

Current assignment	Primary job duty	Years with SFPD	Comments
<u>Admin / Headquarters</u>	Administrative	20	Since the Mayor, the Chief and Commission have promised community input, the POA needs to guard against all of the suggestions that clearly indicate some members of the community have no concept of what officers do. Examples: making all policy statements “shall” , using the term “minimal force”, including references, training plans and procedures from a variety of other DGOs in this policy - which would make it 3 times as long as it is now, repeating concepts over and over in the same policy just to “reinforce to officers the importance of (fill in the blank), and the list goes on.
Admin / Headquarters	Administrative	20	These general orders are based solely on politics. How can a policy so important be written and implemented “overnight”? The department needs to slow down and go through this with a fine tooth comb and what is best for EVERYONE, including the OFFICERS. This policy should not be a political statement.
Admin / Headquarters	Administrative	20	I appreciate the POA stepping forward and recognizing the need to seriously look into these new proposals. This is a critical time for both the department and law enforcement. These decisions could potentially cause a greater chance of injury or death to officers in the field. It will also affect recruitment of new officers looking to go into this profession.
Admin / Headquarters	Administrative	20	Please push to maintain Carotid and to Get Tazers even if the Dept starts issuing (only) to CIT Officers, Tac/Spec and Supervisors.. it’s a start!!!
Admin / Headquarters	Administrative	20	The numbers above speak for themselves.
Admin / Headquarters	Administrative	16-19	I think it is very disheartening that the language has been removed from all of these drafts that assure officers that it is important that we remain safe and should utilize whatever means necessary when other means have been exhausted to keep from getting hurt or killed.
Admin / Headquarters	Administrative	16-19	There are no tools available to achieve an objective illustrated in the order. These are political answers to a NON POLITICAL situation . Sickening.
Admin / Headquarters	Administrative	16-19	The proposed revision of General Orders 5.01 and 5.02 need to incorporate the verbiage “Objective Reasonableness Standard” or need to make reference to Graham vs. Connor when referring to De-Escalation and Proportionality tactics as the courts do not recognize these standards.
Admin / Headquarters	Administrative	16-19	It would be nice if these documents could be reviewed with a common sense approach. These drafts are very verbose and read like police work has a basis in academia. Where’s the practicality in all of this?!?
Admin / Headquarters	Administrative	16-19	These decisions will have a long term affect on law enforcement in SF and those making these quick decisions to appease a vocal minority will not be around long enough to see or care about the effects they will play on the future of the SFPD. STOP, take a breath, lets wait and see what the Justice Department has to say about the policies, and them make a decision.
Admin / Headquarters	Administrative	11-15	Our Mayor, board of Supervisors and Police Commissioners SHALL be put through rigorous F.A.T.S. training if they want to have any opinion/ comments on any police involved shootings.

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Admin / Headquarters	Administrative	11-15	The POA should work to make this a requirement for these politicians. In order to be a Police officer the person must be Street smart not only book smart. Politicians, particularly in San Francisco, have absolutely no Street instinct and would succumb to our criminals if we were not there to protect them. The need to remember that fact.
Admin / Headquarters	Administrative	11-15	This whole reform, police are the problem is BS and we cannot let a vocal minority ruin or dictate how we as an agency must perform or run. The silent majority do support us and we must stand up and defend what's right. LAW ENFORCEMENT EXPERTS ARE BEST AT DICTATING HOW AN AGENCY SHOULD OPERATE AND BE EFFECTIVE IN HAVING A SAFE CITY. Not civilians/politicians who feel and tell how law enforcement should be.
Admin / Headquarters	Administrative	6-10	The proposed changes to the policies and procedures of the San Francisco Police Department at the behest and oversight of a few individuals with obvious ulterior motives is not only dangerous but puts both the public and law enforcement community in harms way.
Admin / Headquarters	Investigative	20	The active and proposed changes from our leaders (Board of Supervisors, Police Commission, Chief and Command Staff) are such that I will have a life and death moral obligation not to comply with them.
Admin / Headquarters	Investigative	11-15	Do not implement drafts. Meet and confer needs to be done prior to any changes. Issue CEDs to all officers.
Admin / Headquarters	Investigative	11-15	This is a goddamn knee jerk reaction to community activists building on a lie. The touchstone is the Mario Woods OIS. Let's give those asses their time and distance...21+ feet from the subject would probably have put a bunch of those cell phone video people under attack by the fine citizen Mario Woods. Should have let him hack them up? The mayor holds a press conference about reducing "POLICE KILLINGS"?!!!!!! Purposefully inflammatory language. Out of approximately 1,000,000+ contacts between SFPD and public, there are 7 or 8 OIS a year. Are all of them fatal? Don't think so. So we're talking about 1, 2, 3 fatal shootings a year? Involving whom? Unarmed innocent people, or armed, violent offenders forcing an officer to act in self-defense? So who's killing whom? WHY THE F@#\$ ARE WE PERMITTING THIS BS FACTUALLY FLAWED NARRATIVE TO CONTINUE AND TO LEAD TO THE UNDERMINING OF OUR OPERATIONS? I am VERY disappointed that this rhetorical assault continues unopposed by our command staff.
Admin / Headquarters	Investigative	6-10	There's so much more I can type with each question on this survey, but I'll try to summarize it best here. These drafts along with the revised firearms range qualification bulletin which was recently implemented were an obvious response to the Mario Woods incident. The implied message from all this is that our admin is conceding that our Officers were not trained well enough....wow, a very sad message to our Officers. I can only imagine how they must feel and be going through now. Sadly, these drafts will do even more damage by creating a new breed of Officer from both rookie and veteran...one that will lack the confidence to make split second, life saving decisions and will hesitate out of fear from the impending backlash and scrutiny.

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Admin / Headquarters	Investigative	6-10	I've already said a bunch that was negative and non-complimentary. I have 24 years to go in this Department before I am eligible to retire. I am currently in the Bureau and was itching to get back on the streets. Unfortunately, I feel it is best to wait for the dust to settle. As a supervisor, these knee-jerk policies to appease the public will create more room for investigations, punishment and discrepancy which will beef up OCC complaints, the Brady List and IAD investigations. We can't hand over our competence, our training and our beliefs to the people that yell and scream the loudest, chain themselves to each other on the bridge or hijack public forums. We are the ones facing evil and putting our safety and lives on the line. These proposed policies will cause undue hesitation and get officers killed or gravely injured.
Admin / Headquarters	Investigative		Don't let the department make changes to use of force that are so drastic because of one incident. An incident which was found to be within policy and is only being questioned by those from an outside and limited view. The public should have a voice in the SFPD, but not be able to shape our policies because they are being vocal and spinning an incident to be something that it was not.
Admin / Headquarters	RTO	20	dont give in to any of this shit.
Admin / Headquarters	range firearms instructor	20	the SFPD should not be the testing grounds for new/untested policies and procedures
Admin / Headquarters	Training Division	20	I personally believe that the proposed orders are poorly written and have not considered numerous aspects of the use of force. I believe that many newer officers will find it confusing and will not respond to confrontations in a manner that is in the best interest of the officers or the public.
Admin / Headquarters	Evoc Instructor	20	The SFPD has been a laughing stock of most departments for so many years. We had overcome those stereotypes and thoughts by improving our department with higher pay, better medical, and better retirement. This brought in the best officers and also caused great officers to transfer from other departments. We are now the laughing stock of our own officers, The only people who still believe they can make a difference are the poor officers that have 5 years or less in. The way things are going they are going to have a long, scary, and possibly shameful career. They will soon discover what veteran officers already know. This department is a political machine. Whatever makes the homeless coalition, bicycle coalition, and blacks lives matters happy is the flavor of the day. I can honestly say that i am completely disconnected from the command staff and their thoughts of what is good for the department. I am embarrassed to watch the news daily and see our name defamed on a daily basis. The POA is our last hope to save this department from becoming what 99% of the city doesnt want. I hope you guys can prevail with keeping us safe because the command staff has extreme issues with doing that themselves.
Admin / Headquarters	teaching	16-19	I will make my comments to the POA in person
Admin / Headquarters	instructor	16-19	5.01 was in place for 22 years why would a new GO be written without the input of members, it is just not thought out.

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Admin / Headquarters	Training	11-15	POA- Please save us from this insanity! Don't let the department put our lives in MORE danger!!
Admin / Headquarters	Patrol-Street Enforcement	20	Every situation is different and these proposed orders will create loss of officers lives and divide all officers in back up situations etc., Perception of threats are different for people and officers. The wording used in these proposals are putting every officer at risk for disciplinary action etc.
<u>Airport Bureau</u>	Investigative	20	I really hope that field officers that have take the time to express their feelings on this matter are taken into to consideration by the decision makers of the SFPD.
Airport Bureau	K9 Handler/Sergeant	20	These proposed changes are a bad idea on every level. The men and women of the San Francisco Police Department need leaders who will support them and not throw them to the wolves. The men and women of this department need leaders who will stand up and defend the officers instead of folding like a house of cards because of the vocal minority. It seems that in today's world it is okay to engage in criminal behavior with no consequences or repercussions, and the police leadership is stripping the officers of the ability to do their jobs effectively and make it home after their shift. If these policies are adopted then that will be a dark day in the history of this city and the department.
Airport Bureau	canine	20	I have yet to meet a SFPD member who wanted to kill another human being. Most of us took an oath to protect and serve the public, suddenly we should retreat to a position that will take years to recover from will only lead to further decay of the fabric of our society. The problems that were made by bad decisions of elected officials cannot be fixed by more bad decisions.
Airport Bureau	K9	20	Why is the chief rushing this? Is it politics? Does the chief care about the cops or is he just playing to the very small crowd who are shouting the loudest
Airport Bureau	explosive detection k9	20	Why???, Please God tell me, Why???? we have these blue bellied people running our department...
Airport Bureau	explosive detection k9	20	The proposed changes to UOF and Firearms is unacceptable. Imagine a new Trainee who has no experience handling stressful situations. Now the department is telling them to use proportionality with violent subjects who's only goal is to escape custody no matter what. Each officers proportionality cannot be measured. It's based on the stimuli from the subject. How about public announcement that educate the public to comply with official orders and not argue or fight. I don't know any officers who wants to fight with subjects or worse shoot and kill a person.
Airport Bureau	Patrol-Street Enforcement	20	officer safety always
Airport Bureau	Patrol-Street Enforcement	20	The use of force might not be pretty to look at but you are in a situation that requires it, it is what it is
Airport Bureau	Patrol-Street Enforcement	20	in my 20 years on the job I have seen a lot of changes. this is just another change. its unfortunate that a vocal minority can change policy so quickly. what happen to due process. the command staff and mayor have safeguarded themselves from what we may have to do or not

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			do. like in poker the mayor and command staff now have their “outs”. where are the sgt’s in all of this. should they be assigned to a sector and actually be on patrol, ready to respond to a incident. they need to be there to take charge. the days of them riding three deep should be over. can the officers in this department do anything about the current climate. I don think so. If we complain too much we could end up loosing our 10hr day (other working conditions to) or any possibility of a raise. all we can do is what we always do, learn the new policy and work within it. hopefully in 2018 the mayor and chief will go to bat for us and our new contract. we really are powerless right now. I do not blame the poa at all. marty tries.
Airport Bureau	Patrol-Street Enforcement	20	Too much too fast. Pressures from outside are pushing for unsafe changes to our tried and true use of force and firearms policy. This will make the public less safe along with officers.
Airport Bureau	Patrol-Street Enforcement	20	Every department is moving forward with technology and better equipping their officers with the state of the art equipment. We are still so far behind from other departments. Yet our chief of police ALWAYS rant and raves on TV that we are the finest in the world. What world is he referring to huh??
Airport Bureau	Patrol-Street Enforcement	20	Officers should not have to back down or use equal or lesser force than a person who has harmed or intends to harm others. Officers are here to protect people who can not protect themselves.
AAirport Bureau	Patrol-Street Enforcement	20	If its not broken, no need to fix it. We are the SFPD .
Airport Bureau	Patrol-Street Enforcement	20	The Department has caved to political pressure. This is the worst I have ever scene moral. The revised G.O.’s are clearly reflecting public and political outcry. I think we should have a POA online survey regarding the current administration.
Airport Bureau	Patrol-Street Enforcement	20	With the proposed general orders and bureau order, the chances of an Officer being killed or injured will increase. Since when do we have the luxury of “thoughtful” communication. Since when we do have to have match our level of force being used? I think that the Chief and whoever drafted this piece of garbage should take a hard look at the Officers that are actually on the street, working day in and day out dealing with the bad of what society is giving them, going from call to call, writing reports and completing the stacks of forms now required, while doing all of this is a “sam” unit because of the personnel shortage. Why would anyone want to do any “police” work now and open themselves up to public scrutiny, and no support from the Department they are working for. I feel Chief Suhr should resign...you will have my vote of no confidence....I’m done being sold out for political gains.
Airport Bureau	Patrol-Street Enforcement	16-19	Police officers in this city have sacrifice more than what they were given task too. With all the problems in the city, including shortage of officers, days off cancel and many other things we have given up, we are tired of the pandering to the liberals and criminals. I don’t understand why there are so much influences from the political bs that goes on in the city. People lives are at stake, especially Police Officers. When did it make sense that a criminal’s life meant more than a police officer? You break the law, you go to jail. You resist, you might get hurt through physical arrest. You use a gun, prepare to be shot. I know its not politically correct to say but

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			it is getting out of control. Let's stop all the political kissing ass and start saving the city from its own destruction. The city of San Francisco is in bad shape and dumbing down the police department through policies will not help. We are the fine line between chaos and order. Prevent us from doing our job efficiently will only mean more problems for the resident, tourist or whomever visits San Francisco. Officers are not happy of what the San Francisco Police Department has become.
Airport Bureau	Patrol-Street Enforcement	16-19	The new propose use of force will be bad for Officers and the City and County of SF
Airport Bureau	Patrol-Street Enforcement	16-19	what is wrong with our current Police Chief ??
Airport Bureau	Patrol-Street Enforcement	16-19	The Proposed orders are being rushed onto the officers without any input from them. if i'm going to risk my life for this city and people, I should have input in the procedures that I will take. It is clear this is political at the extreme. Should there be more training and discussion about our role. Yes, but not changing policies at our expense. Also for the POA I hear more from Adachi and lawyers out to get us in the media than I do from the thousands of people that do support us. I've heard the POA spots on the radio from Marty but to tell you the truth, it has little effect. We should get others in those spots. Officers of color, women, seniors, a diverse media campaign I think would do well. Its the times we live in. Keep up the fight!
Airport Bureau	Patrol-Street Enforcement	16-19	These new policies put our officers even further at risk. Why should an officer have to wait for another officer to yell "Threat!" before he can discharge his firearm. If I am the officer on the scene, I decide if/when I discharge my firearm. The other officer may not have the same perspective. While the de-escalation training is good, is it realistic to basically turn every incident into a critical incident? How many times does an officer have to ask/tell someone to drop the knife, before he discharges the less lethal? The de-escalation works well in theory, but is not always practical. The longer an incident is allowed to go on, the more chances that an officer or innocent bystander has of getting hurt.
Airport Bureau	Patrol-Street Enforcement	16-19	If the command staff are really concern about de-escalation and proportionality why are taser only limited to TACT and Specialist. Officers sometimes do not have time to wait for TACT or Specialist. I feel that Chief Suhr should resign because it appears he is working for the BOS and not for the members of SFPD. I also recommend that a vote of no confidence should be issued for Chief Suhr.
Airport Bureau	Patrol-Street Enforcement	16-19	02/25/2016 To: SFPOA Subject: OSHA & Cal/OSHA Intervention To whom it may concern, Due to the proposed changes in department policies, I have specific safety concerns that I would like investigated by OSHA & Cal/OSHA. I feel that this will ensure our place of employment is free from recognized hazards that are likely to cause death or serious injury. This would be a preemptive measure to the investigation of an injury that is already reported on a Cal/OSHA form. New DGO 5.01 Safety Issues: <ul style="list-style-type: none"> •Language of 835PC is inaccurate and misquoted •Prohibits the use of carotid restraint without exception • Prohibits the use of an impact weapon on handcuffed prisoner without exception • Prohibits the use of an impact weapon outside of zone 1 and 2 without exception • Evalua-

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			<p>tion of a resister’s noncompliance causes hesitation and uncertainty • Availability of the C.E.D. (Taser) is limited or unavailable (AFOB) in many circumstances New DGO 5.01.1 Safety Issues: •Mandating a use of force entry for pointing a firearm and /or the C.E.D. skews the early intervention system. This will likely cause a discouragement of the proper deployment of these tools. New DGO 5.02 Safety Issues: •Mandating a “shall consider other force options” in 5.02 is inappropriate for an order regulating the use of lethal force. This mandates second guessing of a critical incident where all attempts of de-escalation have failed and no other means exist. • The verbiage “drawing” (Section C3) a firearm contradicts the verbiage “pointing” (Section C4) of a firearm. • rohibits the use of a firearm on any moving vehicle’s occupants without exception •The disclaimer regarding “exceptional circumstances” is contradictory to the “shall not” verbiage of several aforementioned sections. Additionally, the intentional placement of this disclaimer at the end of 5.02 is contradictory to the prohibited Sections D5. The Occupational Safety and Health Administration (OSHA) is part of the U.S. Department of Labor. It develops laws with the goal of assuring a safe and healthy work environment. Under OSHA, Cal/OSHA is permitted to adopt federal OSHA regulations within their own regulatory framework. The Cal/OSHA regulations shall be as strict as federal OSHA standards. In addition, unlike federal OSHA, Cal/OSHA plans must protect public section employees (local and state). Within the parameters of OSHA, there are no law enforcement specific standards as such. This requires one to examine each activity that a law enforcement officer is responsible for in the course of their duties. Keeping this in mind, it is the employer’s responsibility to provide appropriate policies and training. General Duty Clause (29 U.S.C. §654) The General Duty Clause requires the employer to furnish a place of employment which is free from recognized hazards that are causing or are likely to cause death or serious injury. It is also the employer’s responsibility to comply with OSHA standards appropriate to the specific workplace. In other words, simply because OSHA does not have basic standards in place, it does not exempt the employer from providing a safe workplace, proper equipment and appropriate training for a specific task. The agency has a heightened responsibility to ensure that officers will be protected by appropriate means due to law enforcement workplaces subjected to the presence of disgruntled and combative individuals. OSHA directives suggest that an employer may be cited under this clause if they fail to reduce or eliminate serious recognized hazards. Personal Protective Equipment (PPE) (29 CFR §1910 Subpart I) In addition to the General Duty Clause requirements have been met, it is necessary to look at other specific standards that might apply and should be considered. This standard covers the need for the employer to assess the need for PPE for employees. This assessment is based upon the types of risk the employee might face during their workday. Training in this area requires that employees identify the types of PPE they need and how to properly use it. Certified HAZMAT Technician & Specialist POST Certified Firearms Instructor POST Certified Academy Instructor REFERENCES: •OSHA Quick Start Guide •Training Requirements in OSHA Standards and Training Guidelines •OSH Act of 1970 SEC. 5</p>

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Airport Bureau	Patrol-Street Enforcement	16-19	These new orders appear to have been drafted not to ensure safety of officers and the public. It appears these drafts were created to pacify people.
Airport Bureau	Patrol-Street Enforcement	16-19	I really think this is going in the wrong direction. I believe that policies should be change to reflect the needs of the community we serve. However, it should never be implemented over public outcry. Emotional changes are the worst because we are not thinking rationally. These policies were in place and have been working. What hasn't been working is the public sentiment after all OIS incidents. Police work is never pretty nor should it be. If we want to water down what the job is really about, hire people who don't care and are not willing to risk their lives. None of us want to kill anyone, let alone someone with a mental disorder. Did we ever asked the question of how these incident occurred? Or even why most of these incidents are drug induced individuals that became crazy not by birth, but by taking drugs. That should be the focus. Of course, there's no accountability anymore from anyone. That's why the American culture is slowly deteriorating.
Airport Bureau	Patrol-Street Enforcement	11-15	The list of "Non-Discretionary Days off" is out of control. When I joined the department, there were about 4 days on it. Now it takes up an entire page and days get added to it throughout the year. Not being able to take time off work negatively affects my quality of life and there is nothing to prevent the department to just keep adding days to the list. This is just another reflection, like the illegitimately forwarded "Use of Force Policy" of how little value the department places of the lives and wellbeing of the officers in the department.
Airport Bureau	Patrol-Street Enforcement	11-15	Understand change is a constant. I am for any change that value all life. Police officers have a very difficult job.
Airport Bureau	Patrol-Street Enforcement	11-15	835a of the penal code gives police officers the right to stand our ground and use force to effect an arrest. The proposed Orders will make officers hesitate in the heat of the moment.
Airport Bureau	Patrol-Street Enforcement	11-15	I believe that our department should conduct a department wide survey first before proposing anything especially when it comes to use of force general orders.
Airport Bureau	Patrol-Street Enforcement	6-10	There will always be members of the public which don't agree to our policies. These are only a small percentage of the general public.
Airport Bureau	Patrol-Street Enforcement	6-10	This job is hard enough! The new PROPOSED DGO's will have officer second guess before deploying categories of force to employ and it will get officer/s hurt, seriously injured, and god forbid suffer a fatal consequence. Officer will transfer/quit from the department due to this new PROPOSED DGO's. New possible candidate/s will think twice before applying to this department. Who wants to get hurt or even loose their lives doing this job when the department will not back them! When the police commission and the command staff take away our tools i.e (carotid restraint) to do the job effectively. The people making these changes should walk in our shoes for a day and see how hard is to do this job. This is a very big mistake!

