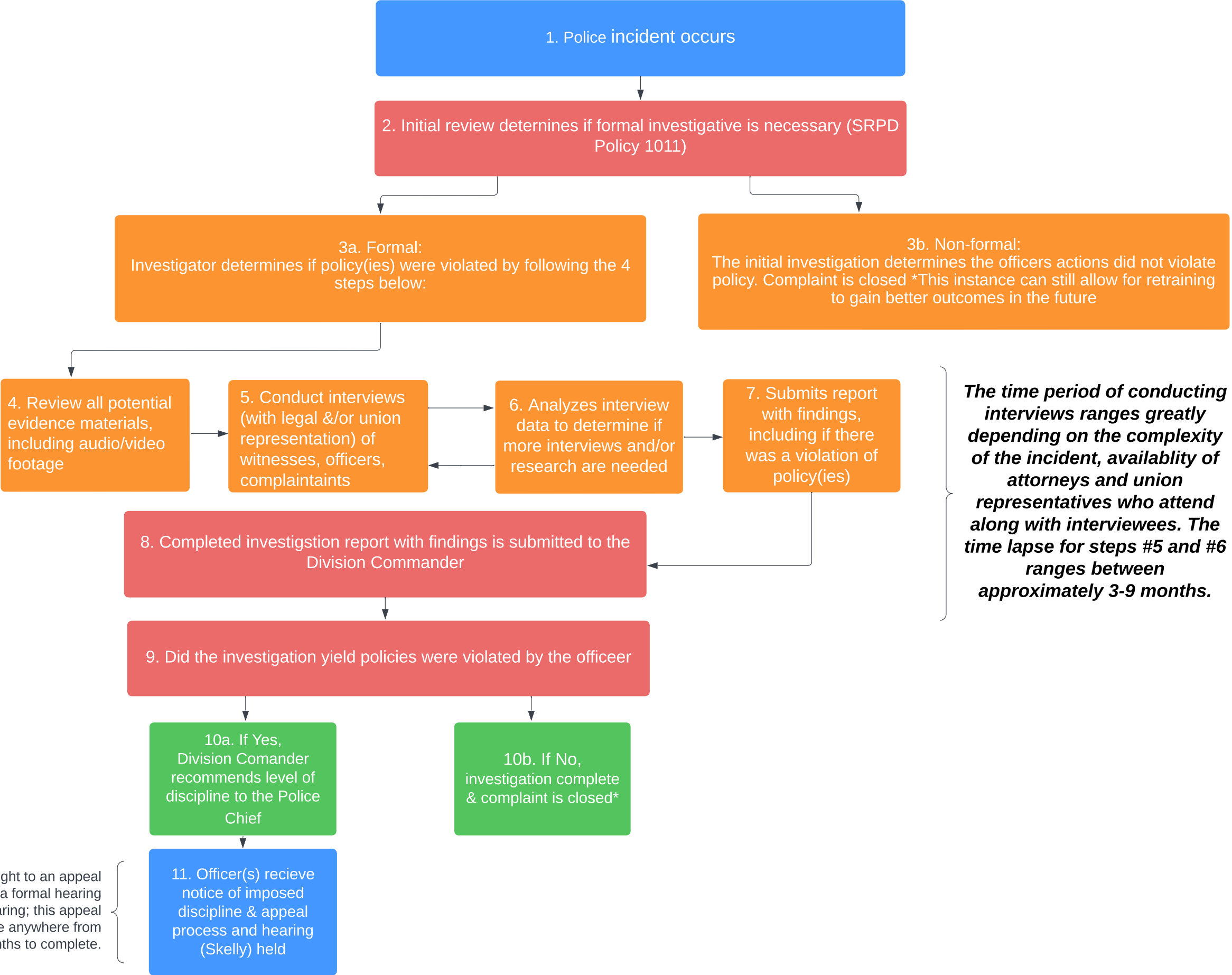


San Rafael Police Department Police Incident Investigation Process



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.

*At the conclusion of the process, the City will release all information permitted by law regarding the results of the investigation.