COLLABORATIVE REFORM INITIATIVE UPDATE
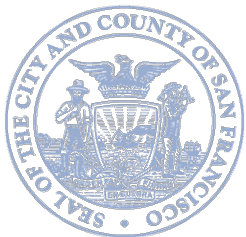
SAN FRANCISCO POLICE DEPARTMENT
CITY & COUNTY OF SAN FRANCISCO

May 10, 2023

COLLABORATIVE REFORM INITIATIVE
STATUS BY CATEGORY

CA Department of Justice CRI Phase 1-3 Results			
Category	**Recommendations**	**Substantially Completed**	**In Progress**
Use of Force	58	51	7
Bias	54	47	7
Community Policing	60	54	6
Accountability	68	61	7
Recruitment, Hiring & Personnel Practices	32	32	0
Total	**272**	**245**	**27**

SFPD CRI RECOMMENDATIONS
PHASE 1 - 3
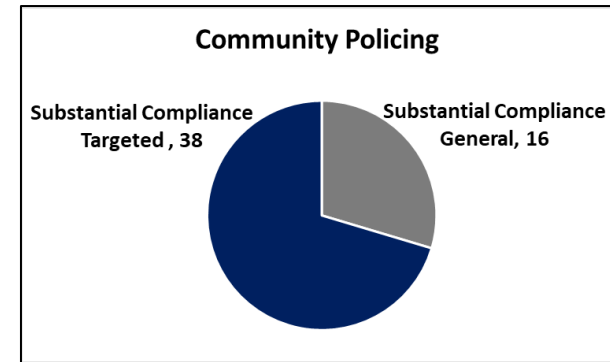# OCTOBER 2019 – OCTOBER 31, 2021

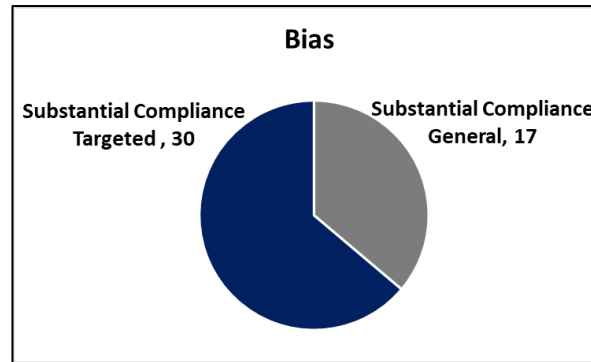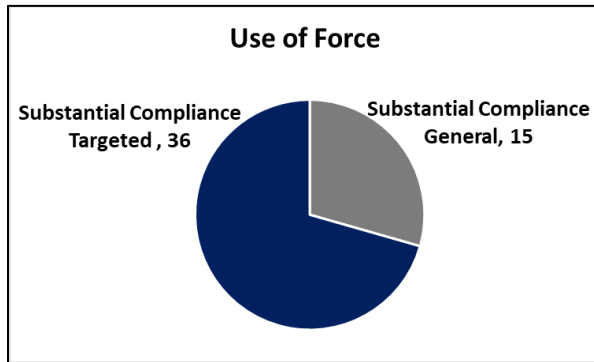SFPD CRI Recommendations Phase 1 - 3
October 2019 - October 31, 2021
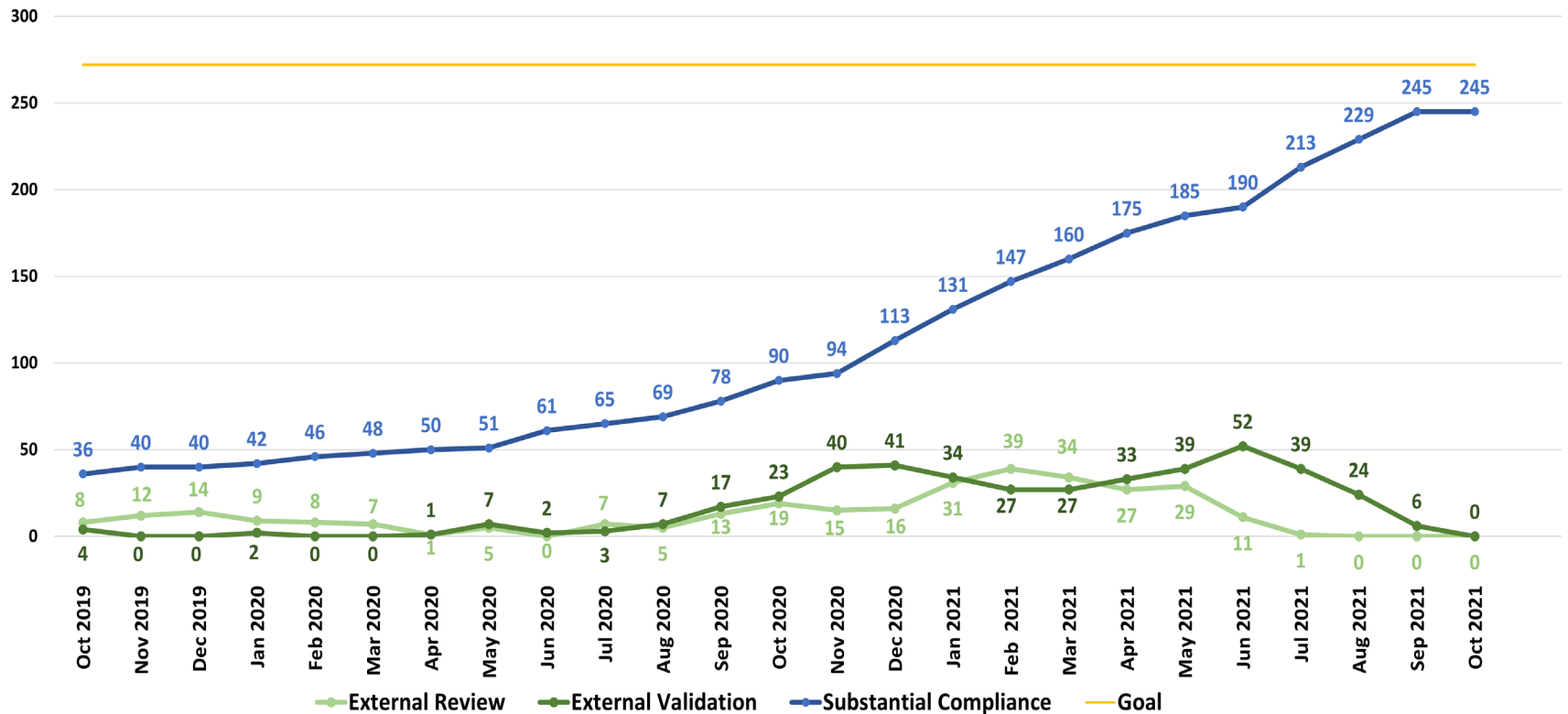
CRI REFORM SUSTAINABILITY