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<u>Bayview Station</u>	Investigative	16-19	I think the proposed UOF Policy makes our job more dangerous. The wording is horrible and, forbidding the use the Carotid has taken a very effect tool away from us. Officers may find themselves in a fight for their lives and see the opportunity to over come their opponents with the carotid but cant and will have to revert to their firearms.
Bayview Station	Investigative	16-19	This is all an over reaction. Slow down, evaluate the policy, the research of what these changes will mean and retrain/remind cops to reevaluate force at every juncture. If it takes one baton strike or 8 to stop the threat, the force is reasonable as long as there are no additional strikes once the threat is over. Same thing with use of the firearm. Stress and sympathetic fire are human and this isn't a perfect science - but there has to be latitude in these policies or cops are going to get hurt and/or die; so too might memebers of the public.
Bayview Station	Investigative	6-10	This department is going backwards. We aren't training any more for officer survival- we are training for political survival and how to appease the masses. While other departments have given officers more tools (San Diego PD for example) to survive and get ahead of the bad guys, this department is taking away parts of our tool belt piece by piece. Our training sucks. I see it in the academy and in the recruits that come to the station where we have none aggressive officers who cannot and will not be able to handle stressful situations when the time comes. Might as well hand the bad guy our guns and carry a white flag in one of our department issued pockets. We are going to be a pencil pushing, box checking reactive department versus a proactive one.
Bayview Station	Plain Clothes	6-10	The way much of the new stuff is phrased will make virtually every use of force open to a ridiculous amount of scrutiny by OCC etc. We will have people who have never been in a fight in their lives telling us that someone who they never encountered could have been talked down. I'm all about de-escalation techniques, as is virtually every cop on the street. However, as every cop who works the street knows, a lot of 148's and fights start without warning and without time to talk. I feel that the way things are worded, OCC, IA, etc are going to rip apart officers' use of force based on hours of thought and not the less than 1 or 2 seconds that each officer has prior to making a decision and using force. Officers are going to become "gun shy" and not want to take people on or arrest them for fear of an OCC complaint.
Bayview Station	Patrol-Street Enforcement	20	These changes are all do to the political pandering by people who should be doing their job to give all the available tools to do our job. It is changing and we all understand that except those who sit at their ivory desks safe because we go out and do the dirty work of keeping this City safe as best we can.
Bayview Station	Patrol-Street Enforcement	20	LE needs to start a campaign of clear statistical data, coinciding with victims groups, the probation dept's, SO's , so we can paint a clear picture of what actually happens on the streets of this country everyday. We also need to let communities know , statistically, what happens to bad cops. How many cops get in trouble and what happens. But no personal info. The public wants to know the good with the bad. It gives us credibility.

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Bayview Station	Patrol-Street Enforcement	11-15	I do not feel safe with the proposed new policies. The attitude needs to change from protecting the bad guys to protecting the officers. If we need to follow the new policies, I can foresee a lot of officers not doing any real police work in fear for their safety. CIT training is good but should not be included in the proposed policies. Things happen very quickly and sometimes we don't have enough time to think if someone is dangerous because he/she is just crazy or a real killer.
Bayview Station	Patrol-Street Enforcement	11-15	These proposed GO's are an insult. Officers naturally question how they handled a situation because they want to be that much better the next time it happens. I always play over different incidents I have encountered in order to be more effective in the future. I love my job and in the last twelve years I never had any regrets about becoming a police officer, until now. Our hands are being tied and it is not only going to affect officers but the public. Officers are going to be less proactive and slower to respond for fear they will not be backed by the department.
Bayview Station	Patrol-Street Enforcement	11-15	I appreciate all the outreach that the SFPOA is doing to stay ahead of this. It sad that we are so looked down upon by our leaders. We have done nothing but good for the communities we have served. Yet the Leaders have gone out of their minds, siding with the community groups that are using false information and allegations. Why are we changing everything based on bad information and politics?
Bayview Station	Patrol-Street Enforcement	11-15	It seems that the department took radical parts of other Law Enforcement agencies orders and crafted the most complete radical and dangerous policy. The police officers in San Francisco understand and accept that our policies will always be somewhat more restrictive than many police and sheriff departments. This is an accepted fact based on politics of the City, the fact that it is such a densely populated urban environment and several other factors. But these policies make it appear to the rank and file that the Chief and the command staff would rather an injured or dead officer than a use of force or OIS that the public was upset about. That way they could mourn our great sacrifice and bemoan the state of mental health care or recidivism rather than defend the actions of people who without them would be commanders, deputy chiefs, and the chief of nothing.
Bayview Station	Patrol-Street Enforcement	11-15	We live in a country that is inundated with firearms, some of which are military grade weapons possessed by private citizens. This fact alone unfortunately limits the tactics that we can utilize, specifically the British shield techniques wherein everyone is wearing stab vests, not ones designed to stop bullets. Lethal cover in confrontations with armed individuals is essential to the safety of American police officers barring the ability to travel back in time and rewrite the Constitution.
Bayview Station	Patrol-Street Enforcement	6-10	this has turned into a political nightmare watching this city moral go lower
Bayview Station	Patrol-Street Enforcement	6-10	The new Use of Force proposal should be authored by the Academy DT staff who are subject matter experts on current LE trends in the USA and else where.
Bayview Station	Patrol-Street Enforcement	6-10	The proposed new GO for use of force will endanger our officers.

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Bayview Station	Patrol-Street Enforcement	6-10	I hope the new proposals do not pass. They are flat out dangerous.
BBayview Station	Patrol-Street Enforcement	6-10	This whole policies changing process seems rushed and political with only “protesters” demands in mind and without the aid and consideration of police/POA that will be working under these policies.
Bayview Station	Patrol-Street Enforcement	6-10	I think the POA should go after the city during the next contract for the following things. I would like the time of service and age decrease for all of us. I think doing 20 years and keeping our 3% would be ideal. I also think health benefits when we retire should be increased. If the department bends to everything else and we continually have to make all of these unfair adjustments and changes then we should have something work in our favor. We dont need raises or more days off, we need to retire sooner and younger but still keep the same pension system. That I believe would increase morale!
Bayview Station	Patrol-Street Enforcement	6-10	The proposed general orders have no basis in reality. They read as if they are letting us know we are on our own if we have to defend ourselves or our fellow officers. We will not be backed by the department. Someone will get hurt if these are adopted, and more will get disciplined and fired for defending themselves creating a hostile work environment where no one will be proactive, and the real victims of crime will suffer.
Bayview Station	Patrol-Street Enforcement	6-10	why don't we adopt the CHP use of force since its similar. Can brass do a ride-a-long for a refresher and whats going on? dept needs to dump \$ on training. chief even said “SF is the innovation capitol of the world” so lets have a shooting range we can train in real world situations. Demo the range, get rid of that Tahoe cabin look and use the space we have, add a FATS simulator. prevent the use of those “smart guns” seems like a big retirement \$ maker. Its been a long time since an SF cops gun was used against him. stupid implementations or use of force rules will open the dept and city in a lawsuit from a member or their family if a member is injured or killed.
Bayview Station	Patrol-Street Enforcement	3-5	Fight the fight to save officers from getting disciplined, injured or killed due to poorly written policies by civilians!
Bayview Station	Patrol-Street Enforcement	3-5	The proposed changes in the Use of Force policy are placing the officer at grave risk for injury or death. Time, distance, and de-escalation sound great. These same tactics are used 99 times out of 100. The problem is that they are never seen. San Francisco has a horrendous mental health issue that the Department of Public Health is choosing to ignore. The proposed new Use of Force forces an officer to become a psychiatrist to determine why a subject is ignoring lawful commands. Handcuffing officers in the course of their duties is placing the public at risk. Violent offenders need to be apprehended immediately. The standard of reasonableness has been set since Graham v. O'Connor. To alter that would be unreasonable. To make things clear on this, I am not anti-change. I understand needs to alter certain outdated policies. What I can't understand is the complete lack of concern for the men and women that have to do this job day in and day out. We deal with the clinically insane, rapists, and murderers. After this interaction we go to a local school to talk to children about staying in school. After that interaction,

Current assignment	Primary job duty	Years with SFPD	Comments
Bayview Station	Patrol-Street Enforcement	0-2	<p>we then must go home to families that love us. After reading this proposal, I feel as though more care is placed on criminals then the officers sworn to protect the citizens. Engaging in meaningful dialogue with an armed subject in UNSAFE! Each and every officer I know has and will continue to use the least amount of force possible to detain a suspect. Often times we place our own safety at risk to detain someone without using any force. To suggest otherwise is appalling.</p> <p>The Police commission should have to conduct ride alongs bi-annually and go through the FATS simulator.</p>
<u>Central Station</u>	Admin and Street	20	<p>Thank you Marty and everyone else for your hard work during these trying times. You guys are appreciated!! Sad to say, but I am not optimistic about policing in the City.</p>
Central Station	Patrol-Street Enforcement	20	<p>I believe these proposed changes are a knee jerk reaction to an incident that could have been averted had the police commission signed off on our taser request. For years we have been de-escalating tense situations and have been successful. The situations where it has been unsuccessful is when the suspect has been intoxicated, high on drugs, mental disorder or a combination there of. I don't think any other proposals would make a difference when faced with the same situation. More and more police encounters regarding resisting arrests leads to officers often fighting for their lives while on the ground. The one tool on our force escalation that would benefit an officer on the ground is the carotid restraint. As unsightly as this use of force may appear, it has been highly successful and has saved our officers from injury and even death. Again, this particular use of force has been overshadowed with the intent to make effecting an arrest look less unsightly, rather than keeping with the integrity of the safety of our officers. The proposal that the mere pointing of a firearm should be a reportable use of force is absurd. There are numerous scenarios where an officer may point his/her firearm at multiple individuals within one incident (i.e. search warrant service, premise search during a burglary...) For an officer to have multiple reported uses of force during these kinds of scenarios may lead the officer to be immediately placed in the Early Warning System. It would be appropriate to report such incidents to supervisor and to prepare an incident report but not as a "Use of Force" issue. When we soften our stance against the public's use of force against us then we have compromised the safety of every police officer in this city. It is dangerous waters we tread on when we decide to remove certain personal weapon techniques, create a situation where officers are uncomfortable with drawing their firearms and essentially place our officers in harms way with less defense all for the sake of saving face in the eye of the public and public opinion.</p>
Central Station	Patrol-Street Enforcement	20	<p>The Chief must comply with Labor laws and meet and confer with the POA so that there is some mutual agreement. I personally believe the current orders should not be changed except for giving all officers TAZERS.</p>

<u>Current assignment</u>	<u>Primary job duty</u>	<u>Years with SFPD</u>	<u>Comments</u>
Central Station	Patrol-Street Enforcement	20	These new policies, if passed, will lead to the injuries and deaths of police officers. Officers are being placed in climate of hesitation and fear when dealing with split second life and death decisions. The blood of officers will be on the hands of this administration because of their knee jerk reactions and pandering to the feckless politicians of this city.
Central Station	Patrol-Street Enforcement	20	As usual, the hard working street cop has all the liability while others, sitting safely behind a desk make all the rules. I do not begrudge those officers who are not on patrol. (I have worked in FOB myself) but sometimes they seem to forget what its like to push a radio car or walk a beat. The working cops put themselves in harms way every day. Those cops should be respected and protected by the administration not placed on a “Liability Island”.
Central Station	Patrol-Street Enforcement	20	This political agenda is only going to get police officers killed!
Central Station	Patrol-Street Enforcement	20	THIS IS GOING TO MAKE ME RETIRE SOON.
Central Station	Patrol-Street Enforcement	20	Chief needs to retire and leave.
Central Station	Patrol-Street Enforcement	11-15	I am extremely disappointed with the San Francisco Police Department and have lost faith in our leadership. It has always been past practice that our departments defensive tactics/ range experts (subject matter experts) or other agencies (SME’s) set the standards. They are the persons testifying in court! It appears now that the standards are created by the General Public who have NO LAW ENFORCEMENT background. The persons on this Blue Ribbon Committee should be required since they have such a vested interest in the city and how our department is run, then they need to complete the Civilians Academy. This would give them better insight to our internal workings and be an act of good faith not only to department members but to the general public. Then these persons if completed may have a certificate from our department. Maybe POA can have a discussion or slotted time to answer any civilian questions at the end of that course.
Central Station	Patrol-Street Enforcement	16-19	all officers should carry tasers
Central Station	Patrol-Street Enforcement	16-19	i hope the poa will be able to come to an understanding with the chief and politicians that protects the cops as well as the law abiding citizens
Central Station	Patrol-Street Enforcement	16-19	Many of propped CED wording is in direct opposition to Taser Intl. Ie: Taser states to Arc the weapon once every six monthas. You say to do it everyday. The targeting areas you propose are ridiculous From their website “Normally aim the LASER of the ECD at the preferred target areas of the body such as the back or thigh areas.” We can not shoot in the back????? From their website for deployment : “Aim the laser beam at the center of the attacker’s torso, back, or legs.” Miss or Single Dart Hit. The current must pass between the probes. If one probe misses, a second cartridge should be deployed if practical. Additionally, using the M26C in the drive-stun mode (as described below) will also complete the circuit between the single probe and the ECD electrode.” ---- We can not use in drive mode!!! These are from the International Manufacturer!!! Please visit https://www.taser.com/images/support/downloads/downloads/m26c_manual.pdf to see what they suggest. You know, the people who make the tool. The ones who

Current assignment	Primary job duty	Years with SFPD	Comments
			<p>have sold more than 850,000 to 18,000 LE agencies. Why are we trying to reinvent the wheel... again. For once, please please just read what they say. Take some tips from them. They know what they're talking about. Otherwise, please don't give these to us. I am one of the people who will have to carry it. This is not what we have fought for for so long. These tools will save lives. Don't trade a cop's life for a political agenda. Oro en paz. Always has been. We need to be able to keep that peace.</p>
Central Station	Patrol-Street Enforcement	16-19	<p>The reactionary tactic that the Department and most notably, Chief Suhr by bending to special interest groups and changing our general orders is reckless. The disconnect that is apparent from patrol and the command staff is absolutely amazing. Is the department going to re-write the General Orders each time there is an incident that someone doesn't like? How are we to do our job when we now CLEARLY know the command staff and all elected officials DO NOT support us in the unpleasant course of our duties? These proposed actions will endanger more officers and the public due to officers not taking decisive action when it is called for. THEY WILL HESITATE! We have an extremely difficult job. New officers are now CIT trained in the academy, coming out on the street not knowing how to use it and waiting dangerously too long to use physical controls because, "We were trained to talk to people, to connect with them." It doesn't work all the time. Don't write an order demanding reasons why I didn't de-escalate. Now I will have to justify what I didn't do.</p>
Central Station	Patrol-Street Enforcement	6-10	<p>This entire policy is a clear knee jerk reaction to the media. It is unrealistic to what happens on the street and will cause Officers to second guess themselves in life or death situations.</p>
Central Station	Patrol-Street Enforcement	6-10	<p>Current D.G.O's have all been thoroughly and carefully prepared and approved. These changes seem to be a 'knee jerk' reaction to national controversial officer involved shootings/incidents.</p>
Central Station	Patrol-Street Enforcement	6-10	<p>All changes of policies should be presented to the POA members and voted upon and all policies should comply with the federal standards.</p>
Central Station	Patrol-Street Enforcement	6-10	<p>Many of the policy changes and purposed changes are going to affect police across the country as a whole. We are setting a precedent by allowing a justified shooting to affect every policy that allows us to protect the public and ourselves. If we as a police department did massive changes to our policies every time a justified shooting happened we would be hiding in the locker room and never attempt to do any form of proactive police work. I pray this never happens...but with some of the policy changes and purposed changes, police, especially the younger generations will be afraid to use force or their firearm which will result in the serious injury or death of police officer. I hope this doesn't happen but it is a reality.</p>
Central Station	Patrol-Street Enforcement	6-10	<p>I recently went to the range and observed the incorporation of these new proposals. I believe they are creating self doubt and delay in officers reactions to a negligent degree. In the class they required officer to perform scenarios. I observed multiple officers attempt to de-escalate the situation to a negligent level to their own safety. Further, during the qualification the range staff now requires officers to wait to hear the word "threat" before the can fire. This is extremely dangerous to officers, especially newer officers with limited firearm experience. This</p>

Current assignment	Primary job duty	Years with SFPD	Comments
Central Station	Patrol-Street Enforcement	3-5	creates a reaction delay by requiring officers to focus on a auditory and visual recognition. In the most extreme circumstances, officers should be trained to be efficient and effective. Political correctness has no place in training for a gunfight for your life. Officers already know they need to think in this line of work. The range is about reaction time and efficiency.
Central Station	Patrol-Street Enforcement	0-2	The proposed policies appear to be a knee jerk reaction to objections by a very small, but vocal, portion of the community. They do not account for industry best practices, commonly accepted research, or tactical realities. Additionally, any requirement that officers only fire two rounds before reassessing is ridiculous. It does not account for medical realities that gunshot wounds stop violent suspects by a) damaging the central nervous system or b) causing incapacitation via blood loss. Two rounds of .40 caliber ammunition, fired under stress, by an officer who only shoots twice a year, is not likely to incapacitate any suspect, much less one motivated by anger, adrenalin, altered mental status, or drugs/alcohol. It is a shortsighted policy that displays a wanton disregard for the sanctity of officers' lives.
Central Station	Patrol-Street Enforcement	0-2	Several times it is listed that an officer should “consider” the reasons that a subject may be non-compliant or resisting arrest. Things happen very fast on the job and when a subject is resisting arrest, an officer does not have time to consider why they are resisting. This is an unreasonable suggestion and will end up getting someone hurt. I do not have much time on the street, but I have enough to know that these proposed changes will hinder officers and most likely end up getting an officer or a citizen injured.
Central Station	Patrol-Street Enforcement	0-2	The new proposals to the use of force will get other officers and the public hurt. For officers like myself who work in the Central, creating time and space for an 800 subject in the middle of the day on Montgomery and Bush could have very deadly repercussions towards the public. Someone will be hurt and then the public will ask questions as to why the officer didn't go hands on a diffuse the situation.
Central Station	Patrol-Street Enforcement	0-2	I have only been in the department a short time, but I feel like the changes to our use of force are being rushed and i dont fully understand the drastic changes due to the shooting of Mario Woods being found to have been a “good” shooting due to the investigations that have already been completed.
Central Station	Patrol-Street Enforcement	0-2	Thank you for seeking my input. Many of these issue should have been addressed years ago, but it seems nothing gets done until there is overwhelming pressure.
Central Station	Patrol-Street Enforcement	0-2	seems like sfpd would rather see hurt officers then officer enforcing the law and protecting the public. when are our leaders going to hold the person committing the crime accountable for their actions.
Central Station	Patrol-Street Enforcement	0-2	Keep the Carotid Restraint. This is a valuable tool for everyone, especially smaller Officers. Involve the POA in new draft policies. Keep the current DGO's, and tazers for everyone

Current assignment	Primary job duty	Years with SFPD	Comments
<u>Ingleside Station</u>	Investigative	16-19	When is any common sense going to prevail? Until we have a complete conversation about these issues, instead of the knee jerk reaction to a small group of people criticizing police, we will never move forward.
Ingleside Station	Investigative	16-19	While the conciliatory tone of the new General Orders might be appropriate for a mission statement or included in a ethical statement of the department generally, it really has no place in a Department General Order. Thank you POA.
Ingleside Station	Investigative	11-15	I cannot recall one instance in which time was available that officers have not employed some type of de-escalation practice. I am also critical not of the policies themselves but the way in which they were disseminated to the rank and file. The pointing of a firearm was never conferred upon prior to be established as policy. This is one example that rank and file know about. These behaviors illicit a mistrust from the so called leadership of this department. Policy is being created by those who will not have to adhere to the policy and yet those will be the same persons that will hold each officer to the standard that was created. I am not saying change is not welcome. But a change for the namesake is futile.
Ingleside Station	Investigative	6-10	I love being a police officer and always wanted to be a police officer. I have never wavered in that decision until now. I want to protect the public. I want to go home at night. I want my fellow officers to go home at night. Sadly, much of society is making this job more dangerous for police officers and the public. Why aren't the criminals being held accountable for their actions? Victims are being re-victimized and police officers are the ones being handcuffed. These proposed policy changes are going to adversely affect the public and are going to get an officer or a non-compliant subject killed.
Ingleside Station	Patrol-Street Enforcement	20	It is the bad guys of the city that should be living in fear of being arrested for their actions, not the police officers risking their lives on a daily basis. With what little investigative results have been made public, it is abundantly clear that the actions taken by the officers in the Mario Woods case acted appropriately, yet our department has started punishing and reacting to the public as if we were wrong. Unless someone is planning on running for office in this city, sit is time for someone, anyone to step up and support the officers that put the uniform on (or plainclothes) everyday and risk their lives and livelihoods to keep a mostly grateful city safe. I have never observed a unit drive any slower and respond in any other way then professionally to a call for service in any community regardless of the racial make up of its residents. Officers have been involved in collisions and injured trying to get there to save lives whenever possible but nobody ever acknowledges that.
Ingleside Station	Patrol-Street Enforcement	20	I believe the current DGO's provide us with options and the proposed ones pretty much takes away our ability to access and react in a timely manner. I feel it is implied that all of the officers are making questionable decisions instead of addressing the few who willingly violate them. If we could find a way to merge the two there could be a workable document. I feel that the proposed documents are unrealistic in there expectations of the officers and the citizens.

