



## Nomination Form

## POST Excellence in Training Award

## Application for 2015 Nominees

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## Section 1. Nominee Information

1. Award Category (select one only) ☒ Individual ☐ Lifetime ☐ Organizational

2. Nominee Dominic Yin

3. Title (if applicable) Lieutenant

4. Agency/Organization (if applicable) San Francisco Police Department

5. Mailing Address

6. Contact Numbers

## Section 2. Nominator Information

7. Name William Griffin

8. Title Commanding Officer, SFPD Airport Bureau Traffic Division

9. Agency/Organization San Francisco Police Department

10. Mailing Address

11. Contact Numbers

12. Department Head/CEO

13. Signature

Complete all remaining sections. Attach additional pages if needed.

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**Section 3. Justification for Nomination – REQUIRED**

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**14. Describe the individual's or organization's purpose and training responsibility.**

One of the principal tasks of Lt. Yin's rank and position is to train, evaluate, mentor, and develop unit personnel. He is the Platoon Commander for the largest Division in the SFPD (The Airport Bureau/Traffic Division). Upon his arrival at his current assignment, he immediately saw the need to properly train and document the training for his personnel. His staff ranges from Police Service Aides to Sworn personnel to civilian security guards. His traffic division is responsible for passenger safety inside of the terminals and the safety and flow of vehicles and pedestrians on and off the Airfield at SFO. Given that SFO averages over 65,000 daily passengers and employs 30,000 employees, and is served by 17,000 vendors, the day to day operation and training responsibilities of Lt. Yin are massive.

All 165 members of his command must complete and validate all Departmental updates and training bulletins on a daily basis. He monitors all of his staff on the completion of these directives. His success can be read in the fact that with so many employees and with so many daily citizen contacts, his watch receives less than one complaint a month, and the various units under his command are constantly on the forefront of cutting edge technologies and practices. To be specific, the Ground Transport Unit which is managed by Lt. Yin has been on the enforcement forefront for the e-ride community. Many other jurisdictions simply waited for the efforts of the SFPD Ground Transport Unit and their practices to be validated and then applied those practices to their jurisdictions. Lt. Yin had to train all SFPD Airport Bureau Members as to the new procedures involving enforcement of the e-ride communities such as Uber and Lyft.

Lt. Yin has also developed training to give to the 17 allied agencies that work in and around the airport. He was tasked to do so as a force multiplying protocol. He has worked the last 8 semi-annual table-top and live FAA training events and has been consistently rated one of the most prepared and best performers. In fact, his training team was responsible for writing a water landing event several months before the Asiana disaster. Moreover, he continues to mentors new sergeants on the proper completion of investigations and operations orders, and the protocols of such inclusive of timelines and distribution.

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**15. Describe the nominee's overall achievement.**

Lt. Yin's overall achievement extends far beyond the department. In fact, Lt. Yin has been practicing Community Policing ideals for the entire 20 years that he has been an SFPD officer. He is a graduate of the Supervisory Leadership Institute where he was elected Class Speaker, and he is a graduate of Command College. He models professionalism and ethical conduct at every command and he continues to improve his skills by completing a Doctorate in Organizational Theory and Leadership from the University of San Francisco. He has engaged his teaching skills by providing training at various other academies including Napa Valley and the College of San Mateo. He has also earned his CPP designation from ASIS and is working on completing the CEM certification. He recently completed the Critical Infrastructure Certification from FEMA.

Perhaps more importantly is that Lt. Yin has earned eight unit citations in 20 years. He has the capacity to bring a collaborative working environment and still be an efficient servant leader who demonstrates care and responsibility for those that he leads and the community that he serves. He has worked in seven district stations in patrol, vice/narcotics, the legal division as the department attorney and special counsel to the Chief, and internal affairs. He has served his peers as a POA rep for two terms, a peer support member, an FTO, and FTO Sergeant, and a station FTO coordinator. He has been the station training Sergeant as well as the Overtime Scheduling Sergeant. He is a language qualified member of the Hostage Negotiations Team and has sat on numerous working groups to develop new policies on evidence collection and storage, transitioning from a centralized investigations model to a station level investigations model, as well as sitting on various POA committees.

He has also served his community by sitting on the Board of Directors for various Community Groups, and was the listed Attorney of Record for the Chinatown Youth Center which transitioned to the Community Youth Center under his legal guidance.