CRI REFORM SUSTAINABILITY BY OBJECTIVE

Use of Force

Substantial Compliance Targeted , 36

Substantial Compliance General, 15

Bias

Substantial Compliance Targeted , 30

Substantial Compliance General, 17

Community Policing

Substantial Compliance Targeted , 38

Substantial Compliance General, 16

Accountability

Substantial Compliance Targeted , 40

Substantial Compliance General, 21

Recruitment, Hiring & Personnel Practices

Substantial Compliance Targeted , 26
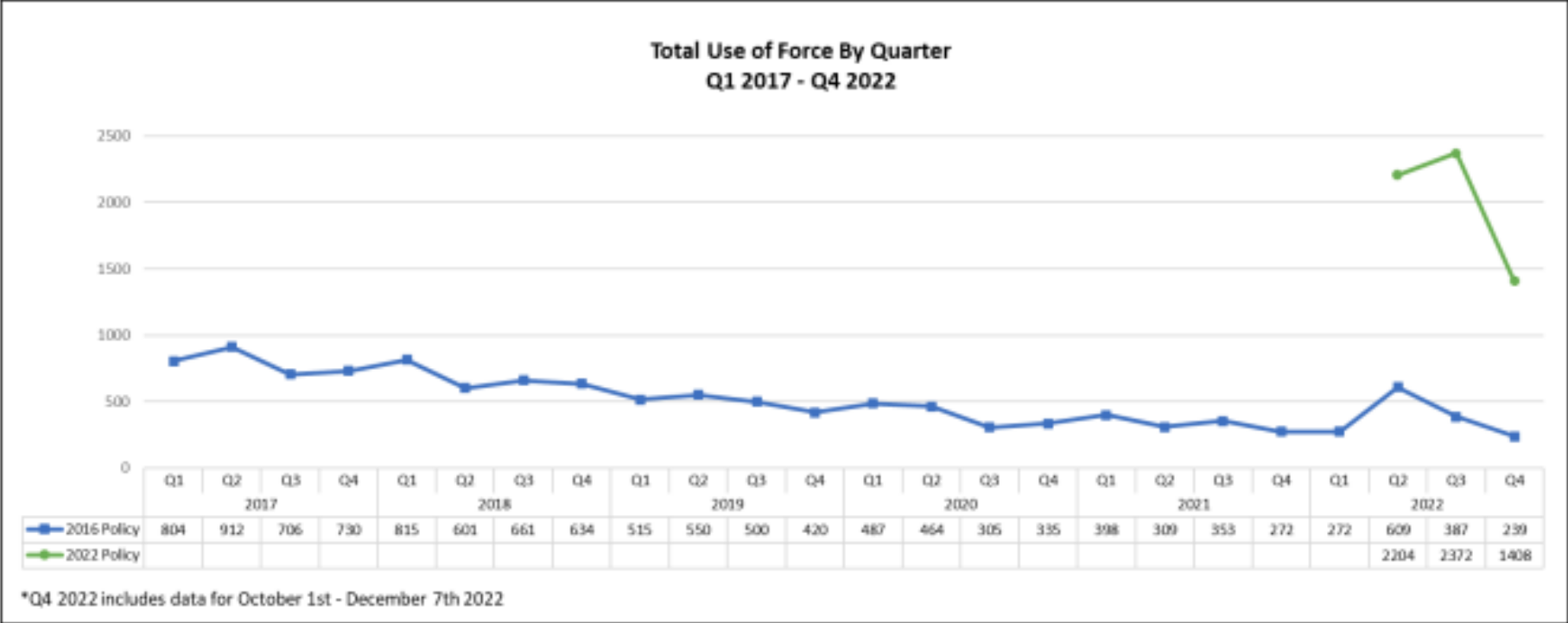
Substantial Compliance General, 6