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Ingleside Station	Patrol-Street Enforcement	20	New rules are designed for the community not the Police Officers.....Officers are placed in harm's way.
Ingleside Station	Patrol-Street Enforcement	20	All of the orders seem to be rushed without any thought to the officers who have to adhere to them...It is entirely based on politics and NOT reality in the streets. It is a nightmare with too much jargon and will cause officers to doubt their reactions and put them in harms way... What if an officer takes on a person with a "ended object" and gets stabbed in the arm or worse and loses the ability to work based on nerve damage or something more severe.?...These orders completely are based on an over-reaction by all that authored it.
Ingleside Station	Patrol-Street Enforcement	20	I truly believe and officer will be injured with the new proposals due to 'hesitation' !
Ingleside Station	Patrol-Street Enforcement	20	Thank you Marty Halloran and Mike Nevin for what you're doing! If I can be any help, call me.
Ingleside Station	Patrol-Street Enforcement	16-19	It upsets me that the SFPD seem to no longer no how to train their officers. We are now dictated by tweets and posts and the whims of public perception. I would like to see the Chief stand up for the department being that the officers have done nothing wrong in regards to the Mario Woods incident. Let's face it, that is San Francisco's Ferguson.
Ingleside Station	Patrol-Street Enforcement	16-19	I find all of the proposed policies outlandish and not well thought out. I am extremely disheartened at the knee jerk reactions from the Command Staff based on one or two isolated incidents. Incidents in which officers acted lawfully; even according to the Attorney General. I feel very unsupported by the Command Staff and am very disappointed in their recent decisions to appease a very small minority of people. The shields they are telling media that they issued to use against edged weapons, making Bayview Station no longer a training station, the "Not on My Watch" Pledge, making pointing a firearm a reportable use of force, 10 hour range qualification, and these proposed policies just top it off. It's not a matter of if, but when an officer gets seriously injured or killed because of policies they have or want to put into place. I can only hope that the POA continues to fight these fights, because we are talking about our lives.
Ingleside Station	Patrol-Street Enforcement	16-19	Please, do not subject us to dangerous tactics that will make us put our guards down. It is harder and more dangerous than ever before to be a law enforcement officer in these times. Why lessen our force options when those who are out there to hurt/kill us only increase their resolve? It's time to say "enough is enough" and that ALL lives matter.
Ingleside Station	Patrol-Street Enforcement	16-19	We should be a "forward thinking" department. We should be on the forefront of technology and policies. We should have more "tools" at our disposal. Why are we regressing? Why are our "tools" being taking away from us? If the Chief/Commission/Board of Supes/Mayor/Anti-Police groups want me to take my 6 figures a year and not do anything for it, then I will. That's not why I signed up for this job, but that's they way these things are progressing..... SFPD - Do nothing..... Do nothing wrong.
Ingleside Station	Patrol-Street Enforcement		We do not work in fantasyland. There are very bad people out there who suffer from an array of problems. Those people present and clear and present danger to the citizens and tourists of San Francisco. The police officers have responded to these threats on a daily basis 24/7 with

Current assignment	Primary job duty	Years with SFPD	Comments
			<p>the current policies in place with flying colors. Although we are not perfect, we have implemented our own unique abilities with or without force to subdue a suspect(s). Sometimes when our hand is forced, deadly force is required. It is a tragedy when that happens for all those involved. Now, with this ridiculous national assault on the police from these loud mouth groups, and the recent, confirmed terrorists attacks on our native U.S. soil has now made things much more complicated and dangerous for law enforcement. Please do not allow these proposed changes to take effect. I love my job and the people that I work with. It has been a pleasure to work for this great city since day one.</p>
Ingleside Station	Patrol-Street Enforcement	11-15	<p>I feel that input from police officers or experts in police use of force should be considered in enacting such policies to add some reasonableness in the use of force policy.</p>
Ingleside Station	Patrol-Street Enforcement	11-15	<p>With the proposed changes, we will see more (especially younger, newer) officers get hurt.</p>
Ingleside Station	Patrol-Street Enforcement	11-15	<p>Ignore the media. we don't get paid by cowards who don't do our job, therefore why should we care about their attacks on the job...</p>
Ingleside Station	Patrol-Street Enforcement	11-15	<p>I think we need to make public how many or what percentage of SFPD officers are injured in teh line of duty. We then can break down how the injuries occurred. They have to know that we are getting hurt as well. How many cops have had to retire out medically from the profes-sion? Also, I think we need to assign 40/37mm less lethal launchers to patrol officers. If Specs can get the training, I think patrol should as well. I think it's crazy that we have to fire a 12 gauge ERIW multiple times to get an affect.</p>
Ingleside Station	Patrol-Street Enforcement	11-15	<p>All of these changes seem to be from a single perspective in a fantasy world of a slowly developing incident where Officers have all the time in the world to deescalate, create distance, recite policy over the radio verbatim while Officers are dealing with a potentially life threatening situation, clinically evaluate the individual and diagnose any psychological issues, all the while exposing themselves to undue danger. Yes I am being somewhat sarcastic, but it does not appear that any use of force expert was consulted for the policy. It grossly endangers Officers and the public and is completely unreasonable, unworkable, and unacceptable as written. I know that we (law enforcement) can be resistant to change, but we need a resounding voice of reason here. Most of the ideas in the proposed changes are good in limited circumstances, but our work environment does not function in the vacuum that this draft was created in. Our job is unpredictable and ever changing and our use of force orders need to take that into consideration and cannot be so incredibly restrictive. It must be consistent with the law regarding the use of force. And we must be allowed reasonable use of force options to allow us to use to do our job as safely as possible. This draft brings to mind Maslows concept that when all you have is a hammer all your problems start to look like nails... These proposed changes are likely to have the opposite effect of their intentions as the overly restrictive use of force policy and removal of use of force options currently available to us (Carotid) creates a void where we are forced into a situation where our firearm become our only available tool at a much lower threshold then it would with the carotid available and Taser available with a more reasonable and usable policy.</p>

<u>Current assignment</u>	<u>Primary job duty</u>	<u>Years with SFPD</u>	<u>Comments</u>
Ingleside Station	Patrol-Street Enforcement	6-10	The use of force policy currently used by the Department enables Officers to efficiently and safely do their duties. The proposed policy will put both Officers and members of the public at risk, and directly in harms way.
Ingleside Station	Patrol-Street Enforcement	6-10	The POA needs to stand firm and not give ground to politicians and a Chief that caters to his career and politics. The safety of officers should be paramount - who will protect the public when we can no longer protect ourselves? We do not get paid to get hurt or killed, and any policy that increases the risk of death or injury to an officer should not be considered.
Ingleside Station	Patrol-Street Enforcement	6-10	Officer safety is the most important part of this job. One of the things that the new proposed use of force bulletin states is the “carotid” is no longer a use of force option. This option should not be taken out of the policy. I don’t understand when an Officer is in a hands on “drag out” fight, how he/she would be able to get to his/her baton or pepper spray when the subject is fighting with the Officer, and holding on to the Officer. This tool is a non-lethal use of force option that benefits the Officer to subdue the subject without using lethal force. I don’t understand how one incident with a felony felon occurred in the City and County of San Francisco and now the use of force policy has to be revamped.
Ingleside Station	Patrol-Street Enforcement	6-10	The department is trying set their own standard on use of force that is not based on California PC and Supreme Court case law. This policy needlessly exposes officers to huge liability and creates victim officer tendencies, all for political expediency. I refuse to let my safety and freedom be traded as a political pawn. This is COMPLETELY UNACCEPTABLE. I will not let this stand. Not on my watch.
Ingleside Station	Patrol-Street Enforcement	6-10	If this proposed policy goes into effect, We should sit at the station like fire fighters and wait for calls. Then respond back the the station to complete the report. No 917 take ons, no 585’s, no SIA at all. And a vote of no confidence.
Ingleside Station	Patrol-Street Enforcement	6-10	Changing our rules for use of force won’t solve the underlying problem of the culture of the country. It sacrifices Officer Safety for public perception. Hopefully it doesn’t take an Officer to be killed in the line of duty for the administration to rethink what the ramifications could be.
Ingleside Station	Patrol-Street Enforcement	6-10	This Department leadership is going to get us hurt or killed in the streets by playing their political games and making themselves look good. Department leadership does not care about their officers. We are a joke to the other departments nationwide.
Ingleside Station	Patrol-Street Enforcement	6-10	The whole thing sucks and is going to get some one hurt. Its going to bring back the mind set of “ do nothing, do nothing wrong”.
Ingleside Station	Patrol-Street Enforcement	3-5	It appears that the proposed general orders are extremely reactive to recent incidents, and appear to appease the small percent of people that protest our actions rather than protect the officer’s or the public. It appears whoever wrote these proposed general orders has never worked on patrol as a police officer, let alone involved in a physical altercation. A few of the major changes that concern me are: 1: Removing the carotid restraint from the use of force op-

Current assignment	Primary job duty	Years with SFPD	Comments
Ingleside Station	Patrol-Street Enforcement	3-5	<p>tions. From my experience, the carotid restraint, when applied properly, can subdue a subject without the risk of injury or even a complaint of pain. Without this option, it appears the only other choice is to use an impact weapon which would likely require multiple strikes to produce the same result. 2. Conducted Energy Devices. If the department does issue CED's, I believe all officer's should be issued this tool. There will be situations where a CED will be the best way to handle the situation, however one will not be available. In this case, the officer will be held liable for whatever action he/she takes despite not being provided the proper equipment.</p>
Ingleside Station	Patrol-Street Enforcement	3-5	<p>Stop allowing individuals who sit in the office all day with a uniform and frilly gold on their hats make guidelines, department bulletins and General Orders for those of us who patrol the street daily. The rules they are proposing are putting my life further in danger and are having a negative affect on officers second guess themselves.</p>
Ingleside Station	Patrol-Street Enforcement	3-5	<p>When police administrations bow to unwarranted pressure from an uninformed and misled vocal minority, the community suffers. It is imperative that this administration stand up for their officers. They know or should know the truth: we do a difficult and dangerous job that is necessary for our society to function. The more tools we have to allow us to do that, the safer it is for us, for the public whom we protect, and for the few misguided individuals who end up on the wrong side of the law.</p>
Ingleside Station	Patrol-Street Enforcement	3-5	<p>Officers would like to see the POA commission studies on the lethal range and distance of edged weapons, the effectiveness of Conducted Energy against moving, turning, or large body mass subjects, and a provision regarding "Arm-chair" quarterbacking during the review of incidents that required split second or immediate reaction.</p>
Ingleside Station	Patrol-Street Enforcement	3-5	<p>In the current whirlwind of changing events, it feels as though the SFPD is slowly being restricted from effectively performing their jobs to a standard that has seen an overall decline. Recently, in addition to the passage of Prop 47, overall crime has been on a steady incline with no real accountability in place. Instead, incidents such as the Mario Woods shooting has placed the SFPD as the irresponsible party; which in fact is gravely inaccurate. Based upon the video evidence I witnessed, officers on scene to cope with Mario Woods performed their duties in compliance with departmental guidelines, bulletins, and the Law. However, due to bias political fanfare; police morale, esprit de coir, and job gratification are at their low points. We have been regulated by a heavy hand for having performed our jobs within policy, why?</p>
Ingleside Station	Patrol-Street Enforcement	0-2	<p>The department needs to stay strong and stick with what we have for policy. No reason to take things away, when we ask for more tools. We can not allow these few incidents to change everything. All officers value life, we shouldnt need to write it down to prove it....</p>
Ingleside Station	Patrol-Street Enforcement	0-2	<p>You asked when my last use of force was. The only use of force I have ever had was pointing of my firearm given the recent bulletin. Given my training and experience, that is not a use of force.</p>
Ingleside Station	Patrol-Street Enforcement	0-2	<p>Under proposed policy, an officer in a ground fight has no force options. With the carotid removed, and tasers restricted, the only thing an officer on the ground can do is hope to over-</p>

Current assignment	Primary job duty	Years with SFPD	Comments
			power the suspect or wait for backup. Even if it becomes a deadly force scenario, handguns are dangerous in a ground fight. Taking away the carotid is very dangerous to officers. Proposed policy is convoluted, vague, and communicates mixed messages. Proposed policy also disregards the law. Currently policy is well written, clear, organized, and consistent with statute and case law. Officer safety will necessitate violation of proposed policies more often than not. Arbitrary restriction of force options such as CEDs and the carotid will result in more officers and suspects being injured or killed.
<u>Investigations Bureau</u>	Administrative	20	I'm light duty and retiring this year so I would not take my survey into account nearly as much as those on the street
Investigations Bureau	Investigative	20	Proportionality? That is a given in every situation. To add, implies its not done and so add a rule. Ridiculous. What is the rush by our Department?
Investigations Bureau	Investigative	20	I understand what the Department is trying to accomplish. However, after participating in the new range qualifications, I felt dishearten. I don't want to see an officer get hurt. It won't be too long for the "bad guys" to take advantage of our new hesitation time and our new GO.
Investigations Bureau	Investigative	20	The reason Mario Woods is dead is because of the poor training the Department has provided our young Officers in the Police Academy. It's a policy failure. Not a conspiracy.
Investigations Bureau	Investigative	20	Thanks for taking a thoughtful look at these proposals.
Investigations Bureau	Investigative	20	This is clearly a political driven policy. This policy will result in Officer's getting hurt. The authors of this policy do not care about Officer Safety, they only care about a political agenda. A person coming to our city would think that we have a OIS every day with the draconian measures that are being put forth. The Police Commission, BOS, whoever authored this at the command level should put on the blue suit for a year and handle some runs. Lets see how they react in split seconds for life/death situations. The authors have forgotten that the Police are the good guys. The criminals are called criminals for a reason. I have no confidence in the department to protect me, my safety, or that of my fellow officers.
Investigations Bureau	Investigative	20	THE DEPARTMENT HAS FAILED THE OFFICERS WITH THE TRAINING THEY RECEIVE IN THE ACADEMY. THOSE OFFICER'S SHOULD HAVE HAD OTHER OPTIONS TO DEAL WITH THE MAN ON 3RD ST. DIDN'T SEE ANY OTHER OPTIONS THAN GUNS. THAT IS BS. TASER MIGHT HAVE HELPED. BUT THE FAULT FALLS IN THE DEPARTMENT FOR FAILURE TO TRAIN PROPERLY.
Investigations Bureau	Investigative	16-19	Thanks to the entire POA staff and representatives for keeping us informed on these important matters.
Investigations Bureau	Investigative	16-19	These changes make me feel very uneasy about what is going on in the department. We need to have strong leadership. Why are we falling to the political and what we think people want to see. People expect the police to keep people safe. They expect the police to fight with people,

Current assignment	Primary job duty	Years with SFPD	Comments
			shoot bad guys. Bad guys haven't changed, the human body hasn't changed, human brains haven't changed, why are we making it harder on ourselves and more unsafe. These policies address that we need to deescalate, we have been deescalating. If officers had a taser on the high profile events, those suspects would not have been killed. The Police Commission made that decision. Hopefully they will rectify it by allowing all officers to carry Taser Guns.
Investigations Bureau	Investigative	16-19	I used to be very proud being a working cop for SFPD. I am now embarrassed. Its the 10% of the citizens that we are bowing to. This puts the other 90% of citizens in danger at are expense.
Investigations Bureau	Investigative	16-19	I beg the Deputy Chiefs, Chiefs, Commanders, and Police Supervisors to re-think what they want to put in policy. Many of them will be retired and no longer part of the police department when the new policies are implemented. Think back when you were patrolling the street and the tools you were supplied and used to overcome violent criminals. Remember what you said about former Chiefs who were "too Admin" and were no longer on the side of Patrol. That is what is happening to you. We are losing our leaders to the politicians and public and we have begun to loose faith in you. You know the policies are are weak and NOT for the patrol officer, but for public perception. BECAUSE OF YOUR ACTIONS, OFFICERS LIVES ARE IN DANGER. OFFICERS WILL BE KILLED. WILL YOU BE ABLE TO LIVE WITH YOUR DECISION?
Investigations Bureau	Investigative	16-19	There is no epidemic of police killings in San Francisco. The stats speak for themselves. Also the new way of training with two shots and then assess is impractical in the field. If you are in a deadly confrontation, you shoot until the threat is stopped.
Investigations Bureau	Investigative	16-19	These proposals are absolutely unrealistic and do not keep us safe or expand alternatives that keep everyone safe. Sadly, policing is not being supported by those that should and forcing those of us close to retirement to ponder it that much sooner! Then you will have a force of untrained, not yet mature youngsters handling policing duties.
Investigations Bureau	Investigative	11-15	As a police Officer I am committed to the sanctity of all human life, however the law is clear that innocent human life takes precedent over the life of a violent criminal that is actively presenting a threat that is likely to cause death or serious bodily injury to another person. This distinction should be addressed. The threat of an edged weapon is very real. Excessive scrutiny is already encouraging our Officers to conduct felony vehicle stops with out having their service weapons unholstered. This is a direct result of not wanting to be counseled or removed from their assignment for doing their jobs. The unfortunate reality is that violent criminal activity goes on everyday in our City. For each of these orders the use of the word "practical" should be replaced with "reasonable." This is because "reasonableness" is the standard that the courts use to judge our actions, not "practicalness."
Investigations Bureau	Investigative	11-15	These are sad times for Law Enforcement and the tax paying, law abiding citizens of the United States. The anti-police lies and propaganda that has spread like wildfire needs to be countered by our leaders and by the silent majority that know the dangers faced each day. We need to stop negotiating with the special interest groups that produce such anti-law enforcement rhetoric and instead focus on defeating them.