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### Section 3. Justification for Nomination *continued*

#### 16. Give explanations for each of the following three criteria to support your nomination.

##### a) Innovation

In recent times, Crisis Intervention was becoming a major topic of law enforcement policies and procedures in the wake of public scrutiny involving police response to citizens suffering from mental health crises. Lt. Yin was tasked with revamping a discarded model of crisis intervention and designing a more relevant Crisis Intervention Training (CIT) course for the SFPD. He used his academic prowess to conduct an exhaustive literature review while keeping his superiors apprised of his actions. He found that the most efficacious model was being used by the Memphis Police Department and was able to personally visit the CIT sites in Memphis with some members of the Command Staff to learn and evaluate CIT from current practitioners. He then came back and attended over 200 hours of CIT courses from allied agencies to make connections and research the local best practices. All the while, he wrote a new 40 hour CIT course specifically for SFPD personnel to highlight all the appropriate local resources and experts in the field including the VA hospital system, the Coalition for the Homeless, and Gay and Lesbian outreach services. His innovative spirit does not end there, he also wrote a 40 hour Continuous Professional Training (CPT) Course for 200 civilian Police Service Aides (PSA) so that the PSAs would be continuously certified in first aid, AED, report writing, and other essential skills for performing their job duties. He also designed an FTO course and documented deployment system for newly hired PSAs so that the PSAs could transition from class based learning to experiential based learning using adult learning principles.

##### b) Impact

Lt. Yin's impact in the above training arenas has been impressive. As a certified Master Instructor, he has overseen the first 8 presentations of CIT course and has put approximately 232 members of the SFPD as well as 20 members of allied agencies through the CIT course. Since the inception of the CIT course, department complaints in regards to its dealings with those with mental health issues have declined and continue to decline. As for the PSA CPT course, he has put that course on 9 times in one year (2014) and currently all 200 PSAs have completed the training and are up to date on first aid, AED, and OC use certifications. In fact, just one week after the first group of PSAs were certified in OC use, the first OC deployment by a PSA was recorded. That OC use was determined to be in policy and maximized the safety of the individual PSA. As for the PSA FTO course, he helped write, review, and validate the course and it is currently in use to train seasoned PSAs to develop newly hired PSAs.

He has been an academy instructor for the past sixteen years and has taught thousands of recruits in various Learning Domains. He has been a role player and evaluator for academy simulations, and he has changed policy at the academy level. For example, he began using the actual forms for citation practice and review, and he sat on the initial mentor program committee at the academy and has been assigned several mentees.

##### c) Reputation/Recognition

Lt. Yin has been a primary instructor, role player, and evaluator for various learning domains at the SF Academy for the past 15 years. He is incredibly well regarded by the staff and recruits at the Academy. He consistently gets the highest reviews of any academy instructor and his engaging lively teaching style is often emulated. What adds to his credibility as a Master Instructor is the fact that he has been teaching at the university level for over eighteen years. He started in the Administration of Justice Department at Cal State Eastbay, and then transferred to City College of San Francisco where he has been for the past sixteen years. He has authored several new classes including a Terrorism/Counterterrorism course, a report writing course, and a Law Enforcement in Asian American Communities course. All these courses are fully transferable to four year universities. He enjoys a 5 out of 5 rating on Semester Reviews and is a top rated on the ratemyprofessor.com website.

Moreover, for the past seventeen years, Lt. Yin has led Department sponsored training delegations to the Philippines and other Asian countries. He has testified on behalf of Domestic Violence Issues in the Philippine Congress and has been the Officer in Charge of the last three official week-long visits by Philippine Command Officers to the SFPD. He has been sought out to provide consultations with Major League Baseball where he was the lead security advisor for the 2014 World Series in San Francisco, and he is working with internet companies to work on police video issues. As you can see, Lt. Yin enjoys a robust reputation both in the public and private sectors.

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**Section 4. Support Documentation — REQUIRED**

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**17. Provide a brief list of any supporting documents included with this application.**

- 1.) Letter of Recommendation from Commander Richard Corriea (ret.)
- 2.) Lt. Yin's resume

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**To complete your application:**

- 1) Make sure you have filled in all applicable sections.
- 2) Print and sign form.
- 3) Attach all supporting documents.
- 4) Send your completed application to:



**Excellence in Training Screening Committee  
c/o California POST  
Executive Office  
860 Stillwater Road, Suite 100  
West Sacramento, CA 95605**

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Application questions: 916.227.2808 — Janice Bullard

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