Of the 245 recommendations in substantial compliance, 170 require "targeted" Review.

USE OF FORCE

- Use of Force Data Collection
  - Electronic Use of Force Form
  - Quarterly Activity & Data Report (QADR)
- Updated Use of Force policy (DGO 5.01)
- Field Tactics and Force Options continued review of Use of Force incidents
- Quarterly Use of Force audits by the Early Interventions System
- Entered contract for new records management system
- Required Crisis Intervention training for all newly promoted members.
  - Required distribution of Crisis Intervention Trained Officers across all shifts

USE OF FORCE

Total Use of Force By Quarter
Q1 2017 - Q4 2022

	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
		2017				2018				2019				2020				2021				2022		
2016 Policy	804	912	706	730	815	601	661	634	515	550	500	420	487	464	305	335	398	309	353	272	272	609	387	239
2022 Policy																						2204	2372	1408

*Q4 2022 includes data for October 1st - December 7th 2022

Data presented represents total use of force count under the
2016 and 2022 Policies.

BIAS FREE POLICING

- Quarterly audits by the Internal Affairs Division (IAD) of electronic devices, presented to the Police Commission

- Bi-annual Bias training audits to ensure continuous training updates

- Station Captains required to review quarterly reports of traffic stops and arrest data in their districts to review for trends and/or disparities.

- Budget negotiations with vendors for continued development of management tools

- Professional development opportunities to understand historical and deep-rooted trauma tied to the policing profession.

- Policy Development: Department General Order 9.07-*Curtailing Pre-text stops*

COMMUNITY POLICING

- Maintaining foot beat presence in community corridors.

- Healthy Streets Operations Center (HSOC) to align resources and support the Homeless Outreach Teams.

- Annual strategic plans on Community Policing Plans by all Department Captains.

- Development of Department General Order *3.09 – Department Awards,* which adds awards to recognize community policing and the guardian mindset.

- Youth incorporated into the working group towards development of Department General Order *7.01 – Policies and Procedures for Juveniles Detention, Arrest, and Custody.*

- Early drafts of the *Community Policing and Problem-Solving Manual & the Chief's Advisory Forum Manual* were shared with the Department of Police Accountability.

COMMUNITY POLICING

San Francisco
Police Department

Get Service   Stay Safe   News   Community   Your SFPD   Contact Us

Related Links

Community Policing Strategic Plan
View our Community Policing Strategic Plan (PDF)

COMMUNITY POLICING STRATEGIC PLAN

Community Policing Annual Summary Report
View our Community Policing Annual Summary Report (PDF)

COMMUNITY POLICING ANNUAL REPORT

DOJ Recommendations
View Community Related DOJ Recommendation updates.

CRI 3: COMMUNITY POLICING

Community Policing Annual Plans
Updated for 2023

Annual Plans By Station

2023

- Bayview Station (PDF)
- Central Station (PDF)
- Ingleside Station (PDF)
- Mission Station (PDF)
- Northern Station (PDF)
- Park Station (PDF)
- Richmond Station (PDF)
- Southern Station (PDF)
- Taraval Station (PDF)
- Tenderloin Station (PDF)

ACCOUNTABILITY

- Bi-Annual training required between Internal Affairs Division (IAD) and the Department of Police Accountability

- Analyst position added to the Internal Affairs Division to assist with data collection and analysis.