<u>Current assignment</u>	<u>Primary job duty</u>	<u>Years with SFPD</u>	<u>Comments</u>
Investigations Bureau	Investigative	11-15	The department is heading downhill. We should not have to sacrifice our safety in order to appease the few loud members of the community.
Investigations Bureau	Investigative	11-15	The world is getting more violent; Officers around the world are being killed in greater numbers. Now is not the time to deescalate or take away force options from our members who respond to violent scenes where civilians run the other way. SFPD has always been on the forefront of force options and we have been provided adequate training to oppose those that would hurt our citizens or officers. Already in place are stringent guidelines and reporting factors involving Use of Force Options. If the city leaders are shown how many “high likelihood of violence” situations are deescalated by SFPD Officers versus the use of deadly threat; we’d have an impressive record for the times we live in.
Investigations Bureau	Investigative	11-15	The policy drafts are simply public relations pieces that offer no usability to Officers. These drafts are as embarrassing and ineffective as the “Lawful but Awful” bulletin.
Investigations Bureau	Investigative	11-15	The new proposed Use of Force policy greatly places Officers and the general public at undue risk.
Investigations Bureau	Investigative	6-10	Overall I believe the public is wanting and asking for change. However, that change should be done in a systematic way, using the proper, established and legal means for DGO’s to be adopted. The proposals are at times vague, varying in terminology and severely limiting in our ability to keep the public safe. Much like Prop 47, these policy changes as they stand, will have major implications and unwanted results if not thoughtfully argued. We are asked to conduct “Thoughtful communication without time constraint,” (DGO 5.01/I.C.4) during moments which will be stressful and potentially life threatening. However, the Police Commission has not practiced thoughtfulness in writing this hastily prepared policy in a time of least stress and absent of a life threatening situation.
Investigations Bureau	Investigative	6-10	The preservation of life is the utmost factor in LE work. Creating further detailed policies that leave the officer within the law but outside the policy is counter productive. The current safeguards are in place.
Investigations Bureau	Investigative	6-10	I truly fear for the safety of new officers because they will have never been taught how to seriously defend themselves or the public. When (not if) an officer (not a violent felon) is seriously injured or killed, blood will be on the hands of those who have proposed these reactionary policies and procedures. The amount of opinion, which is obviously not based on best/past practices or fact, is truly offensive to a working police officer. How did PERF work last time? Just ask Co. H. What the above Orders will do is allow a judge to rule against a righteous U of F incident (even if its within the law....this is SF), the Chief to fire you when you have dutifully done your job, the DA to file charges against you, and the ability of a violent felon to file suit against you personally. To a true working cop this is a slap in the face and a disservice to the citizens of San Francisco
Investigations Bureau	Investigative	6-10	Why are we rushing and using cookie cutter policies? This has never worked before in this city why would it work now. I am all for revising and updating policies - especially those that

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			<p>are in such dire need of it, but please lets get it right and make thoughtful and SF appropriate policies. The community wants to have a say in how we police. I understand. But why are the boots on the ground cops not being included in this conversation of developing new policy. I am also concerned about the lack of training that will go along with this new policy. If it is approved these are radical changes and officers will need to be trained PRIOR to roll out of the policy since we will be held accountable the day it goes into effect.</p>
Investigations Bureau	Investigative	6-10	<p>I believe that these new orders are an attempt to appease the ignorant. Instead of educating the public on law and police procedure, we appear to be increasing the micro management of Police Officers and their decision making process. Not only does this validate anti-police groups (“see I told you there was a problem”), but it adds additional minutia for Officers to navigate before, during and after incidents. Staying this course will not increase the safety of citizens, suspects or Police Officers.</p>
Investigations Bureau	Investigative	6-10	<p>Writing a new use of force policy after few events that have been over-politicized will surely get the public hurt. The logic that it will hurt an officer does not sit well because while it is nothing we want to see, it is part of the job that we signed on for. The new policy will certainly cause officers to hesitate and when every second a subject who warrants force being used, it endangers one more citizen who may be in the general area affected by the subjects actions. It is not so much about the officers and the subjects safety. Whether the officer likes using force or not, the application of force is one of the likely outcomes of enforcing the laws. As a subject/suspect, if you choose to resist, having force applied is the path you have chosen to possibly go down. But having officers hesitate, may put the public in direct danger from the suspect not being placed under control. We live in a very dense city, where suspects, citizens and law enforcement are right on top of each other. The potential affect the policy has should be taken into account.</p>
Investigations Bureau	Investigative	6-10	<p>In general I think that including de-escalation techniques in a use of force policy is dangerous. If the department wants to make de-escalation techniques a separate policy that’s fine. It should be assumed that the use of force policy is in play during an incident, it should be assumed that the requirements to use force have been met.</p>
Investigations Bureau	Patrol-Street Enforcement	20	<p>I don’t usually do or participate in any of these surveys....but in 20 years, this is the most important. I care about the public in which I serve and my brothers and sisters in the best dept in the nation. By allowing this to go through as is, will not only create public and officer safety, but we will be bound by this for another 10 to 20 years. Let us all slow down, create time and distance, have thoughtful communication regarding these proposed changes and take our time! Thank you</p>
Investigations Bureau	Patrol-Street Enforcement	16-19	<p>This new 5.01 is a disturbing attack on working cops throughout the department. There is almost nothing in the way of a concise guideline for using force. Instead all we have is political jargon and kowtowing to the current hysterical voices of the political peanut gallery. Chief Suhr did the right thing when he stood up for the cops involved in the Bayview shooting. He had to, because it was the only legally proper response, regardless of how the media spins it and the public perceives it. Unfortunately, the Chief now finds himself in the political fallout</p>

Current assignment	Primary job duty	Years with SFPD	Comments
Investigations Bureau	Patrol-Street Enforcement	11-15	<p>and vilified by the usual rabid cop haters that protest every shooting. The same people that have been going to police commission meetings and decrying their poor sons' being gunned down by the SFPD for decades. Only now for some unknown reason our own Admin is trying to appease them, instead of politely letting them vent, with the understanding that their loved ones' dangerous, violent, criminal behavior and nothing else was the sole cause of their loss of life. There has always been risk in accepting the job of Chief of Police. He is on the hot seat, and must answer to the political machine that placed him there. That particular machine does not tolerate anything that goes against what they describe as "progressivism", but in reality it's just mob mentality that gets blown out of proportion by media sensationalism, no matter how misinformed or false they may be (Unless of course you're Mirkarimi). It is truly sad to see Chief Suhr in his death throes attack the already besieged street cop. Of particular note in the new policy is the outlawing of the carotid restraint. It is put in the same light as a choke hold. The SFPD has used the carotid restraint successfully for decades. The carotid is particularly useful to officers that are smaller than the subjects they are seeking to arrest and female officers. The carotid works on subjects regardless of an altered mental status, drug or intoxication level, physical size and strength, in a way that no other tool we have does. Ask Sgt. Ava Garrick or Ofc. Terence Saw if they think the carotid is a necessary tool. The Chief is now destroying any legitimate legacy of ever having been a good cop and a good boss by putting into writing a G.O. that takes away the only protection working cops have. A clear use of force policy is the only means of defense officers have. Can you imagine being on the stand getting cross examined, "Officer did you..." and fill in any one of the vague, sentimental and bizarre new additions to the G.O. Even the Sgts are on the hook as they, "shall immediately...." do a number of things including tying up the air with inane monologues to the detriment of the safety of the cops on scene. Gary's "Just who we needed" choice of chief has begun devouring his own, in a despicable, desperate attempt to hold on to his job for what? A few thousand more on his chiefs retirement? And in doing so he is damning every police officer that ever has to use force going forward. Now is the time for the POA to step up and fight with everything it has. This new G.O. is an absolute deal breaker, and must be stopped. If it goes through, cops will stop doing policework (just like the ACLU and Adachi want) and crime will skyrocket, just like Chicago and other "progressive" lead cities. The POA had better recognize that this is a complete deal breaker regarding the MOU, and if this new G.O. or any similar G.O. regarding UOF is adopted by the Dept, a strike/work stoppage is the only acceptable response. The Administration could not launch a more malicious, devious attack against the physical and legal well being of our most vulnerable of members; the working cop. The POA and all its members must put aside any hopes for future good will with the Administration and City Hall, and recognize this for what it is: A sucker punch from the Chief at the insistence of City Hall, directly squarely at the rank and file.</p> <p>Overall, I understand why the department is trying to accommodate the "community." That being said, the proposed language is non defining, dangerous, vague, and conflicting. There is also the issue of training. What kind of training will Officers receive? How many hours</p>

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			<p>will we receive to go hand in hand with the new DGOs. As opposed to taking guidance from administrative people (PERF), the department needs to incorporate appropriate case law and penal code law into the Order. Or, if this is not agreeable to the department, the DGO should simply state “do not take any action” when confronted with a resistor. The body cameras were suppose to foster trust between the community and the Police. There is no need for our department to strip us of further arrest authority. ***** The stripping of the Carotid Restraint is not acceptable. The department is taking away one tool without replacing it with an equal or similar force option.</p>
<u>Mission Station</u>	Investigative	16-19	<p>There are two references to supervisors being required to transmit radio traffic to officers in the middle of a dangerous situation. This not only reduces the usefulness of the radio, but is inconsistent with our training regarding auditory exclusion.</p>
Mission Station	Investigative	11-15	<p>It is clear to me that the command staff of the department is not focused on training or the insight the trainers hold.</p>
Mission Station	Investigative	6-10	<p>De-escalation, thoughtful communication, and proportionality require time to evaluate and effectively use. Time is a luxury that officers rarely have when they are in a situation that requires a use of force. Though it is possible for these tactics to be useful and effective, the requirement to make all of those evaluations takes too much time away from the officer faced with the decision to use force. It is entirely possible that an officer will hesitate to use force because of perception that it will be viewed negatively in relation to the requirement for de-escalation, thoughtful communication, etc. Hesitating and taking excessive time to evaluate a situation for non-obvious reasons a suspect may not be complying exposes the officer and the public to unnecessary risk of injury or death. The delay in taking appropriate action only allows the suspect more time to plan what their next action will be, be it reaching for a concealed weapon or assaulting the officer. These proposed orders sadly cater to public opinion and perception of how force is/should be used. They do not serve the purpose for which they were original created, which is to ensure the officer goes home at the end of his/her shift, and the officer’s right to defend him/herself and/or the public against the actions of a violent criminal. Use of force exists so that the officer can counter the hostile actions of a violent criminal. Not to delay and allow for the violent criminal, who clearly has no regard for the life/safety of the general public, to continue their violent behavior and expose more innocent people and officers to the danger that the violent criminal poses. These proposed policies protect violent suspects more than the officers dealing with the suspect.</p>
Mission Station	Investigative	6-10	<p>SFPD shouldn’t recraft an entire Use of Force policy based on one incident (Mario Woods) which was ugly-looking but wholly justified. We should listen to the community for sure and be thoughtful about our use of force and seek to minimize it whenever possible. But that doesn’t mean we need to adopt a sea change just because some people don’t get it and like to yell outside politicians’ houses and hold up signs saying people should be fired. Street work is a dirty business. It isn’t ballet out there. We need to take a stand and recognize that the best</p>

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Mission Station	Patrol-Street Enforcement	20	people to craft use of force policies are cops, not community activists who have never been in a life or death conflict or probably even in a decent fight since the 4th grade. We do the job, we know the job, and we know what works and what doesn't.
Mission Station	Patrol-Street Enforcement	20	As a taxpayer/resident of San Francisco, a long term police officer and supervisor of police officers and an educated, liberal minded person and as a UNION MEMBER I wholeheartedly implore The POA to completely reject all these new orders and fight it all the way. These orders would irrevocably change working conditions of officers and put their lives in harms way. DO NOT ACCEPT THESE ORDERS. NO CONFIDENCE VOTE OF 1A600.
Mission Station	Patrol-Street Enforcement	20	The current draft policies are to wordy and ambiguous. The current polices we have are sufficient. Newer officers are going to get so caught up in the language and start to second guess themselves and each other which will lead to unnecessary conflict amongst members and will get officers unnecessarily injured or worse yet killed. It seems the department is more worried about perception than they are the safety and welfare of its strongest asset, the men and women who go out each day and the job they are sworn to do.
Mission Station	Patrol-Street Enforcement	16-19	In a time when we are supposed to be moving towards Principle Based Policing, the Department is looking at adding more restrictions, rules, and directives. The core of Principle Based Policing is to instil the correct principles in your officers and through away the General Orders. With the correct principles, officers will naturally make the right decisions, including deescalation and the preservation of life. It allows the officers to think clearer about the actually situation and less about liability. And in the end, they will create less situations where liability is even an issue. It demonstrates that the officers are trusted, who will in turn convey that trust to the public.
Mission Station	Patrol-Street Enforcement	16-19	The department should not fall to political pressure or allow the public to dictate our safety as a whole. The department needs to confer with it's officers to see what is right or wrong. Morale is very low in the department and the rank and file deserve so much more
Mission Station	Patrol-Street Enforcement	16-19	These new policies should not be enacted. They are offensive and degrading to officers, and are going to get officers killed or hurt.
Mission Station	Patrol-Street Enforcement	16-19	These orders represent political pandering at its worst. I cannot believe that a chief of police of the San Francisco Police Department--a department that is known for diversity, proper utilization of force (whether non-lethal or deadly), and fairness in community encounters, would attempt to introduce policy in this manner. Furthermore, the underhanded way in which the Department has attempted to bypass the POA smacks of cowardice. It is unfortunate that at a time when our profession is under fire from a small but vocal group, our leadership has lost both commonsense and courage.
Mission Station	Patrol-Street Enforcement	11-15	I would seriously re consider the future of my employment with the SFPD and if enacted discourage others from joining as of now the greatest police force in the country.

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Mission Station	Patrol-Street Enforcement	11-15	Since I've been a member of the SFPD, I have heard numerous supervisors state, Our number 1 priority is to go home at the end of watch, these Proposed DGO's will absolutely get Officers Killed, and when that happens, NO POLITICIAN or Chief of Police will stand up and say, "We were wrong to make these changes". Then again, its not any of their lives being placed directly in harms way by these proposed changes to tjhe DGO's..
Mission Station	Patrol-Street Enforcement	11-15	I am upset and saddened to see how our department is rolling over due to the recent shooting. Implimenting more training and maybe making a couple small adjustments, but to change everything so drastically is devastating and DANGEROUS! And for meet and confer to be ignored just blows my mind.
Mission Station	Patrol-Street Enforcement	6-10	The department needs to stop basing policies on media and social pressure. We, as officers, have a job to protect ourselves and the public and if we hesitate, someone will be hurt or killed. We need to know that our chief and city leaders are supporting us and these proposals are telling us that they leaders think that we are not doing our job and that they do not trust us for what we were hired to do. Does it really have to take a member of the public and/or officer to be killed before they realize their error. Many people are second guessing their choice to be a San Francisco Police Officer which I am very proud to be but if we keep going down this road, we will lose great officers who want to help this great city. It is sad that the powers that be do not seem to care for the well being of their officers but only for the welfare of violent, convicted criminals. When did we become the criminals?
Mission Station	Patrol-Street Enforcement	6-10	The carotid restraint is a useful tool used by many officers to subdue suspects who are actively resisting and being combative. Taking it away is a mistake that will hurt officers. It is my belief that changes to the current use of force and deadly force policy is unnecessary and is also politically driven.
Mission Station	Patrol-Street Enforcement	6-10	The policy should be re evaluated and maybe request input from the actual officers out on the streets, the front lines, and not someone that might be in a office setting.
Mission Station	Patrol-Street Enforcement	6-10	We are police officers. We are security guards. We do not just report and observe. Sometimes we actually have to use force to enforce laws and keep the public safe. Use of force is never pretty and it will never look right to the general public. But that should NEVER influence our decision to use force to protect the general public. I think the current administration has lost track of this concept due to political/public/media pressure. By placing the proposed policies in place, the current administration will make us a reactive department of security guards instead of being a proactive police force.
Mission Station	Patrol-Street Enforcement	6-10	The SFPOA needs to get put an end to the nonsensical political pandering that is being espoused by Chief Suhr.
Mission Station	Patrol-Street Enforcement	6-10	Please fight each and every change that will negatively impact members and increase our liability.

<u>Current assignment</u>	<u>Primary job duty</u>	<u>Years with SFPD</u>	<u>Comments</u>
Mission Station	Patrol-Street Enforcement	6-10	All of the new policies proposed is something that the department is trying to do to make the public happy and not thinking of the safety of the officers involved with day to day police work.
Mission Station	Patrol-Street Enforcement	6-10	There is no doubt that the proposed policies will result in injured officers. I foresee numerous injured officers filing lawsuits against the Department/City.
Mission Station	Patrol-Street Enforcement	6-10	Apparently member's safety is out the door.
Mission Station	Patrol-Street Enforcement	6-10	No police officer starts the day saying "I hope I shoot/beat someone today." But many officers, if these orders are passed, will end their day being shot or seriously injured. This is due to them worrying about if they have violated a part of this order. I am already going to serious calls where officers refuse to draw their weapons because it will count as a use of force against them. How many uses of force will we be allowed? what will happen to officers who are in the use of force log to many times for "drawing a weapon" not a genuine use of force- where force is actual applied to gain control of a suspect.
Mission Station	Patrol-Street Enforcement	3-5	Two Comments: 1. Our job is hard enough; one of the hardest in our line of work. It's really tough showing up to work every day knowing that the bosses are perfectly ok to make our jobs even harder for their short term political gain. 2. Along the same lines, we're already fighting a fight with one hand tied behind our back. Why does the city want us to continue the fight with two hands behind our back?
Mission Station	Patrol-Street Enforcement	3-5	Keep the old policies and add ECDs to all officers!
Mission Station	Patrol-Street Enforcement	3-5	It seems that some pandering is taking place, which is unfortunate considering the catalyst was a shooting that was completely necessary.
Mission Station	Patrol-Street Enforcement	3-5	I have no faith in these proposed orders. The safety of the officer is not longer important.
Mission Station	Patrol-Street Enforcement	3-5	These draft policies are filled with language about de-escalation and proportionality. These are all things we as police officers are trained in and utilize everyday. Having this language in a use of force policy only makes officers second guess the decisions they're making and put themselves and others in danger. Also, since officers use these techniques everyday, the use of force policies should be a guideline of what to do when de-escalation fails. The language about proportionality should be removed all together or re-written. As it is written in the drafts, it mitigates the danger posed by a suspect armed with any weapon or object other than a firearm. There are many weapons, objects, and tools other than a firearm that could still kill us, and we should react according to that potential threat. Our job may be more dangerous than others, but that does not mean that we have to place ourselves in even greater danger by not drawing our firearm because we're responding to a person armed with a screwdriver. The CED is a less lethal tool that should be given to all officers. It allows officers to use a force option that keeps them in a safer position while also reducing the risk of injury to the suspect. By not issuing it to all officers, it only jeopardizes the safety of officers and suspects alike. The emphasis on de-escalation in a use of force policy is absurd and the idea that officer issued a CED will need to be CIT trained in outrageous. We are all adults who have gone through

Current assignment	Primary job duty	Years with SFPD	Comments
			<p>training on how to handle stressful situation, how to communicate with people, as well as how and when to use force. We should be trusted to utilize that training, as we all do on a daily basis. I have had one reportable use of force in the past six months, and it was for pointing my firearm at a 222 suspect as my partners lethal cover while he had the ERIW. I'm not CIT trained and I'm not afraid to use force, but I successfully use de-escalation techniques on a daily basis. Whether it's calming down an irate 909 or talking a 148 suspect into handcuffs. I see many officers using de-escalation techniques daily, and not because we're instructed to, but because we know how to handle situations resulting in a the best overall outcome for everyone involved. Our use of force policy should provide a guideline for what to do when de-escalation doesn't work, not restrict us and put us into a higher risk situation. It should also enable us and provide us with more tools (carotid restraint and CED's for all officers) rather than take away useful less lethal force options.</p>
Mission Station	Patrol-Street Enforcement	3-5	<p>If this department wants to truly evolve and become better at UOF incidents, it's simple, we need more realistic training. How do we do that? When we go to the range for our 10 hour qual, we need to separate our time into blocks, 4 hours could be handgun proficiency, the shotgun, etc. The other 4 hour block could be SIMUNITIONS, mock scenarios. Then leave the other 2 hours for powerpoint, and discussion etc. Keeping the gun at low ready and waiting for the target to turn is ridiculous, and hoping that builds a mental blueprint???? Only shoot two rounds!??? Really, again you're creating robots, you're creating people who have no brain and no actual critical thinking. You're creating someone who looks for a number to sign off to, robots...We need real scenarios that we actually see, you're telling me the range couldn't pull up some of the recent dash cam videos leaker on to the internet to actually create a real like scenario. We have the information, we just refuse to modernize and take in new ideas. Why? Same answer we always here from every SFPD member, "because we've always done it that way..."</p>
Mission Station	Patrol-Street Enforcement	3-5	<p>The proposed policies breeds mistrust, is overly ambiguous, is overly reactive to partisan politics, would lower morale of current officers, and would deter prospective qualified officers from joining the SFPD. I love my job and I love serving the City I was born and raised in. This proposed policy comes off as a laundry list of ways to get me and other hardworking patrol officers in trouble or, even worse, hurt or killed.</p>
Mission Station	Patrol-Street Enforcement	3-5	<p>I believe that a lot of these proposed changes would lead to injury/death of officers.</p>
Mission Station	Patrol-Street Enforcement	3-5	<p>I feel the new general orders place the officers in danger and give the suspect control over the scene</p>
Mission Station	Patrol-Street Enforcement	3-5	<p>It is a blatant act of cowardice to rework a policy in the reaction of public view over an incident where officers acted appropriately and within policy. The fact that our so called leaders in this department are swayed more from public opinion than the work of their own officers is absurd to say the least. I would like to believe that the chief has more integrity than this and is able to back his officers in the face of adversity.</p>

