



SACRAMENTO
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January 3, 2018

VIA E-MAIL AND U.S. MAIL

Gina M. Roccanova
President
San Francisco Civil Service Commission
Civil Service Commission
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Linda Simon
Director
Equal Employment Opportunity Division
Department of Human Resources
City and County of San Francisco
One South Van Ness Ave., 4th Floor
San Francisco, CA 94103
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Re: Request for Investigation Regarding Promotional Exams

Dear Gina and Linda:

My client, the San Francisco Police Officers' Association ("POA"), has received multiple complaints from members protesting about the most recent round of promotions for police sergeant, police lieutenant and police captain. Members are concerned about the extreme number of employees who were passed over by the Department to reach employees further down the list. The concerns were magnified after the Department made public statements suggesting that there had been an "internal" process, subsequent to the competitive examination, which had resulted in the disqualification of candidates who were ranked on the list. Additional statements that diversity of race and gender were factors in the determination of who was promoted have also increased demands by our members for some type of investigation into the process.

We want to recognize that Chief Scott extended an offer to any member who was passed over to meet with him to discuss his or her candidacy. Many members took up that offer, but others either did not or were not satisfied with what they were told.

Accordingly, the POA, as the exclusive representative of the affected employees, is calling for full, formal investigations by the Civil Service Commission and the Equal Employment

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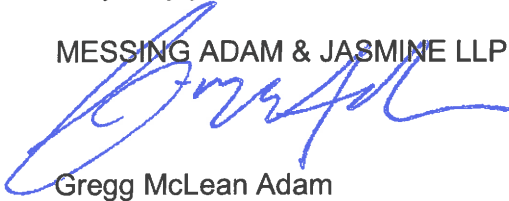
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Opportunity Division of the Department of Human Resources to determine whether these promotions were made in a manner consistent with all Civil Service Rules and equal employment opportunity criteria.

These are undoubtedly serious allegations, which may be disproven, and the POA does not raise them lightly. However, they deserve to be thoroughly and expeditiously investigated.

Very truly yours,

MESSING ADAM & JASMINE LLP



Gregg McLean Adam

GMA:jo

cc: Carol Isen, Employee Relations Director
Martin D. Halloran, President, San Francisco POA
Executive Board, SFPOA

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