtendirectives@sfgov.org](mailto:sfpd.writtendirectives@sfgov.org), who will provide additional information about the directive.*

# Strategic Management Bureau – PSPP Officers & Sergeants Application

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Date: \_\_\_\_\_

Name: \_\_\_\_\_ Rank: \_\_\_\_\_ Star#: \_\_\_\_\_  
Last First MI

## Contact Information:

Cellphone: \_\_\_\_\_ email \_\_\_\_\_

Current Schedule & Days off:

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## Previous Law Enforcement Experience:

Dept/Agency(s): \_\_\_\_\_

Position/rank: \_\_\_\_\_ Yrs.: \_\_\_\_\_ Months: \_\_\_\_\_

Dates of Appointment (previous Dept/ Agency):

Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_ Yrs.: \_\_\_\_\_ Months: \_\_\_\_\_

## Date of Appointment (SFPD):

Officer Start Date \_\_\_\_\_ End Date \_\_\_\_\_ Yrs. \_\_\_\_\_ Months: \_\_\_\_\_

Probation End Date: \_\_\_\_\_

Current Assignment: \_\_\_\_\_ Start Date: \_\_\_\_\_ Yrs. \_\_\_\_\_ Months: \_\_\_\_\_

Supervisor: \_\_\_\_\_ Commanding Officer: \_\_\_\_\_