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Mission Station	Patrol-Street Enforcement	3-5	The proposed use of the CED ignores the potential of an unarmed subject to be more physically large or capable than an officer confronting said subject, and ignores the potential of that subject from unilaterally escalating the incident further before backup units can arrive. An officer should be able to use this control device to protect him/herself in such a situation.
Mission Station	Patrol-Street Enforcement	3-5	These new General Orders are despicable. Our leadership within the department has folded under the political pressure. As a result, Officers are going to be in more danger than ever before and innocent victims will suffer.
Mission Station	Patrol-Street Enforcement	3-5	What is the Depts. plan to train the rank and file on the new polices if they take effect? These new proposed policies could not have been written by a street cop. They may look good on paper in a conference room to politicians, but we all know they are another step in allowing the criminal to gain more control and have a greater ability to dictate the outcome of the incident. The law abiding public and our brothers and sisters in blue will be weaker, less safe, and less effective, if the proposals become policy.
Mission Station	Patrol-Street Enforcement	3-5	I would recommend reemploying the orders of force in ascending level of gravity. The knowledge of the different levels of gravity is important in the decision making process of which to employ. In addition, it would be more clear where the newly added CED falls in the order. By reemploying the levels, thoughtful communication can be thoroughly covered in the verbal persuasion section, and should not be mentioned again in the other sections. The expectation of employing communication would be clear in the fact that it is listed first. The other levels of force would be more concise by being addressed exclusively in their own sections. I also cannot stress the importance of adding 835(a) PC in its entirety. It is as important of a piece of information to have as the value of communication.
Mission Station	Patrol-Street Enforcement	3-5	Most of the new use of force policies are detrimental to Officers safety and their ability to affectively deal with dangerous subjects. Police Officers deal with dangerous suspects who want to either harm or kill them for no other reason than they don the uniform. Forcing Police Officer to adopt unreasonable policies will result in Men and Women dying in the line of duty. It will also allow the department and other groups to force punitive and unjust actions against Officers protecting and serving their community.
Mission Station	Patrol-Street Enforcement	3-5	These orders seem like they were written in an expedient manner without regard to the officers who are on the street. This is a ridiculous political action that is putting every officer's life and safety in jeopardy. These policies are written in a way that will make every officer second guess every move they make and that will cost lives and there will be a lot more officers injured. They are also written in a way so that if an officer sued or has allegations against them for unreasonable force that they can easily be found guilty. It is a way for the city to push us away and say that they don't have to look out for us because we did not have enough time "thoughtfully communicate" with the person who made the allegation even though they were high on drugs. It is also disappointing how this was done without seeking any input from us or our representatives. It is a stab in the back and I believe my command is more politically motivated than backing the men and women they command.

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Mission Station	Patrol-Street Enforcement	3-5	-the Chief does not have our backs. he sits quietly at all meetings, Police Commission, BOS) and just takes it. He has shown little backbone. Making good public news headlines is more his concern than office safety. He has never gone on TV and explained the laws. He has proven to be a “yes man”
Mission Station	Patrol-Street Enforcement	0-2	At the end of the day, we have one of the most progressive police forces in the country. Our use of force log, in comparison to many other big cities, speaks for itself. At some point, when the officers lives or the public’s are put at risk, we must draw the line in the sand. I personally am disgusted by the way isolated incidents in the country such as Ferguson are being politicized to serve personal agendas.
Mission Station	Patrol-Street Enforcement	0-2	All of these proposed changes are so blatantly political in nature, that it is embarrassing. I would hope after the POA’s efforts, that the Admin think of a CED policy and use of force policy that let’s officers do the job that they signed up to do.
Mission Station	Patrol-Street Enforcement	0-2	When I am on patrol and respond to a call for service or on-view a crime in progress, my goal is to assess the situation and react to what is taking place knowing that my training and experience will allow me to do what I am supposed to do. At the same time, I am always seeking that opportunity, which at times is limited, where I can take control of the situation whether subjects are willing to follow orders or not and determine how the situation will be resolved. With the new General Orders, it seems as if the suspect is the one who will control the situation until he/she no longer wants to control it, and if the officer does not give enough time (maybe time for the suspect to create a plan to hurt the officer or others), proportionality, warnings, the officer will have violated these General Orders. This is unacceptable to say the least.
Mission Station	Patrol-Street Enforcement	0-2	Again, this agency is doing nothing to empower Officers. It is slowly chipping away at our armor and before you know it, our profession will be not of warriors or guardians, but of robots who are not proactive (because they were not trained that way), who do not take any pride nor passion in this job (which makes a cop better and better each day), and one that is selfish (looks out for themselves and their family).
Mission Station	Patrol-Street Enforcement	0-2	Thank you POA for your time and efforts!
Mission Station	Patrol-Street Enforcement	0-2	The policies should be written by subject matter experts and actual cops, because they are the ones that know from training and experience what it is like to be in such situations.
Mission Station	Patrol-Street Enforcement	0-2	A lot of our job is using de-escalation techniques as it is, whether it mean acting as mediator’s or explaining things to people why we are doing something a certain way. All this de-escalation stuff that is being added in seems to suggest that we as officers have never used de-escalation during the course of our duties.
Mission Station	Patrol-Street Enforcement	0-2	I am very disappointed in the new proposals. I feel they were written by people who have never worked a day on the street as an officer. I feel very disrespected by every person who had a part

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<u>Northern Station</u>	Administrative	20	in writing the new draft. I hope that all members of the board of supervisors and board of supervisors go on several ride longs in our cities worst neighborhoods to see what we have to deal with and why we do what we do.
Northern Station	Patrol-Street Enforcement	20	Stop caving to the political pressures of this city! Cops are going to get hurt. Most of the proposals are just common sense checklists that we already understand and put into use everyday. Let's not make things too complicated with rules and violation of rules. The proposal creates doubt and confusion, which will lead to a delayed response and injury / if not death to Officers..
Northern Station	Patrol-Street Enforcement	20	We need leadership with loyalty to the members and not to themselves and others. The inmates are running the asylum in this city. We have bowed to the pressure of these "carpet baggers" for too long. While the current board of supervisors president embellishes about her upbringing in "O.C." and how the Police mistreated her and her family she seems to forget that the Police did they're best to protect all of the people, innocent and otherwise, from harm.
Northern Station	Patrol-Street Enforcement	20	Force and violence are UGLY. They always have been they always will be. We need a leader with a spine who will stand up to paid Criminal supporters and not the feckless flaccid command staff we have now.
Northern Station	Patrol-Street Enforcement	20	The author of the new orders should spend some time on the street, in a uniform and dealing with bad guys for more than an hour. These new orders are vague and way to restrictive. Taking away carotid? Sometimes, in small spaces (i.e. residential hotels), when you are fighting with a subject and there is no room to swing a baton, use pepper spray, and physical controls aren't working, the carotid is the ONLY option! If this new policy is put in place, we won't be able to carotid or use taser...then what? Physically fight a bad guy who feels no pain and does not fear going to jail, and end up getting hurt. This policy will end up with a lot more officers on DP, and create a department of officers who respond "from a distance" or "with a delay". Is this their way of saying they don't want any more people arrested in San Francisco?
Northern Station	Patrol-Street Enforcement	20	It is apparent that the Department is attempting to circumvent the Meet and Confer process and put into effect a Policies without the input of the men and women that will be most affected by the proposed changes. This shows a that the Department has a total disregard for its members with a much more concerned with politics than it is for the safety of the men and women that protect this City.
Northern Station	Patrol-Street Enforcement	20	SFPD Mission Statement "In violent situations, we are committed in using all reasonable means to prevent injury to the public". How does removing the carotid restraint, long ago deemed reasonable, fit with this value??
Northern Station	Patrol-Street Enforcement	16-19	I believe the proposed drafts are confusing and vague. I do not understand why the department is not meeting and conferring regarding such an important policy for the police officers of this department. This policy appears to be totally reactionary and meant to appease the media and a small segment of the public. I also would like to know what common practices

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Northern Station	Patrol-Street Enforcement	16-19	were used to create this draft policy. Also; what other police departments in the United States have used these tactics and what type of training is being proposed to implement these policies.
Northern Station	Patrol-Street Enforcement	16-19	Over my training and career I have come to learn that when a general order or bulletin has been changed it usually takes years of back and forth between the various departments and or agencies before it gets put into action. These new policy changes are massive and cover the most important general orders in our department. This is being forced down our throat. I am worried that all officers are expected to have a working knowledge of this the day they go into effect. I think that hard working, dedicated officers, who are doing the best they can in an extremely stressful situation will be hung out to dry in an attempt to prove to a less than supportive community that it is ridding itself of something that doesn't exist in this department. Why are we being persecuted for society's ills?
Northern Station	Patrol-Street Enforcement	16-19	Tell the Chief if he is sticking around to maintain his one year as Chief so that his new wife will be able to collect his benefits to either support the membership or resign. A lot of us have a ways to go and don't want policies thrown around like a political football.
Northern Station	Patrol-Street Enforcement	11-15	Have people from the community, or use of force panel go through the same training that we do, ie. FATS, scenarios, ride along, etc. People that have never been in a fight, or had to defend themselves or their families are writing our policy. Let alone do these people have first hand knowledge or experience on the job. Officers should not have to second guess themselves or wonder if they will have to make the choice of going to prison or the hospital/morgue. Without clearly defined policy, officers will hesitate endangering their lives.
Northern Station	Patrol-Street Enforcement	11-15	I think that if the new proposed general orders go through the San Francisco supervisors mayor's office and command staff should be happy that they just killed a police officer. I promise I will make it a point to the family that loses their loved one who chose to take this profession to protect the citizens of San Francisco realizes that the reason their loved one is dead is because this department literally put handcuffs on them and told them to go out and do police work and it is not fair. I promise I will get every single police officer in this city to stand by that family and be relentless towards the city in making sure that family is taken care of especially when it is their fault that there police officer died
Northern Station	Patrol-Street Enforcement	11-15	We should be working on solutions that educate officers and the public instead of knee jerk policies to appease anti police critics.
Northern Station	Patrol-Street Enforcement	11-15	This Bureau Order CED order, Appears not to be written from the minds of people who serve and protect but sure sounds like it's written from people with a lack of Law Enforcement experience and knowledge. If you want to know how to write a manual on how to fix a car utilize an experienced and knowledgeable mechanics that specialize in the car the manual is for.
Northern Station	Patrol-Street Enforcement	11-15	leave the policy as it stands. Normal citizens understand the lawful order to stop, but the small group that refused to stop will always pay a heavier price when dealing with a non compliant suspect/subject when dealing with any authority.

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Northern Station	Patrol-Street Enforcement	11-15	<p>1. The City needs to put their money where their mouth is on mental health and fully staff a 24-7 Mobile Crisis team with the primary mission of responding to 911 mental health calls. Put mental health calls back in the hands of mental health professionals. And if the subject had a weapon I guarantee they will call the police... 2. The Department needs to put its money where its mouth is and create a full-time, fully staffed, 24-7 city-wide Negotiations Team. Put the same money and resources into C/HNT as TAC. 3. Incentivize de-escalation and peaceful resolution of crises through awards. The Department needs to update and expand awards policies. I know that the Chief says that no one cares about medals, but that is not true – it matters to the officers in the patrol cars. Most officers will not be involved in a valor situation, but officers are ROUTINELY involved in crisis situations in which good judgement, initiative, and tactical patience lead to peaceful resolution. How about a little something for the effort, right? - expand the Lifesaving award beyond rendering medical aid to include situations in which the subject is has the means (i.e., a weapon) the motive, and the opportunity to harm themselves and officers resolve the situation and get the subject mental health treatment; - create a Crisis Response Medal that ranks just below valor awards in which the officers primarily responsible demonstrate that they assessed the risk, created time and distance, and used de-escalation techniques to peacefully resolve the situation; - consider some crisis response situations in which officers are openly exposed to danger or attack for Valor awards.</p>
Northern Station	Patrol-Street Enforcement	11-15	<p>I appreciate the POA’S attention to detail to what has been going on all over the country in regards to the war on cops. That is what it is. The POA absolutely should be involved in the writing of these revised general orders. The POA is absolutely correct that these revisions, as they are, are too dangerous and open to all kinds of interpretation. I hope the POA could make sure that any Police Officers participating in the revisions of these general orders, have at least ten years working in patrol at a busy station or have worked at, at least four different stations. We need experienced Officers who have been in these situations helping to write the new revisions. I feel the command staff forgets what part of the SFPD is really the one in charge. Its Patrol and all of the Specialized Units who work the street. If the command staff doesn’t show up to work the citizens will still be protected by Patrol. If Patrol didn’t show up to work, everyone would be screwed. The command staff needs to remember that. They need to start showing the POA some respect as well. I thank the POA for all of their hard work in regards to this matter.</p>
Northern Station	Patrol-Street Enforcement	11-15	<p>We shouldn’t let pressure from the news media, the general public, or from alleged S.F. public officials; the B.O.S., determine what we have to settle with after the powers that be, 261 our current policies and then question the manner in which we will carry out and handle these new policies...Its a question of logistics and how and when we should attempt to implement the new policies with our hands tied, mouths muffled and our use of force options limited to de-escalating and bidding time as other units and supervisors arrive on scene to provide more questions then assistance....</p>

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Northern Station	Patrol-Street Enforcement	11-15	I am extremely worried that if these policy's are enacted, the people who designed this Policy, if you will, just got a San Francisco Police Officer killed in the line of duty. This policy, 5.01 and 5.02 and the CED policy only handcuff the members of this department. There is no reason to even attempt to apprehend anyone for any crime given that the way the Policy's are written a Officer will be civilly accountable. I'm worried that Officers will not want to respond to runs for fear of violation a policy that is poorly written.
Northern Station	Patrol-Street Enforcement	11-15	Who are we giving the authority to? It's really starting to make no sense to be a sworn member anymore. You may as well employ citizen's with a PHD in sensitive training. People, humans, are creatures of habit and for those who choose the wrong path are capable of doing some of the most insane of acts. We were sworn to do a job, protect the public, enforce laws, and most importantly protect ourselves. This proposal will ultimately have an officer second guess their fight or flight instinct to survive out of fear of losing his/her job. Last I knew, we get paid to win and overcome resistance to effect an arrest or lawful detention and ensure that we go home safe. Shame on this draft! This proposal will get officers killed and this will be a certainty. Proposals like this are only drafted to appease the public eye and are done for political gains. It truly appears that public perception and violent revolts of mayhem and retaliation against police are clouding the judgments of those in charge or govern policies and orders for police follow.
Northern Station	Patrol-Street Enforcement	6-10	These policies are absolutely cowardice, endanger Police Officers, and only help the criminals in our communities. My observations are that the people who will suffer most from these proposed policies are the Police Officers of this city, the law abiding citizens of this city, the tourists that come here to find scores of criminals ready to sour their vacation and the women and children who are subjected to the criminal element who continues to get more and more leeway with all of these policies. Shame on anybody who should know better to attempt to put forth these policies that make scapegoat for the woes of society the Police Officers who risk their lives to help people by enforcing the laws that society itself passes. Shameful.
Northern Station	Patrol-Street Enforcement	6-10	I think all SFPD members have been respecting ALL Community Members and the Sanctity of Life, and we are unfortunately reacting to Politics. I think the STREET THUG needs to be accountable, and our policies should not be accommodating their bad behavior. I believe we should widely publish the specific demographics of Victims and their Suspects, so that the general public can see a correlation of jail populations and Suspects. I realize that Management is Under a lot of Scrutiny, but we should be using statistics verses politics in changing policies.
NNorthern Station	Patrol-Street Enforcement	6-10	I pray that the higher ups in this department remember that they have a duty to their officers and not just the ill informed public. The message sent by the new policies seem to shout that they have no faith in our officers, and do not value their service, judgement, or lives.
Northern Station	Patrol-Street Enforcement	6-10	Officer safety should never be pushed aside to please the politicians who have never served in public safety themselves.

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Northern Station	Patrol-Street Enforcement	6-10	The proposed Use of Force Policy is extremely dangerous and should not be implemented. If it is imposed upon us, there is a strong likelihood that officers will be seriously injured and/or killed. Their blood will be on the hands of Chief Suhr and all of his minions.
Northern Station	Patrol-Street Enforcement	6-10	I have been in for almost ten years. I didn't have an understanding of the job under Heather Fong, George Gascon was only here briefly and left. Under the current Chief I have a much better understanding of how things work in the department, but I do not have much to compare him with. Here are my feelings so far maybe they are off base because of my limited time with only having a decent understanding of one chief. The Chief has done a few things I think are good such as attempting to get Tasers, promotion of a large amount of people, but just like most issues the bad things stick more then the good. He threatened to lay off hundreds of cops if we didn't take a pay cut, 9 hour day (which I heard directly from him would go back to the ten hour day about two years ago) forced to be on standby with no pay given, forced to adjust hours more then three hours numerous times and not given compensation, forced to move most of our own furniture at 850 Bryant (somebody was hurt doing this) GPS on our phones being turned on, losing parking at 850 Bryant watching cops in uniform engaging in political behavior against the police and has added about 20 days in the year I cant take a day off because they may need me to work only to cancel the order the day before. No compensation for this either. Based on these things it appears that this administration uses every loop hole available to them to their advantage. This new policy is so full of loop holes that the current administration can and will use against the officers when the public cries because an officer used force. If a situation appears to the public to be bad although the officer did nothing wrong the Chief can look at this policy and the situation and say the officer did not use the proper tone of voice out of policy, the officer did not give enough distance out of policy, the officer did not tell on his partner for not giving enough time and distance out of policy and the list goes on regarding that. This is just another item in a long list of things that seems to show me and other officers that the city does not want us to arrest people. It cost money. Yet while they make it harder for us to do our job they cry about crime going up and that we are not doing anything. The responsibilities continue to pile up on police leaving the officers more liable. This policy is going to be extremely difficult to impossible to stay within and could possibly leave officers open to be personally liable, can easily lead to discipline and will get officers hurt or killed . It also tells me that the city believes it is politically safer and cheaper to deal with an officers funeral then to deal with a small majority of people blaming the police for using force
Northern Station	Patrol-Street Enforcement	6-10	These new polices WILL kill an officer at some point. They WILL kill an innocent civilian at some point. I no longer have faith in our Chief. I will vote "yes" for a vote of no confidence. I am a patrol Sgt. with 15 years as a cop (SFPD since 2007). Let's fight this will all we have. Thank you.
Northern Station	Patrol-Street Enforcement	6-10	I would love to see the studies that the chief and commissioner have mentioned that show the deployment of firearm in the first five minutes of arriving on scene and how we can create "time and distance" and still maintain the safety of the citizenry of San Francisco. I would

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Northern Station	Patrol-Street Enforcement	3-5	like to see the city leaders create an environment of inclusion rather than exclusion in regards to the changing of our policies. The police are members of the community as well and we are being treated as if we are in the wrong when the city has operated as such.
Northern Station	Patrol-Street Enforcement	3-5	Thank you POA for fighting for us. I know a lot of officers are feeling helpless. They feel that there is no point in speaking up because the current administration will do what they want to do without any regard for our safety. And I understand because they already have made these changes and proposals without taking the proper steps. They have to slow down and hear us. Thank you.
Northern Station	Patrol-Street Enforcement	3-5	SFPD officers rarely do anything wrong. We are a highly trained department with smart and dedicated officers. Although at times it does not seem like it, we have the public's trust. Changes to police tactics are inevitable, and many changes are for the better. However, there is no reason to drastically change effective policy because of pressure from people who do not know what they are taking about.
Northern Station	Patrol-Street Enforcement	3-5	It would seem that the people coming up with this new Proposed General Orders forgot where they came from. They're too worried about promotions and trying to get more money that they want to look good in front of the media so they'll get good merits. I seriously question why you're biting the hands that feed you. Patrol is the backbone of this department...without us nothing else would run. Criminals are no longer in fear of police, let alone San Francisco's justice system. As a resident of San Francisco who was born and raised, I am embarrassed to live here. I can see why so many Officers move out of this city. They have potential to live in a vastly safer city, a vastly cleaner city. Their money goes farther. They don't have to be harassed by aggressive homeless people...the list goes on. Let's continue to handcuff our police department and let this city get taken over by criminals. If this passes, I'd still be interested to see how much worse the city can get. Let's see how the city turns out when all cops only respond to cold reports...because most already started.
Northern Station	Patrol-Street Enforcement	3-5	The proposed General Orders seem to be written with no regard for Officer safety. The emphasis on time and distance is not practical in regards to our jobs. Things happen far to quickly to apply what the proposed General Orders want us to do. Safety to the public is our main goal, but at some point the actions of the public need to be taken into account. It would appear the public views is having an impact on our jobs, but the public does not understand Police work is not a pretty job, it is an ugly job. We hold people against their will because what they are doing is against the law. No one like being told what to do and telling people what to do is our entire jobs. The new General Order comes across as a publicity stunt that will have a detrimental effect on how we do police work, and how effective we will be able to do our jobs.
Northern Station	Patrol-Street Enforcement	3-5	This policy isn't fit to be used as toilet paper or light up the charcoal in my barbecue. It is a pitfall of compromised Officer/Civilian safety and unjust liability issues.
Northern Station	Patrol-Street Enforcement	3-5	Please as our POA make sure that we as a police force do not lose our voice. The members of this department are not angry crazed racist people that the media and some members of the

