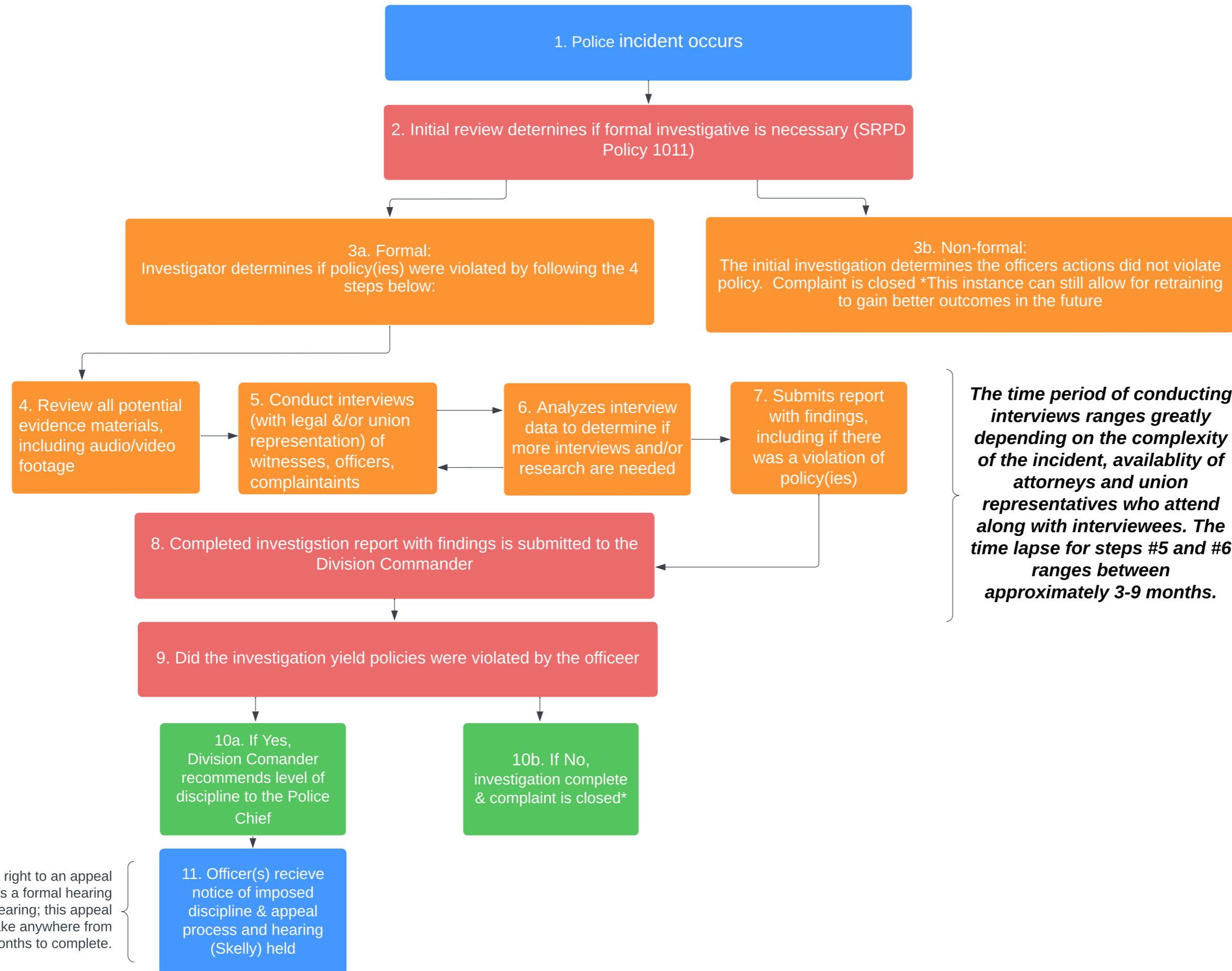


# San Rafael Police Department Police Incident Investigation Process



*The time period of conducting interviews ranges greatly depending on the complexity of the incident, availability of attorneys and union representatives who attend along with interviewees. The time lapse for steps #5 and #6 ranges between approximately 3-9 months.*

The officer(s) have a right to an appeal process, which includes a formal hearing called a Skelly hearing; this appeal process can take anywhere from approximately 3-6 months to complete.

**\*California law prohibits police departments from sharing the discipline imposed on an officer as a result of an administrative investigation.**