- Contract enhancements for continued development of management tools

- Principled Policing Training required for all members

- All IAD members are trained quarterly in the Standard Operating Procedures

- Quarterly Audit of IAD and ISD case tracking sheets

- Discipline Review Board will now review complaint trends

RECRUITMENT, HIRING, AND PERSONNEL PRACTICES

- **Applicant Standards Improvements:** SFPD is improving the applicant process and creating alignment with other agencies to complete with police recruits by updating height & weight requirements and physical standards.

- **Community Engagement and Outreach:** SFPD's Recruitment Team attended and hosted 239 events in 2022. Many of these events were local San Francisco and national career fairs, job fairs, military bases, government, public safety, and law enforcement-specific recruiting events. School outreach and presentations were also conducted at high schools, colleges, universities, and law enforcement testing centers.

- **SFPD's recruitment team hosted "1-Day Testing Events:"** to conduct all 3 initial tests such as the Physical Ability Test (PAT), Oral Interview, and Written Test. These events reduce up to 3 months off the hiring process for those who pass the 3 tests (reduction from 6 months to 3 months

- **Department of Human Resources Partnership:** SFPD has engaged with DHR in Quarterly Hiring Meetings. The meetings are utilized to discuss issues that arise, problem solve, and collaborate regarding strategies to address potential disparities

- **Media and Marketing:** SFPD has implemented a robust and expansive advertisement campaign that includes advertising recruitment in social media, digital platforms, local newspapers, and magazines, local radio & television, and billboards and transportation ads at Muni buses, BART, and Bay Area Bus Routes. SFPD also launched a new SFPD Recruitment Website – January 2023 (Joinsfpd.com).

- **Women Centered Recruitment:** In October 2022, SFPD is formally participating in the 30 x 30 national campaign to increase women in policing hosted by the National Association of Women in Law Enforcement Executives and the New York University Policing Project. The initiatives' overall goal is to recruit 30% of women recruits by 2030.

- **Recruitment Evaluation**: SFPD and the Controller's Office are working closely to develop a recruitment performance metrics to measure and evaluate the success of current recruitment strategies.

REMAINING RECOMMENDATIONS FOR PHASE 3 PLUS

PROJECT PLANS

Tracking and Analyzing Arrests & Uses of Force

Project Plan # 1

- Plan to collect data is in development.
- Databases are being identified for data collection.

Project Plan # 2

- Analysts are identifying data points.
- Databases are being identified for data collection.

Community Policing Annual Plans & Advisory Forums

Project Plan #3

- Manual development continues to make progress.
- Chief's forums are being revitalized.
- Tracking of community issues is being revitalized.

Data-Informed Personnel Development

Project Plan #4

- Development of management tools continue to make progress.
- Vendor is refining areas of the management tools.
- Several stages of development have been completed.

Management Tools & discipline Metrics/Reporting

Project Plan #5

- Discipline Review Board has incorporated discipline trends review into their agenda.
- Analyst has begun collecting data on trends
- Office of Equity and Inclusion has been incorporated to make recommendations.

INDEPENDENT RECOMMENDATIONS

USE OF FORCE

1.1

- In discussions with Jensen Hughes and CalDOJ regarding timelines and seeking technical guidance.

COMMUNITY POLICING

39.1

40.2

41.1

- 39.1 & 40.2 have been reviewed by our collaborative partners. Recommendations are being incorporated.

ACCOUNTABILITY

55.2

- IAD analyst working to collect data to identify complaint trends.
- Plan for publication is being drawn.

IMPLEMENTATION NEEDS

PROJECT	PEOPLE	TECHNOLOGY/SERVICES
• Records Management System (collecting UOF and arrests data) *Project Plans: 1 & 2*	• Implementation personnel • Maintenance personnel *Project Plans: 1, 2, 4 & 5*	• Hardware; Infrastructure; Software as a Service (SaaS); implementation services *Project Plans: 1, 4, & 5*
• Analysis of UOF and arrests data *Project Plans: 1 & 2*	• Analysts – reporting; data interpretation *Project Plans: 1, 2, 4, & 5*	• Training for analytical personnel handling new, larger data sets *Project Plans: 4 & 5*
• Data-informed personnel management (dashboard) *Project Plan: 4*	• Analysts – partnering with technology vendor to develop metrics *Project Plans: 1, 2, 4, & 5*	• Technology customization services *Project Plans: 1, 4, & 5*
• Discipline data and general data reporting *Project Plan: 5*	• Analysts – reporting; data interpretation *Project Plan 1, 2, 4, & 5*	• Training for analytical personnel handling new, larger data sets *Project Plans: 1, 4, & 5*

Personnel and technology are tied to Department budget needs.

THANK YOU.
ANY QUESTIONS?