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			<p>public portray us to be. It truly makes my stomach turn when I hear statements like “the police don’t care” “don’t shot me” “it’s cause I’m black” I grew up in this city I love this city if you took a second out of your day and actually shut up and listened and talked with the officers of this department you would find that we are humans we are mothers, fathers, brother, aunts, uncles, grandparents. We are black we are white we are all races of the world we are HUMAN. To the board of supervisors who forgot about our rights as humans not just police officers just remember without us this city would be lost and to the POA thank your for your continued hard work as we roll through the tough times as Winston Churchill once said “if your going through hell, keep going.” I promise to keep going if you promise to fight for our safety and our rights as police officers.</p>
Northern Station	Patrol-Street Enforcement	3-5	<p>A proactive patrol officer with 2-4 years experience should be at the table when these types of issues are discussed. These proposed bulletins seem to be written by someone who hasn’t worked patrol in awhile or at all.</p>
Northern Station	Patrol-Street Enforcement	0-2	<p>I feel that the new proposed DGO’s are written much more politically correct and if a rewrite is necessary to bring the DGO’s up to date, then so be it. However, I feel that the new DGO’s do not take into account reality of being a patrol officer. The new proposed DGO’s will cause Officers to place their well-being and their lives in danger. Any slight hesitation in a life or death situation will cause officers to be injured and/or killed. The new proposed DGO’s are not realistic and I feel that officers are being asked to place their own lives on the line.</p>
Northern Station	Patrol-Street Enforcement	0-2	<p>I joined this department because I believe it was a department that allowed you to do Police work and I believed I would have the support from my staff. We as Officers deal with problems that people have and issues within the community everyday. I care about the community and the people of San Francisco. It is my intention to protect and serve, but how can I protect with-out feeling protected.</p>
Northern Station	Patrol-Street Enforcement	0-2	<p>Our safety should be the number one factor when making any changes to the “Use of Force” policy. To factor the welfare of violent subjects versus our very own police officers shows a lack of support to our SFPOA.</p>
Northern Station	Patrol-Street Enforcement	0-2	<p>This use of force procedure should not be changed off an emotional decision. This should be looked at well after the Mario Woods incident blows over (as history shows these things do). A CHP Officer recently was stabbed in the neck based on him second guessing his training. It is vital that we not only protect the amazing community of San Francisco, but go home to our families unharmed. Please make this decision based on proven techniques and training. Do not make this decision based on the mob mentality of police brutality activists.</p>
Northern Station	Patrol-Street Enforcement	0-2	<p>The morale of SFPD officers is at an all time low. Many new rules and regulation that are put in place take away from our ability to do our job. Our cars are breaking down, our report writing computers freeze regularly, and our reception from the public is hurting. Even with all these things going on, this is still the greatest job in the world. Having the ability to help people, save lives and provide an honorable service to the public is an amazing feeling. These proposed</p>

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			<p>DGO's severely hinder our abilities. When the public see's an armed suspect running rampant up and down the street, hurting people, destroying property and disturbing the peace, they are going to ask, "Where are the police?" Then they'll see us huddled up three blocks away, firing round after round from our extended range impact weapons with no results, and preaching "time and distance". I agree, human life is the most important thing to protect in the world. That includes criminal lives as well. But some situations do not allow us the opportunity to do so. By changing our use of force policy you not only endanger the public, but also each and every officer who second guesses their decision to use force to effect an arrest on an armed suspect. It will never be fun, pretty or enjoyable to watch someone's freedom be taken away... but its NECESSARY. Officer's need to have the tools available to them to keep the public safe and to keep themselves safe. I will be painfully saddened if these new DGO's become our operating guidelines.</p>
Northern Station	Patrol-Street Enforcement	0-2	<p>Quite simply, reading the proposed orders were very concerning and they MUST not be approved. SFPD will lose officers....via quitting or otherwise.</p>
Northern Station	Patrol-Street Enforcement	0-2	<p>There are multiple other problems with these proposed policies. The overall problem with them is that it makes me as an officer feel that the city, and my own department does not only NOT have my back when I'm doing my job, but that they want to give us even my restrictions which I think is a huge lack of faith in us. Like I stated before, if I have to second guess my actions in a split second scenario, I'm going to get hurt or worse. I know that most who are behind this policy are preaching "time and distance" but there simply isn't that luxury in most cases. Officers in this city do an outstanding job reacting to all sorts of dangerous scenarios that come with the job, and are completely un-recognized for it. I will be sorely disappointed if this proposed draft is instated without any revisions.</p>
Northern Station	Patrol-Street Enforcement	0-2	<p>It seems that the people proposing the changes to our use of force policy are detached from any real understanding of police work.</p>
<u>Park Station</u>	Administrative	20	<p>We need to look around the country at other agency's to compare our new proposed changes.</p>
Park Station	Administrative	20	<p>I hope the POA actually fights this one instead of what they have done in the past 8 years and going back to the combining of the ranks. Which is absolutely nothing. This is a serious disaster for the new cops coming in and all cops in this department. It will get them hurt or killed. We need to employ experts from around the country to make public comment in the media and on national news about what is wrong with this policy and the new range qualification as well. Disgusted.</p>
Park Station	Investigative	20	<p>I really think losing the carotid restraint is a huge issue...why must we "trade" it to get a taser? Once again we are giving away a tool that works. I also think implementing tasers at the same time of a rushed and poorly thought out use of force proposal is a poor plan.</p>

<u>Current assignment</u>	<u>Primary job duty</u>	<u>Years with SFPD</u>	<u>Comments</u>
Park Station	Investigative	3-5	I think the proposed policies are unreasonable expectations which are going to put the lives of both officers as well as the citizens we protect in jeopardy. Hopefully these new proposed policies do not pass because an officer could end up getting hurt.
Park Station	Patrol-Street Enforcement	20	I'm distressed at the knee-jerk reaction of this administration. These policies are the solid foundation to keeping officers and the community safe. "Safe" isn't just in body but also in mind. These drafts are very soft. They leave a great deal of room for second guessing - by the officer ahead of time (dangerous), and the politicians after (also dangerous). Rushing this process for political gain and appeasement shows an enormous flaw of character. If we are not careful, this short-sightedness will end with tragedy.
Park Station	Patrol-Street Enforcement	20	These changes will make officer's second guess what they should do or don't do. Lives of the public & officer's would be put in more danger
Park Station	Patrol-Street Enforcement	20	Im glad my career is coming to an end.
Park Station	Patrol-Street Enforcement	20	Officers need more firearms training. Firearms training, which actually make Officers better weapon handlers. The way we currently train, is not realistic or conducive to the way Officers do their job on a day to day bases or when a violent situation irrupts. More firearms training, and tighter firearms qualifications.
Park Station	Patrol-Street Enforcement	20	Nobody wants to get into any use of force situation especially one involving a firearm. My biggest question/concern is how would this have changed the Mario Woods outcome? Why make changes before all investigation complete. Why remove the Carotid from the UOF? Any data saying it was hurting people or being abused? No language concerning officers safety..What is appropriate time and distance? What is thoughtful communication? If a person feels you didnt use either how will that be handled? A lawful order is communicating...Put The Knife down!! is thoughtful legal commincation?
Park Station	Patrol-Street Enforcement	16-19	We've been using de-escalation techniques for a long time. Asking for additional resources in a very "crowded" city where the additional resources can be slow in response time. It is a concern that these new "drafts" may cause officers to re-think their use of force and we could see more injured officers (or worse) in the near future.
Park Station	Patrol-Street Enforcement	11-15	proportionality; who decides that the level of force i deemed at the time was resonable. Is someone that was not at the scene will decide that the level of force i used was the right level? at later date and time?
Park Station	Patrol-Street Enforcement	11-15	I would rather die on my feet then live on my knees. Nemo me impune lacessit!!!!
Park Station	Patrol-Street Enforcement	11-15	Woods' OIS would still be in policy due to the fact that he poised a threat to the officers and the public.
Park Station	Patrol-Street Enforcement	6-10	I feel the department may not have fully considered all the ramifications of these new proposed policies. They put both police lives, and the civilians we are supposed to protect, in jeopardy. As we seek to protect life, and property, do we not also seek to uphold the law and enforce it

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			<p>using “as much force as necessary to detain, or make an arrest”? We have fought to remove limitations to police enforcement, as officer after officer has been seen in videos where there is “shield” use vs a knife and the officer is brutally and repeatedly stabbed, or verbal de-escalation with gun wielding psychotics who then shoot the de-escalating officer and their partner. Do we want officers to go home safely? I believe that everyone has the right to safely go home, and we, as police officers deserve the same right. If a person (civilian) tries to stop a burglar, they have a right to use any force at their means to stop that threat. We as officers have a daily obligation to stop similar threats, or stop those who would continue to commit crimes who have not been caught initially. “Equal” force is not equal. Hand to hand is not equally forceful. One is always bigger, or better trained, or more physically fit. These policies would restrain that individual who is 5’2” against a 6’ opponent, requiring them to go hands on if attacked, instead of using one of the tools at their disposal. And frankly, the taser is almost the ideal tool to take that suspect down with little to no injury. Please let officers protect themselves and others with minimum force. The force escalation scale is there for a purpose. So that only the next order of force be utilized to take suspects into custody. Thank you.</p>
Park Station	Patrol-Street Enforcement	6-10	<p>Department really needs to consider the everyday problems and negative circumstances that patrol is facing. Patrol is the backbone of the department and good cops need to feel like the department is supporting them and not just steam-rolling policies into place. There needs to be more discussion and explanation, so cops understand why they policies are changing, and that they are not just caught in a “catch 22” where they cant ever make the ‘perfect’ decision in tough situations.</p>
Park Station	Patrol-Street Enforcement	6-10	<p>Might not be related but I believe that we need more firearms training, not less, which is proposed.</p>
Park Station	Patrol-Street Enforcement	6-10	<p>The SFPD - Use of Force (UOF) Policies are fueled by public opinion and what is politically correct at the moment. The general public as a whole does not understand what objectively reasonable UOF is but will have protests and demonstrations over what they perceive as excessive or wrongful force. The media fuels this type of behavior because it is what garners attention and ratings. UOF never looks pretty but is required and necessary. Officers are frequently confronted with situations that require an immediate response. The department needs to better defend members’ actions. Lawful is lawful. Lawful but awful policies pose a danger for members.</p>
Park Station	Patrol-Street Enforcement	3-5	<p>What protection exists to protect me from administrative, criminal, or civil liability when collateral damage to either property or person occurs during the course of my de-escalation efforts?</p>
Park Station	Patrol-Street Enforcement	3-5	<p>It is sad to see which direction the department is headed. Especially when Officers across the country are being injured and killed at an alarming rate. We shall not further restrict force options as it can result in the number of Officers injured or killed in the SFPD.</p>

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Park Station	Patrol-Street Enforcement	3-5	The wording of the proposed DGOs is both insulting and dangerous. If the authors of this dross think that officers do not already hold human life in great regard, and that officers do not already take pains to preserve life, then they have no grasp of the police profession nor the mindsets of the men and women who do the job. The admonitions in the DGOs, and those required to be given by supervisors are superfluous, and dangerous when the issuing of these admonition ties up the air. A unit may need to call for help or update a location, but will be unable to do so because of the issuing of such admonitions. This circumstance places not only the officers on scene, but also the public in danger. All the talk of de-escalation and thoughtful consideration is only opening up officers to more liability should someone determine that they did not take enough time to pause and reflect on the subject's feelings. There is no legal requirement to try and understand how the subject journeyed through life to end up in a confrontation with police. The law requires that an officer act reasonably based on the information he or she has at the time of the incident, end of story. The proposed DGOs are wholly unacceptable, and I am glad that the POA is taking a firm stance against them. Legal action should be taken as necessary.
Park Station	Patrol-Street Enforcement	3-5	I feel that this is a time when we as police officers have lost our rights to free speech, and we no longer have a voice on any of these issues. I speak for myself and many coworkers, and we are afraid to even talk about these issues among ourselves or others, because we feel that if we say something that is not in line with "mainstream" opinions, or things that aren't "politically correct" we face the possibility of losing our jobs. Even if we voice our concerns on our own time, off duty, we feel afraid of the possible negative repercussions.
Park Station	Patrol-Street Enforcement	0-2	we're heading toward a more reactive approach, it is going to make working cops back off their SIA and make officers think twice in dangerous situations which will lead to someone getting hurt or killed. I think we need to bring in experts from places like the Force Science Institute and educate the board of supervisors/police commission/our own command staff. They should be put through FATS. Maybe have the command staff creating these new policies take FATS (do they even have to anymore?)
<u>Richmond Station</u>	Investigative	20	Although I understand the knee jerk reaction by "the powers that be" to try to quell the powerful radicalized minority over their disdain for the police, I believe that these proposed policy changes will endanger the lives of officers and innocent bystanders (the public) because the "bad guys" do not have to follow any rules and will exploit our written policies to their advantage.
Richmond Station	Patrol-Street Enforcement	16-19	Thank you for fighting for us and gathering our input.
Richmond Station	Patrol-Street Enforcement	6-10	The proposed use of force will put many officer's life and safety in danger. It promotes hesitation on part of the officer's reaction when hesitation can lead to injury and if not death. How are we as officers expected to do our job in protecting the citizens of San Francisco if our hands our tied and the tools we use are taken away.

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Richmond Station	Patrol-Street Enforcement	6-10	I forecast an increase in violent crime, injured officers and OCC complaints in the City and County of San Francisco if these GOs are adopted.
Richmond Station	Patrol-Street Enforcement	6-10	the way new DGOs are worded, officers will get killed because they hesitate and if they use proper force they will be in violation of DGO and criminally liable
Richmond Station	Patrol-Street Enforcement	6-10	The proposed new general orders are an officer safety concern and indisputably creates a hazardous working environment
Richmond Station	Patrol-Street Enforcement	6-10	All the new changes that the SFPD command staff wants to make ARE going to get an Officer killed. If they took one minute to care about the hard working Officers in this department instead of the nonsense politics, then they would know that what they are trying to do is wrong. Typical San Francisco knee-jerk reaction to an incident. Every day I turn on the TV, hoping I don't see an Officer has been killed. I dread when my phone rings and I don't know whose calling. I just hope we all remain safe and are able to make it home to our families' every day. With these new GO's I believe, 100%, they are going to get someone, one of us, killed. Suhr needs to worry about HIS people and not the loud mouths who don't give a damn what happens to us.
Richmond Station	Patrol-Street Enforcement	6-10	A Police Officer is going to get hurt or even worse killed because of poor policy, politics and pandering. Friends from other agencies are calling and texting telling me to resign and work for them.
Richmond Station	Patrol-Street Enforcement	3-5	Thank you for challenging these proposed changes. I am extremely concerned about our safety under these guidelines.
Richmond Station	Patrol-Street Enforcement	0-2	These orders are for the media and the brass not for the officers on the street. It will only get us hurt or killed.
Richmond Station	Patrol-Street Enforcement	0-2	The department needs to trust our judgement in the use of force and firearms. We are peace officers and passed rigorous background process. By changing the use of force and use of firearms gives us a bad look. We are giving in to the public perception that we are not properly doing our jobs. We need the support of those high in command to let us operate in the safest way possible not the nicest way.
<u>Southern Station</u>	Investigative	11-15	At any point will we, the Officers, be allowed any input? Total knee jerk reaction to political pressure. It is sad when leaders within our department value the opinions of a few loud voices over the safety of its own. These proposals will make it unsafe to be on patrol. The morale of this department is rock bottom
Southern Station	Investigative	11-15	Knee jerk reaction. Obviously written in such a hurry that they did not give it proper consideration. The reason why I say it was written in such a hurry is because with all the talk of de-escalation and proportionality, "verbal persuasion" was left off the use of force options list, unlike our current policy. I am very disappointed that the Chief has such little regard for the safety of the officers. Seems like we are being sold out so the chief can try to line up a 6 figure job after retirement.

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Southern Station	Investigative	11-15	Overall, I see that these new policies will cause officer to hesitate when performing their duties. An officer is going to be serious injured or killed. We could work on de-escalation, but this should be done through training.
Southern Station	Investigative	6-10	I think the City and the Department are putting politics ahead of the safety of the members. Furthermore, as it stands right now, no one from the top down fully understands two of the Department's most important Department General Orders, DGO 5.01 Use of Force and DGO 5.02 Use of Firearms. That is a recipe for disaster.
Southern Station	DOC Light Duty	11-15	This policy was written by politicians and lawyers who have never had to use force. The only way this policy will lead to an 80% reduction of shootings is if we start depolicing like they have done in Chicago and Baltimore. This of course will lead to an 80% increase in the homicide rate but no one cares about that. I am not worried for myself because I will still use the same appropriate level of force I have used throughout my career. I am worried about the new Officer who gets hurt or killed worrying about the WORTHLESS life of some dirtbag armed with a knife.
Southern Station	Patrol-Street Enforcement	20	This is the first time that I've felt like this department is turning its back on us. We base the way we do police work because of race. For somebody who sits behind a desk or never wore this badge, gotten punched in the face, or a switchblade with a chain floating by their head should not tell me how to do this job. To ask me to use a shield to disarm a person with a knife, to create distance and try to deescalate a person who wants to kill me by talking to him is suicide. For the first time in my career, coming to work is not fun anymore. To try and do this job is hard enough because some of the public look down at us. Now we have no backing by the Chief, Mayor, and Board of Supervisors 80 percent is looking good right now. Ive turned down my MTA Dog Unit, Hondas, and going to turn down my city dog P1, never promote to any level in this department and why? Because I love patrol and I love helping people. I love being the first one on the scene to help people. But I must say all these new GO's and the lack of support from our administration has put a damper in my positive out look about police work. We a Chief who will stick up for us just tell these people no!!!! Stop bending over to the supervisors and trying to change something thats not broken. How about train those who are involved in these OIS and to see what was done wrong and what was done good. We never talk about these incidents why? like in life, some can't admit that they made a mistake. We are humans born to make mistakes and we should be allowed to fix them not by hiding behind them and making this whole department pay for it.
Southern Station	Patrol-Street Enforcement	20	The POA should fight these proposed changes to the tooth and nail. Officers' livelihoods, safety, morale, and the public's well being is put at risk because of the knee-jerk over reaction of people who have no experience in law enforcement, and will hate the police no matter how you try to appease them. These new proposed policies are only setting a bad precedence. Unfortunately, I believe that if these policies were to take affect, this would discourage officers from going out there and doing proactive policing, which would be a great disservice to the citizens of the city we serve.

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Southern Station	Patrol-Street Enforcement	20	It would be nice if the department took a survey from the Officers and Sergeants on the street regarding their views of any proposed changes to a Use of Force Policy. I believe their input to be most valuable. After all, the officers who suit up every day and patrol our city have the most pertinent view as they are engaging in this very important issue on a daily basis.
Southern Station	Patrol-Street Enforcement	16-19	Deadly/Lethal force is always the last option and something we all hope never to use. That being said, changing how we are trained in the use of our firearms so as to change the “perception” of the untrained public is dangerous and WILL result in officers getting hurt. I see officers questioning themselves on the street already.
Southern Station	Patrol-Street Enforcement	16-19	Officers should be taught de escalation techniques. However by putting required notifications in the DGO it opens officers up to scrutiny if the notification can not be located in CADs Scenes are fluid and fast and if there is a Code 33 transmissions may not be allowed. Suspects are not interested in a discussion with officers the first response is to fight or flight. Officers are frequently in situations that evolve in a seconds and many things are considered and then a decision is made. Officers may not be able to pause in their effort to arrest an individual without creating a officer safety issue. I believe the POA should be afforded the opportunity to meet and confer regarding changes proposed.
Southern Station	Patrol-Street Enforcement	16-19	Chief Suhr and the persons that wrote the proposed changes to these policies have no working knowledge of street patrol in this day and age. When force is required most times the person that we encounter have no regard for us and there is no time to go through all the proposed options. If Chief Suhr truly believes these changes are for the best he is out of touch with patrol. Officers will get hurt with the proposed changes and their blood will be on his hands.
Southern Station	Patrol-Street Enforcement	11-15	We have a huge disconnect between those proposing these conditions and those whose lives will be affected by them. Clearly those pushing this agenda will never be working the streets under these foolhardy guidelines. I support the POA in fighting these changes. I would be all for reconsideration and minor adaptations, but these go too far and are not guided by common sense, statistics, or best practices. PERF is not a police agency. It is a think tank comprised again of people who are completely disconnected. They can propose whatever panacea policy they want, but that does not make it reasonable, or sound practice.
Southern Station	Patrol-Street Enforcement	11-15	These new policy changes are happening without any real training. Officers like myself who have been doing this for almost 14 years have been training the same way the whole time. to write some crap down on paper and just expect us to react just as the policy states overnight is not plausible. It creates confusion which ultimately creates safety issues for both the public and officers.
Southern Station	Patrol-Street Enforcement	11-15	During this tricky time, the union should tighten its alliances with communities that like us. Instead of focusing on groups that hate the police, we should be concentrating our positive energy on people that like us. I think we would quickly learn that we could have influence in making the silent majority a bit more vocal and demanding. For example, we could hold an LGBT event for officers and members of the community and utilize this event for its media

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Southern Station	Patrol-Street Enforcement	6-10	potential. The department and the POA desperately need more support from the public. We have to do more than rant and rave that we are getting the short end of the stick, we need to stay strong and empower our allies.
Southern Station	Patrol-Street Enforcement	6-10	In nearly nine years on patrol, I have used the carotid restraint less than ten times. The subject was either under the influence of an alcoholic beverage or stimulant, if not both, in almost all of the situations where I applied this technique. Eliminating the carotid restraint from our continuum increases the risk of injury to our Officers. In the world of mixed martial arts, the technique has been used for years. Not once has anyone died as a result. Because the sport has become more mainstream over the last five years, more and more individuals have started training in various martial arts. Eliminating this technique puts our Officers at risk -- the current policy we have in place is not flawed and should be kept in place.
SSouthern Station	Patrol-Street Enforcement	6-10	You cannot take away a tool from 100% of the members (the carotid restraint), and replace it with CED (if it passes) that will be issues to only 5% of the members. The carotid is highly effective, and might be the only technique available to a member engaged in a hand to hand situation, where disengaging the subject would jeopardize the member's safety or the public's safety. ***Start listening to YOUR members, Chief. YOUR members are relying on YOU to bring forth responsible change while preserving officer safety and public safety...not political safety!
SSouthern Station	Patrol-Street Enforcement	6-10	Hopefully another controversial use of force incident doesn't occur before this bullshit becomes final or the comission will have to alter it again.
Southern Station	Patrol-Street Enforcement	6-10	These new proposals put all police officers in danger of being hurt or worse KILLED. The command staff turned politicians, need to stand up for their officers. WE are the heart and soul of this city. Will Chief Suhr be ready to knock on my mother's door in the middle of the night to tell her I was killed in the line of duty because he refused to protect me?! He needs to get ready because he will have a lot of explaining to do, to the orphans of these men and women.
Southern Station	Patrol-Street Enforcement	6-10	We are being punished for doing our jobs the right and legal way. The proposed GOs are not realistic for modern Policing and are a threat to the public and are dangerous for working Police Officers.
Southern Station	Patrol-Street Enforcement	3-5	Being a lateral to this department, I was excited to work here and proud to be an SFPD officer. While I still enjoy working in the city, these ridiculous policies and the Taser issue here in SF have me doubting that I want to finish my career here. I think this policy and not arming us with the equipment to do our job shows that the city and police department truly do not care about us. I have noticed an increase in unhappy officers and this truly effects morale. 2 of my classmates (out of an 8 officer lateral class) have left with many other laterals contemplating going back to their original agency or going somewhere else. While this is not the sole reason, the ridiculous policies and lack of equipment for officers (including tasers or our other antiquated equipment) amongst other things make this an unattractive place to continue to risk our lives for.

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Southern Station	Patrol-Street Enforcement	3-5	The proposed policies are very clearly written by people who have not worked in street-level policing in quite some time and are more concerned with writing a policy that appeals to the average citizen that googles SFPD policies, rather than the officers that have to develop a working knowledge of the policies and call upon that knowledge under stressful, potentially life-threatening circumstances. The policies themselves are convoluted, they contain numerous redundancies and the wording itself is dangerously ambiguous. The policies themselves seem designed to cause officers to doubt their own decisions in a profession where we have to be confident that we are pursuing the most reasonable course of action available at the time. The policies as written, if enacted, will expose officers, the department, and the city to an unacceptable level of liability due to the ambiguity of their phrasing and terminology. In reading these policies, I am convinced that the department is no longer making my safety a priority as a member of it's command. I strongly believe that these policies as written will directly contribute to the physical injury of the officers operating within them as those officers doubt their own actions, and hesitate to use force even when it is necessary.
Southern Station	Patrol-Street Enforcement	3-5	The current political storm that is blowing through is a passing storm. The Board of Supervisors are elected officials who are listening to a very select few.
Southern Station	Patrol-Street Enforcement	3-5	Lets listen to the MAJORITY of San Franciscans that are more than satisfied with the job that SFPD does on a daily basis. Stop succumbing to the select few who have no idea what is going on in the jobs that we do on a daily basis. Approvals of these new DGO's and use of force policies are going to be a detriment to the officers and the law abiding citizens who support us. You will only embolden the suspect's will to fight us and resist us if you were to approve these changes. No officer hopes to go to work hoping to hurt or kill someone. However, if they break the law and refuse to comply with our commands, we have no choice but to use force. And in every case that I have been involved that had a use of a force, officers have always tried to apply the minimal amount. Please listen to us, the people that are on the street everyday putting our lives on the line.
Southern Station	Patrol-Street Enforcement	3-5	I feel that all of the proposed DGO's are driven for political purposes, and to only please the public's perception of law enforcement. I do not feel safe with any of the revised versions of these DGOs; it seems as though they are tailored to public satisfaction and not my or my co-worker's safety. Also, many of the proposed policies are assuming we as police, have all the time in the world to de-escalate a mentally disturbed and handicapped individual (despite criminal intent.) Unfortunately, law enforcement are seen as "the bad guys" and we are simply walking targets. I feel that these proposed DGO's greatly jeopardize my safety. Perhaps citizens should participate in ride-alongs, prior to mandating these unrealistic and asinine revisions.
Southern Station	Patrol-Street Enforcement	3-5	There seems to be a serious disconnect between working Officers and upper management. Officers are forced to work in the realm of reality while management floats in a fairy tale where unproven concepts, tactics, and practices seem to function unaffected by the truths of reality. Unfortunately, the people forced to test these unproven proposed "effective" tactics are our

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Southern Station	Patrol-Street Enforcement	3-5	very own brothers and sisters who put their best foot forward only to find themselves between and rock and a hard place. The direction we are headed as a police department needs to force the question of where does upper managements interest lie.
Southern Station	Patrol-Street Enforcement	3-5	This department has lost its way, the general membership's moral is devastated, as our mayor and chief have turned their back on us. We are asked to go out and risk our lives in POS cars, with POS equipment (Radios, MDTs, Shotguns, AR15s), without the support of the BOS or DA. Now the department is taking our right to defend our lives. We must now use force that is "proportioned", with tools we are not trained in (plastic shields). I will use the force necessary to stop a threat, and when this happens and this department turns its back on me I will fight it, as it is my right to per the law 835aPC.
Southern Station	Patrol-Street Enforcement	3-5	It is no benefit to the SFPD to draft policies which take away force options from all officers but only present a replacement option to select officers. Furthermore it does no justice to present a new force option that is so limited in usage that it is not feasible unless a very strict set of guidelines are met.
Southern Station	Patrol-Street Enforcement	3-5	The proposed orders lead me to believe that the department wants me to stay in my patrol vehicle and answer calls from the station. It seems like there is very little incentive to go out and arrest someone with SIA, since if the person resists, you may be questioned as to why you took the person on. I live in the city and want the officers in my district to be hands on and arrest criminals. I strongly believe that most citizens in the city want us be hands on because they call us when they have a problem. We solve problems and come up with solutions everyday, something the politicians cannot do.
Southern Station	Patrol-Street Enforcement	3-5	14. I think these new orders are going to get officers and/or the public hurt by encouraging a lack of a response to a subjects actions or by causing officers to hesitate in taking action. These policies are effectively handcuffing us and not allowing us to do our jobs. It is not always plausible to create time and distance and build rapport with subjects. Trying to communicate with subjects that are high on drugs or in an altered mental state will prove to be ineffective because they do not know what is rational.
Southern Station	Patrol-Street Enforcement	0-2	The department needs to stop catering to the "squeaky wheel," who is clearly the loud minority. The department is going overboard with these proposed policies and procedures. These proposed changes would ensure officers are placed in dangerous situations with little options. The department is clearly favoring the lives of criminals over it's officers.
Southern Station	Patrol-Street Enforcement	0-2	I'm just here to keep my fellow Officers safe, and to keep the community safe. Officers having to do their job with all these new rules, against criminals that don't have any rules, will just cause more Officers to be injured.

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<u>Special Operations</u>	Administrative	20	Why dose the department allow participation from other city agencies/ organizations (OCC/ Churches/ Atty/Govt) and not the POA? All parties should be at the table, knee jerk reaction. Let' s get it right and not have to go back to the tables or the Police Commission for additional changes.
Special Operations Group	Administrative	11-15	These are strange, and dangerous days, we are living.
Special Operations Group	TAC	3-5	It is disheartening to see that the department does not seem to have the publics interest or Officer's interest in mind. These revisions look painfully reflective of political pressures.
Special Operations Group	Mayors Detail	6-10	In short the proposed use of force policy is basically in my opinion a document that is pandering to the small minority of people who don't understand what policing is all about. Removing the carotid, limiting the use of firearms, the over emphasis of deescalation its clear that the only thing this will accomplish is that either officers will get hurt, and the general public will suffer.
Special Operations Group	High risk warrant	11-15	These new proposed policies are training officers to hesitate, second guess and think too much about there reactions. More officers are going to get hurt and possibly killed.
Special Operations Group	Tactical Unit	16-19	I have never been more disappointed in my career with the Chief. This current Chief makes Heather Fong look like a hero. That is not saying much.
Special Operations Group	Patrol-Street Enforcement	20	Though I applaud the revisions, I believe that a realistic approach to modifications should be done, and I believe that officer's in the field, who apply and may be impacted by these changes should have a voice in the drafting policy.
Special Operations Group	Patrol-Street Enforcement	20	The proposed changes do not take into account the safety of officers, in fact it places them in harms way even more so. Removing the carotid is a BIG mistake! These proposals are a knee jerk reaction to the political wind. Not consulting the POA is an affront to every officer who works for this department.
Special Operations Group	Patrol-Street Enforcement	20	Overall, I am not satisfied with the proposed GO's. These proposed changes were made hastily (knee jerk reaction) without input from the men and women who have been trained and performed these tasks for many years. Ultimately, these proposed changes will impact our of-ficers by setting them up for liability issues and will increase the possibility of injury or worse. This, to me, is most important...to go home to our families at the end of shift. To feel that the department is protecting us from harms way. We need to conduct our jobs with rules, training and professionalism which we have done for decades. Nothing has changed as our officers have conducted themselves in this manner. Our guys have done nothing to receive this type of reaction/change/set-up. As the public needs to be protected, we as officers protecting them, also need protection from this department. Please don't make hasty decisions based on what you think is right. Take our thoughts and consider our lives when implementing such changes. Thank you

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Special Operations Group	Patrol-Street Enforcement	20	Protecting the life of innocent civilians and police officers is more important than protecting the life of a suspect determined to carry out violence.
Special Operations Group	Patrol-Street Enforcement	20	keep up the great work we all appreciate you fighting for our rights and our and the publics safety
Special Operations Group	Patrol-Street Enforcement	16-19	I believe these new policies are to restraining as well as taking away options and tools for the working officer. It makes no sense to hurt the working officer and stopping him from doing his job, or making him second guess and stall in a violent situation. As a whole it seems also that as a police officer I am able to make less and less decisions and use my common sense, while being told to not act like a robot. Yet there are so many restraints I cannot do likewise. Off subject also, It seems I cannot make a descision without my supervisor being ther, responding there, or approving my decision. Why don't we just make everyone a supervisor. There seems to be so many of them anyways. I vote to get rid of the Q2 rank and just make everyone a Q50.
Special Operations Group	Patrol-Street Enforcement	11-15	The implementation of CEDs is a great idea. I do believe they would be better served and more effective if issued to patrol first. I fear these new changes in use of force and firearms will only breed hesitant officers when faced with a dangerous situation requiring the use of force. I believe officers need confidence and the support of their department when using force. Without confidence and support, I believe officer safety will suffer.
Special Operations Group	Patrol-Street Enforcement	11-15	This entire thing was put together with the ACLU and others in mind. The everyday working cop who was just set up for failure by this department. Politics are politics, I get that. However, publishing this document as a working document for this department does a disservice to the officers and the community we are sworn to protect
Special Operations Group	Patrol-Street Enforcement	6-10	The proposed changes in General Order 5.01 and 5.02 are a huge disservice to the citizens of San Francisco and to the members of the SFPD. By implementing the proposed General Orders, officers will be more hesitant to conduct the duties that they were once able to do, with less options. In the end, it is the citizens who will suffer through the rise of crime rates. Furthermore, the orders were not written in detail, nor were they thought out.
Special Operations Group	Patrol-Street Enforcement	6-10	I have had a family member who was killed in the line of duty in this city in 2006. I know what it is like to lose a famliy, who was shot and killed by a parolee. I don't want anyone else in the department to have their family go through that. I am personally disgusted with the chief for how he is throwing the rank and file under the bus. I can't belive he can look himself in the mirror everyday after walking by the granite wall in the new building with all the names of the fine offiers who lost their lives for just trying to do their job.
Special Operations Group	Patrol-Street Enforcement	6-10	I know this is a hard time to work as a police officers. This is a very hard time to work as an SFPD Officer. That being said I know the vast majority of people support me and my fellow officers. I just wish that the city leaders, Police Commission etc would not knee jerk, make / paint us to be the bad guys etc and work with us to help us SAFELY and EFFECTIVLY do our jobs. Looks to Baltimore Md for details on what happens to society when cops are hamstrung, left out to dry and stop doing their jobs. Without us there is chaos.

<u>Current assignment</u>	<u>Primary job duty</u>	<u>Years with SFPD</u>	<u>Comments</u>
Special Operations Group	Patrol-Street Enforcement	6-10	There is a huge gap between the reality that police on the street deal with on a daily work occurrence, those who make decisions about how the job is done and those who think they know what is going on. These proposed drafts can be consolidated into the following quote: “the nation (department)” that will insist on drawing a broad line of demarcation between the fighting man and the thinking man is liable to find its fighting done by fools and its thinking done by cowards” Thucydides Common sense is knowledge of patterns. The most common pattern/denominator for use of force osculation is primarily not listening to the police and following orders. The training associated with these changes are ridiculous and detrimental.
Special Operations Group	Patrol-Street Enforcement	6-10	keep up the good work POA and fight this outrageous attack against working officers
SSpecial Operations Group	Patrol-Street Enforcement	6-10	The Department needs to stop making knee jerk reactions to satisfy a small group of vocal individuals. Be practical and smart about the changes that are being made, not just to appear as though something is being done. The Dept also needs to be more inclusive of the POA and follow California law when making changes to working conditions. Our primary job as law enforcement is the safety and security of the citizens in the communities we serve, we cannot do that when we handcuffed and not given the tools to do our job. Public safety should always be the top priority when making decisions, not money, politics or what interest group is making demands.
Special Operations Group	Patrol-Street Enforcement	3-5	Common sense is not so common.
<u>Taraval Station</u>	Investigative	6-10	I think as cops, we all have the same positives and negatives responses. Thanks for standing up for us on this one.
Taraval Station	Investigative	6-10	Throughout my career, starting in the academy, we are taught Use of Force and the varying scale on which to apply. Verbal, physical, so on. If the Chief wants to add a DGO regarding de-escalation (which has always been taught and used when able) then it should be separate from Use of Force and Firearms. The officers who dealt with Mario Woods attempted to de-escalate the situation for 10 minutes. Instead of giving us more tools, less-lethal force options they are taking them away, while leaving 5.02 in essence the same, and having officers use force based on how will this look vs officer safety and the safety of the public.
TTaraval Station	Patrol-Street Enforcement	20	this new proposal is going to get an office hurt or killed the dept is playing politics with our lives
Taraval Station	Patrol-Street Enforcement	20	I have over 20yrs in and to change the policy now for those that have our policies under muscle memory and training would be a disservice! The proposed changes was not given to us (patrol) to comment. Admin rushed to judgment and made changes w/o consulting the persons that do this job on a daily basis. I will stand and fight against the new changes. It’s been working. There are too many loopholes on the proposed plans. As for the CED, how can policy be made if we don’t have the devices yet? Slow it down, I say and get more input. Thank You

Current assignment	Primary job duty	Years with SFPD	Comments
Taraval Station	Patrol-Street Enforcement	20	These new orders are poorly thought out and will leave officers and sergeants out in the cold by the Department. I don't see how the department is protecting us with these new orders, just themselves. The Officers and Sergeants of the SFPD have done nothing wrong in any of these shootings recently but I feel as if the Chief and the Brass are out to get us. They are ducking and hiding and leaving officers and sergeants out in the cold any pay the price for their cowardice. Our polices are old and could be updated but any changes need to be well thought out and discussed by all parties, not just forced down our throats by someone who is out in 6 months or less.
Taraval Station	Patrol-Street Enforcement	20	This job is becoming less and less fun all the time.
Taraval Station	Patrol-Street Enforcement	16-19	The last paragraph of the 5.02 needs to be at the top. Officer safety is our primary concern because if we can't keep ourselves safe then how can we protect the citizens. / If these changes are implemented then the department needs to start a rigorous training regime to ingrain these concepts and practices otherwise they are doomed to fail and in danger the public and officers.
Taraval Station	Patrol-Street Enforcement	16-19	After reading these revised Orders, I worry about the safety of the public. By the new requirements demanding that we constantly find cover and give both a resistive Suspect or an armed Suspect distance we will be encouraging them to escape. It will create for more chaotic scenes while the police deal with Suspects and make the public at large less safe. I again don't believe this is what the public wants. In my 18 years, I witnessed and experienced well trained officers defuse most of these violent situations quickly and peacefully. I am not adverse to change but I feel like we (the members of the police department) should be part of the process. There is a dangerous element to police work but that is something we all understood when we became police officers and we accept that. I do believe these revisions will slow us down (and maybe even make it safer for the responding officers) but it will also make it more violent situation for everyone else involved. I don't believe it helps to make changes to police policy and excluding police officers from the process.
Taraval Station	Patrol-Street Enforcement	16-19	I realize that the political situation faced by the City and the Police Department appears dire and the consensus os that there is a need for a knee jerk reaction. Let's not fall into the same trap the Board of Supervisors fell into and create something without considering the ramifications. It seems idiotic to force such overt and complete change without considering the people forced to adapt to that change. Kowtowing to a small but vocal majority over a disturbing but rare incident is insane. There will be no appeasing the vocal opposition. Consideration of the law and best practices is paramount. Endangering officers by restricting their actions is a political move serving as a short term bandaid to a long term issue. It will not work and people will be hurt. Can the Department live with more liability and the knowledge that the policy will lead to injury or worse?
Taraval Station	Patrol-Street Enforcement	16-19	Such drastic changes in our poicies is sending the wrong message to the officers who place themselves in danger on a daily basis. The moral of patrol is plummeting. The proposed policy sends the wrong message to officers and to the public. AS Prop 47 increased property crimes, this policy will place officers as risk and set the stage for additional scrutiny and lawsuits.

Current assignment	Primary job duty	Years with SFPD	Comments
Taraval Station	Patrol-Street Enforcement	11-15	I would like the new DGOs to be more realistic and not created just to appease certain agenda groups. I really like the words in the new DGOs of protecting the sanctity of human life, but I miss the words within reason, but no more from the current one. Maybe within reason has been omitted from the new DGOs for some reason. I hope the SFPOA can help with revising the new DGOs.
Taraval Station	Patrol-Street Enforcement	11-15	This survey is a great idea. We all “want to go home Safely to our families and friends.” Unfortunately the media has painted us all with the same brush, as being bullies, and not Guardians or Heros. We are individuals, dedicated to a cause. I believe in deputizing the neighborhoods that have the highest crime rate, and let those who have no trust, work with us. In turn, respect, job opportunities, and care for our SF Community will prevail. I treat each citizen as though they were my sister, brother, Mother, Father, friend. We need to open up communication. I think the Chief is doing a great job in this area, and many applauds to all our officers, who, despite the daily challenges, still go forward, to Protect and Serve, with Honor and Courage!!!
Taraval Station	Patrol-Street Enforcement	11-15	The UOF for pointing a firearm at someone is a bit much. If I have 6 officers doing a felony stop with 4 suspects aboard, I could & should have 24 UOF. Ridiculous! Carotid Restraint-If the department would like us not have to kill people, getting rid of this is a huge mistake. Again as a Mayor or a Chief who really does not remember police work anymore, this all looks great on paper and for your press conference. We know the reality. The carotid is rarely used but is without a doubt the most effective use of force we have. We all have seen or been trained in past incidents where OC, Tazers & even firearms have been useless against to drugged out crazy person. Carotid is a full proof use of force that in my experience always works. I had an experience where I was out at a 801 as a CIT Officer. I was finally able to talk the man outside & in preventing him from reentering his residence he attacked me. I fell over & cracked my head open with this 800 on top of me on the ground. Luckily a probationary officer was on scene & due to his recent training in the carotid, he was able to apply it & end the incident without further injury to me & no injury to the suspect. If they take the carotid away we will just have to keep fighting with the suspect & hope he does not go for my gun which would lead to us shooting him. The end of the carotid is great for PC press conferences but is going to get officers & suspects killed. De-escalation. Another great thing for PC press conferences but in reality there are many situations where it is just not going to work. Instead of ending a incident humanly with quick & reasonable force, we are wasting time and placing our safety, the public’s safety and even the suspects safety in jeopardy. Morale- As a Supervisor I am having more & more trouble telling my officers that they just need to not listen to all the noise & go out & do their jobs. More & more I am seeing that officers are applying the “Do nothing,do nothing wrong” mentality in their job. I can’t blame them. I can’t tell them in lineup that the Department & the City are going to have your back. It’s just not true anymore. If my officer makes one mistake on film they know they will be thrown to the wolf’s by the department & the city. It’s unfortunately the new norm which I know is a hard thing for any POA to explain to the city & the public. We are now firefighters who wait for the problem to occur & then

Current assignment	Primary job duty	Years with SFPD	Comments
			respond when someone calls 911. I have never seen anything like this in my 14 years on the job. Morale has never been lower. Idiots will say “get a new job” but that ignores the fact that whoever takes my place is going to be dealing with the same exact circumstances & will react in the same exact way.
Taraval Station	Patrol-Street Enforcement	6-10	This General Order proposal is written in a way that can make all officers weary, second guess their actions, or afraid to use force. For new recruits and officers on the street, this new General Order will put them and the senior officers they are working with, in danger. We are constantly trained in the proper way of using force, do not change that or take anything away from us that keeps us safe and allows us to go home to our families every night.
Taraval Station	Patrol-Street Enforcement	6-10	proposed general order 5.02 needs to omit the proportionality clause.
Taraval Station	Patrol-Street Enforcement	6-10	Practically every day, Officers have been deescalating tense situations. These can range from minor arguments over parking to critical incidents. The notion that this concept is foreign to Officers is absurd. I don’t know of any Officer who needs a policy telling them what they already do and common sense dictates.
Taraval Station	Patrol-Street Enforcement	6-10	The proposed orders are going to put Officers at risk, and will only contribute to a culture where Police Officers are afraid to do their jobs.
Taraval Station	Patrol-Street Enforcement	6-10	The proposed changes here are significant. Some of them, discussed above, both endanger officers and the public. A more thoughtful discussion must take place so that any use of force policy changes are carefully vetted and debated.
Taraval Station	Patrol-Street Enforcement	6-10	We should be adding more less lethal tools in a patrol officers tool kit instead of taking them away. The Carotid Restraint is an effective, non lethal tool currently in patrol’s arsenal. The new Use of Force DGOs takes this important tool away from officers. I don’t understand why command is forcing this down our throats when there is nothing wrong with the old DGOs. It’s like they’re telling the public we’ve been doing it all wrong for many years instead of educating them and letting them know that we actually do it right. Command is bowing down to a very vocal minority. Command is trying appeasing this vocal minority at the expense of Officer Safety. This vocal minority will not be appeased until SFPD is disarmed.
Taraval Station	Patrol-Street Enforcement	6-10	Thank you for fighting for the people trying to protect the good of society the way they deserve to be protected. Changing the Use of Force Policy will put innocent people at risk, and no good Police Officer wants that.
Taraval Station	Patrol-Street Enforcement	3-5	The whole premise of these proposed revision to these General Orders is politically motivated and is seriously jeopardizing not just the safety of police officers on the street but also the decision making of officers on whether they should use force and/or question their actions. It is a serious Officer Safety issue especially in this time where officers are seen as targets from certain groups who have been successful in pressuring City Hall in their hate-motivated agenda. And furthermore, some or most of the revision contradict 835 of the Penal Code. 10-8.

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Taraval Station	Patrol-Street Enforcement	3-5	Tazers are a very effective tool that has shown to reduce officers being injured on the job because they had to wrestle subjects.
Taraval Station	Patrol-Street Enforcement	0-2	The new use of force policy WILL get officers hurt.
Taraval Station	Patrol-Street Enforcement	0-2	The use of force continuum will be restricted for the majority of members (prohibition carotid restraint) while a critical less-lethal option (CED/tasers) could only be utilized by a specialized/minority group of trained-officers (Specialist/Tactical Units) which may not always be available for each incident where a CED may prove useful.
<u>Tenderloin Station</u>	Investigative	16-19	Calm and reason instead of knee jerk. If we don't get this right, a generation of cops will be stuck with bad policy. Its easier to slow down and get it right the first time rather than Department Bulletin us to death to try and fix faulty policy. This is a big one. Lets get it right.
Tenderloin Station	Patrol-Street Enforcement	20	Thank You all at POA for your hard work!!
Tenderloin Station	Patrol-Street Enforcement	20	I could understand the supervisors and even the police commission trying to pass these changes. none of them have any idea what our training is. they should each be required to attend a weekend training on our use of force policy (as it is now) and the shoot don't shoot scenarios before pushing change. I can not believe our own command staff is trying to implement this. If this goes through many people with 20 plus years are going to start reevaluating their retirement plans. people will get hurt, both civilians and officers
Tenderloin Station	Patrol-Street Enforcement	20	I do not understand how the administration can implement a 10 hour range(I have attended it) and begin training officers on proposed changes to the GO prior to implementing it. I am extremely grateful that Marty Halloran and the POA continue to fight for the members of the organization. Thank your for taking the effort to put together the survey and addressing these and other issues that affect the members daily working conditions.
Tenderloin Station	Patrol-Street Enforcement	16-19	While we all appreciate that this is not a democracy, it would have been nice to have been invited to the table for discussion regrading these proposals. To have the vocal majority stipulate how we are supposed to maintain our own safety if ludicrous. Anyone who had any input in this proposal should have to do 20 hours of ride alongs, and at least a FATS simulation series.
Tenderloin Station	Patrol-Street Enforcement	16-19	The entire proposed General Order changes are ridiculous and will lead to SFPD officers being injured or killed. If Chief Suhr and that crook Ed Lee can live with that, that's on them.
Tenderloin Station	Patrol-Street Enforcement	16-19	The department and the city no longer want us to prevent crime. It is a sad day. The new cops coming into this department are missing the true calling of police officers. We are supposed to protect and defend those that need help, in the current administration, we are only to arrive and take the report. Too sad.
Tenderloin Station	Patrol-Street Enforcement	16-19	I will reiterate: a vote of NO CONFIDENCE should be strongly considered.
Tenderloin Station	Patrol-Street Enforcement	16-19	PERF will get Officers injured or killed. The Chief's insistence on following PERF, as well as

Current assignment	Primary job duty	Years with SFPD	Comments
Tenderloin Station	Patrol-Street Enforcement	6-10	<p>the obvious political appeasement to the vocal anti-police political groups, will get Officers injured or killed. It is time for a vote of no confidence against the Chief.</p> <p>I am a CIT trained Officer. This new use force draft is not based on reality. CIT is not the answer for subject involved with weapons. The training was originally established to assist police officers in the use of de-escalation techniques when confronted with a mentally disturbed person who is in immediate physical danger, or whose behavior is placing other individuals in physical danger. Based on my training and experience, a person suffering a mental crisis is often so mentally confused, they are unable to distinguish between what they are experiencing in their mind and reality, without the aid of psychiatric medications. This by its nature, alone, has the potential to be a very volatile situation, as the mentally disturbed individual is not coherent enough to recognize family, friends and Police, and can become physically combative. It should be noted that there seems to be a public misconception that CIT officers have the power to perform near miracles or 'JEDI mind tricks', and simply de-escalate ALL dangerous situation involving individuals suffering a mental crisis. This is simply not the case as officers must handle these individuals in their most excitable and delusional mental state, in public, and in an uncontrolled environments with potential improvised impact weapons and edged weapons available (i.e., kitchen knives, screwdriver etc.), without the benefit of a sterilized environment like that of a specialized doctor's office or hospital, where the patient can be subdued by tranquilizer type medicine. Compounding the problem, SFPD officers, including CIT officers, have been expressly prohibited, by the department's policy makers, from utilizing Tasers which may be of some value when encountering a physically violent individual. Based on the California Police Officers Standard and Training (the state's official agency regulating and certifying law enforcement training), Tasers can be used humanly and quickly to gain physical compliance to a physically combative person, without the likely risk of the individual and/or the officers involved from being injured. Add to the fact that when an officer is in a physical struggle with a suicidal person, there is always the possibility that the person may gain control of the officer's gun, posing a lethal danger to that person (by turning the gun on themselves or suicide by cop), the officers at the scene and not lest the general public. However, it should be noted that due to the very close distances involved in these situations, the use of a Taser would be an inappropriate use of force, if the person was armed with any type of weapon or any instrument that could be used as a weapon. Factoring these circumstances it is sometimes necessary for police officers to gain immediate physical compliance of the individual because of the imminent danger posed to the public, and to police officers, and where de-escalation techniques have failed.</p>
Tenderloin Station	Patrol-Street Enforcement	6-10	<p>If these policies pass, cops are going to get hurt. Bottom line. I am against all these proposed policies. I am for CED's, however, they need to allow us to use them. By using them, we will be saving lives.</p>
Tenderloin Station	Patrol-Street Enforcement	6-10	<p>How are these new proposed changes going to improve the safety of the citizens and officers of San Francisco?</p>

<u>Current assignment</u>	<u>Primary job duty</u>	<u>Years with SFPD</u>	<u>Comments</u>
Tenderloin Station	Patrol-Street Enforcement	6-10	These new proposed policies stand in direct opposition to state law and case law. I also believe they do not follow POST best practices. It is a major step backward and will not do anything but further endanger the lives and well being of myself and other officers.
Tenderloin Station	Patrol-Street Enforcement	3-5	The proposed changes to our DGO's put all of our Officer's and the public's lives at a greater risk.
Tenderloin Station	Patrol-Street Enforcement	3-5	I disagree with omission of the use of the carotid restraint in the proposed revision of DGO 5.01 but wanted to include it down here to keep my previous thoughts more clear. Properly employed, the carotid restraint is an invaluable option for officers. I can remember numerous incidents in my own experience where the carotid restraint was either successfully utilized or was about to be utilized in order to resolve a violent encounter. I also remember that every time, the subject was properly evaluated by medical personnel and did not require prolonged hospital care. I cannot think of a better option to quickly and efficiently neutralize a violent resister while also maintaining the health and safety of all parties involved. If the sanctity of human life is what the department values, alternative uses of force to achieve the equivalent result of the carotid restraint would likely be interpreted by the public as more violent, aggressive, and unsafe (personal body strikes until the subject is incapacitated comes to mind). I understand the political pressure regarding the carotid restraint. I also understand that the carotid restraint is considered to be underutilized by our department, and as such, may be deemed as a dinosaur that most won't miss and the rest can get over. I believe the carotid restraint is underrepresented in our use of force statistics largely because additional officers usually arrive on scene to assist during a prolonged physical struggle where the carotid restraint, often after lesser forms of force are attempted, becomes an ideal option. It is most fortunate that the prospect of help in a violent situation is likely; however it is unreasonable to implement policy based on this.
Tenderloin Station	Patrol-Street Enforcement	3-5	The proposed Use of Force policy is completely unreasonable. The policy will cause police officers to second guess there instincts, especially newer officers like myself and those fresh out of the academy. I have already had encounters where I have thought about use of force restrictions instead of just relying on training and experience.
Tenderloin Station	Patrol-Street Enforcement	3-5	Do not allow politics to dictate our safety
Tenderloin Station	Patrol-Street Enforcement	3-5	These proposed changes are political moves deeply rooted in cowardice. They are not designed to protect officers, citizens of San Francisco, or dangerous suspects. They are obviously only there to pacify politicians and political groups who have little understanding of law enforcement and its duties. As an officer, reading these proposed changes makes me feel more afraid of my department than the dangerous criminals I need to interact with on a daily basis. I'm afraid that by making the right choice and subduing a suspect in the safest way possible, the department will still choose to remove me from employment based on these loosely worded drafts and will easily cave to protests of small groups of malcontents and politicians seeking to bolster their careers.

<u>Current assignment</u>	<u>Primary job duty</u>	<u>Years with SFPD</u>	<u>Comments</u>
Tenderloin Station	Patrol-Street Enforcement	3-5	The proposed orders I feel is a great slap in the face to Officers who work on the streets. Myself and several others feel like the City and Department has turned their backs on us in order to appeal to others. If these proposed orders are implemented People will get hurt and killed.
Tenderloin Station	Patrol-Street Enforcement	0-2	The UOF policy and firearm policy have been around and working for years. The sudden change to our policies will not only put new officers at risk it will also put senior officers at risk who work with the new comers. That split second thought or second guess will get us hurt or killed. AND SHIELDS??? ARE YOU KIDDING ME!! THIS IS AMERICA NOT THE U.K. Also this is San Francisco where we give free everything to the mentally ill who are all well armed with a sharp edged weapon which is easily just as dangerous as a firearm.
Tenderloin Station	Patrol-Street Enforcement	0-2	Overall, with the possibility of the use of force policies being enacted, I believe that it is a huge officer safety issue. Being a newer officer on the street, I was trained a certain way in the academy and FTO, which does not coincide with the new policies.
Tenderloin Station	Patrol-Street Enforcement	0-2	Thank you to the SFPOA for fighting to keep the officers of the SFPD safe.
Tenderloin Station	Patrol-Street Enforcement	0-2	As an officer with nearly 16 years experience, with 8 plus of those years as a firearms and use of force instructor, I am greatly troubled by these proposed changes. I understand and appreciate that we are in the profession of protecting life, but we must be able to operate under the reasonableness standard. When officers use force, it is not the officer who makes the decision to use force and to what level - it is the subject and his/her actions and the situation at hand that determines what force and to what level it is used. The officer is simply responding to the situation. Numerous proposed changes go against the reasonableness standard and will cause officers to hesitate and not respond appropriately as they have been trained, which will result in more injuries to officers and subjects.
<u>Traffic Division</u>	Administrative	20	I think the officers of this Dept do an excellent job of de-escalating already. I would like to see the numbers of the thousands of calls we go to involving weapons where lethal force has not been used. The Dept, and the POA, should be publicizing the majority of those calls instead of going on the defensive about the minority that end up with lethal force.
Traffic Division	Investigative	20	WE NEED TASERS!!!!!!! wrestle comment sense back from the lunatics that are running our city. These folks don't care if a cop gets killed. They really, REALLY don't care!!!
Traffic Division	Patrol-Street Enforcement	20	After reading the 84 PERF report i find it to be ridiculous that no member of the SFPD Command Staff did not attend the symposium and have input, but yet proposed a flawed 501/502 GO.
Traffic Division	Patrol-Street Enforcement	20	Where or Who came up with these new department proposals? Again its the officers on the streets who encounter the life situations that must make the decisions and not the brass who NEVER have to go hands on. More use of force entries, second guessing officers will result in More OCC complaints and Cops getting injured or suffering a FATAL injury. Our Police commissioners, Board of supes and OCC investigators need to BE required to attend abbrevi-

Current assignment	Primary job duty	Years with SFPD	Comments
Traffic Division	Patrol-Street Enforcement	20	ated police academy training, FATS and ride along's every six months to get some sort of idea of what really is happening on the streets of SF.
Traffic Division	Patrol-Street Enforcement	20	I would like to know who was involved in the decision making for these changes. What does the City Attorney think about these changes since they will be defending us?
Traffic Division	Patrol-Street Enforcement	20	amending our general orders will get cops hurt
Traffic Division	Patrol-Street Enforcement	20	These changes put cops and the public at risk and the people that actually do the job should have had input. People who have never done the job and are more worried about politics or a vocal minority of people should not be making policy Cops have died keeping somw of these areas safe WE are not the problem
Traffic Division	Patrol-Street Enforcement	11-15	this new GO is going to get officers hurt. they will begin to second guess themselves to make sure they are following the GO. the senior officers will shut down. productivity will stop. the mentality of its not worth it will over come the hardest of police officers. the feeling is the Chief does not support officers and he will continue to lose the support of the rank and file. the chief is walking a fine line and a "no confidence vote" should be entertained by the POA
Traffic Division	Patrol-Street Enforcement	6-10	All of the proposed changes seem to have been completed by individuals with no practical, real world experience in dealing with violent, dangerous or altered mental state individuals.
Traffic Division	Patrol-Street Enforcement	6-10	The concepts of "de-esclation" and "proportionality" are unrealistic goals based on a false narrative constructed by PERF and other "think tanks." It proposes that all suspects will comply with lawful orders from officers, given "time and distance." Not everyone is compliant; that is why officers have to use force in the first place. None of us want to use force. We all desire for the suspect to turn around, place their hands behind their backs, and give up without resistance. We try to use CIT or verbal judo techniques to gain compliance without resistance. Some suspects do not want to be arrested. Like the 20's gangster who says, "You'll never take me alive, copper." My point is, in the real world, it doesn't always work. Sometimes, we have to use force to effect an arrest. The proposed DGO's are skewed from the perspective of the suspect's welfare, not the members. The exact opposite of where it should be. That is not to say we do not care about a suspect's welfare. But, in the grand scheme of things, the suspect is the last person I care about in any given situation. Member, victim, then the suspect. We in Law Enforcement need to get away from the idea that a suspect's welfare matters more. Officers matter most, then the law abiding citizens we protect, and the suspect is last. I will do everything to protect a suspect. I will not subject anyone to undue pain or hardship. But it requires the suspect to treat me with the same respect. If a suspect attempts to hurt me, the ones I love, or the ones I am sworn to protect, then I will use the (appropriate) tools to stop the threat. These proposed DGO's are too restrictive in their language and tone. As written, they will cause members to get hurt because they hesitate or attempt to place the suspect's life before their own. Members will become either too worried about how their actions will be judged on the "six o'clock news" or do nothing at all to place themselves in those situations. I feel sorry for the law abiding citizens of San Francisco if these DGO's are adopted. These DGO's do ev-

<u>Current assignment</u>	<u>Primary job duty</u>	<u>Years with SFPD</u>	<u>Comments</u>
Traffic Division	Patrol-Street Enforcement		erything to protect the rights of the suspects before everyone else. These DGO's are backwards and contrary to common sense. Why is it we are even listening to the "Criminal Lives Matter" movement? What happened to protecting the crime victims and the vulnerable citizens who can't protect themselves (like the children)? Or for that matter, the members who work at this Department? It's time to get our priorities straight. Who are the authors of this?