Department of Justice – CRI/TA – Reform Update

NOVEMBER 15, 2016

BOARD OF SUPERVISORS

ACTING CHIEF OF POLICE TONEY CHAPLIN

CAPTAIN MICHAEL CONNOLLY, MS

San Francisco will continue to be a beacon of light, a city dedicated to progress. San Francisco will remain San Francisco
– Mayor Ed Lee

Agenda

- Pre-DOJ report actions
- DOJ Report Summary
- Strategic Level Planning & Guidance
- Operational Structure and Planning
- Plans to Operations transition
- Verification process
- Status

Where we came from

San Francisco Police Department Department Bulletins Issued 2014 - 2016															
Year	DOJ Category	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	Total	
2014	Use of Force	3	0	2	2	0	1	0	0	1	0	0	0	9	138 Bulletins Issued in 2014
	Bias	0	0	1	0	0	0	0	1	0	0	0	0	2	
	Community Policing	3	3	2	5	4	1	1	1	0	1	1	1	23	
	Accountability	8	7	4	2	0	1	0	1	2	2	1	10	38	
	Recruitment, Hiring and Personnel Practices	7	7	12	5	2	5	3	7	3	7	6	2	66	
2015	Use of Force	0	1	1	1	0	1	0	0	1	0	1	1	7	172 Bulletins Issued in 2015
	Bias	1	0	0	0	0	1	2	0	0	1	0	1	6	
	Community Policing	2	2	9	4	0	0	1	0	3	1	1	0	23	
	Accountability	1	2	5	13	11	1	4	5	2	4	7	3	58	
	Recruitment, Hiring and Personnel Practices	6	4	12	1	2	9	7	8	6	8	9	6	78	
2016	Use of Force	0	1	1	0	0	1	1	0	0	2	0	0	6	76 Bulletins Issued in 2016
	Bias	0	1	0	1	1	0	1	0	0	0	0	0	4	
	Community Policing	1	0	0	0	1	1	0	0	1	1	0	0	5	
	Accountability	1	1	2	0	0	2	1	3	10	8	9	0	37	
	Recruitment, Hiring and Personnel Practices	2	0	0	0	0	0	1	5	5	10	1	0	24	

While the Department issued over 300 Bulletins over the last 3 years – the DOJ report provided us a gap analysis as to what is, or is not, being done according to best practices, and serves as a roadmap for implementation

Examples

Department Bulletins (DB's) are orders and policy issued by the Chief of Police and distributed Department wide. These Bulletins supplement or amend Department General Orders when the DGO becomes inaccurate or outdated. (DGO 3.01, sec II)

- DB 14-155: Harassment-Free workplace policy issued 06/02/14
- DB 15-255: Pointing of Firearms (re-classified to a use of force), issued 12/11/15
- DB 15-249: Not On My Watch Pledge issued 12/03/15

Police Reform Update

Training and Teams

- C.I.T. program development and implementation now under the authority of the Field Operations Bureau
- Discussions continue with Mental Health Working Group
- Department General Order in final stages of adoption
- $100k included in FY2016-17 budget for trainers and supplies
- 602 active CIT trained personnel
- All new hires receive CIT training
- DPH Crisis Intervention Specialty Team announced October 4, 2016 to assist in CIT interventions

Use of Force Reforms & De-escalation

Person in crisis– High Profile C.I.T Incidents

Tenderloin District – July 6th

- Officers respond to Jones St. and McAllister St. following a report of a man with a gun.
- Officers locate a man in-crisis armed with a revolver in his waistband, yelling “shoot me” multiple times.
- After a four hour standoff with Hostage Negotiators, the subject was taken into custody by SFPD without shots being fired.
- Subject was transported to hospital. Loaded firearm and ammunition recovered.

Use of Force Reforms & De-escalation

Person in crisis– High Profile C.I.T Incidents

Ingleside District– July 26th

- Subject in-crisis fired rifle into neighbor's yard
- Subject was despondent and in-crisis due to recent loss of mother and brother.
- In possession of over 50 firearms, including assault rifles
- C.I.T. officers secured scene, initiated time and distance, opened communication, emphasized de-escalation, and negotiated a peaceful surrender.

Use of Force Reforms & De-escalation

Person in crisis– High Profile C.I.T Incidents

Bay Bridge – September 9th

- Male and female involved in an altercation in the vicinity of the Bay Bridge. Male fled after biting the female subject. The male subject ran onto the Bay Bridge and attempted to avoid the CHP.
- After attempts by CHP to place him into custody subject climbed over the bridge railing and onto the catwalk where produced a knife and placed it against his throat, stating that he wanted to die.
- SFPD hostage negotiators responded and took over scene, where time, distance, and de-escalation techniques were deployed.
- Incident was resolved peacefully at 0530 hours where the male subject was booked at County Jail for aggravated assault, false imprisonment, and mental health detention.

Use of Force Reforms & De-escalation

Person in crisis– High Profile C.I.T Incidents

Northern District – August 29th

- Male subject in-crisis in possession of 58 firearms
- Subject fired multiple times into the wall and floor of his home, endangering neighbors and residents.
- Responding officers safely detained subject, completed investigation, initiated 5150 detention, and referred case to SVU

Use of Force Reforms & De-escalation

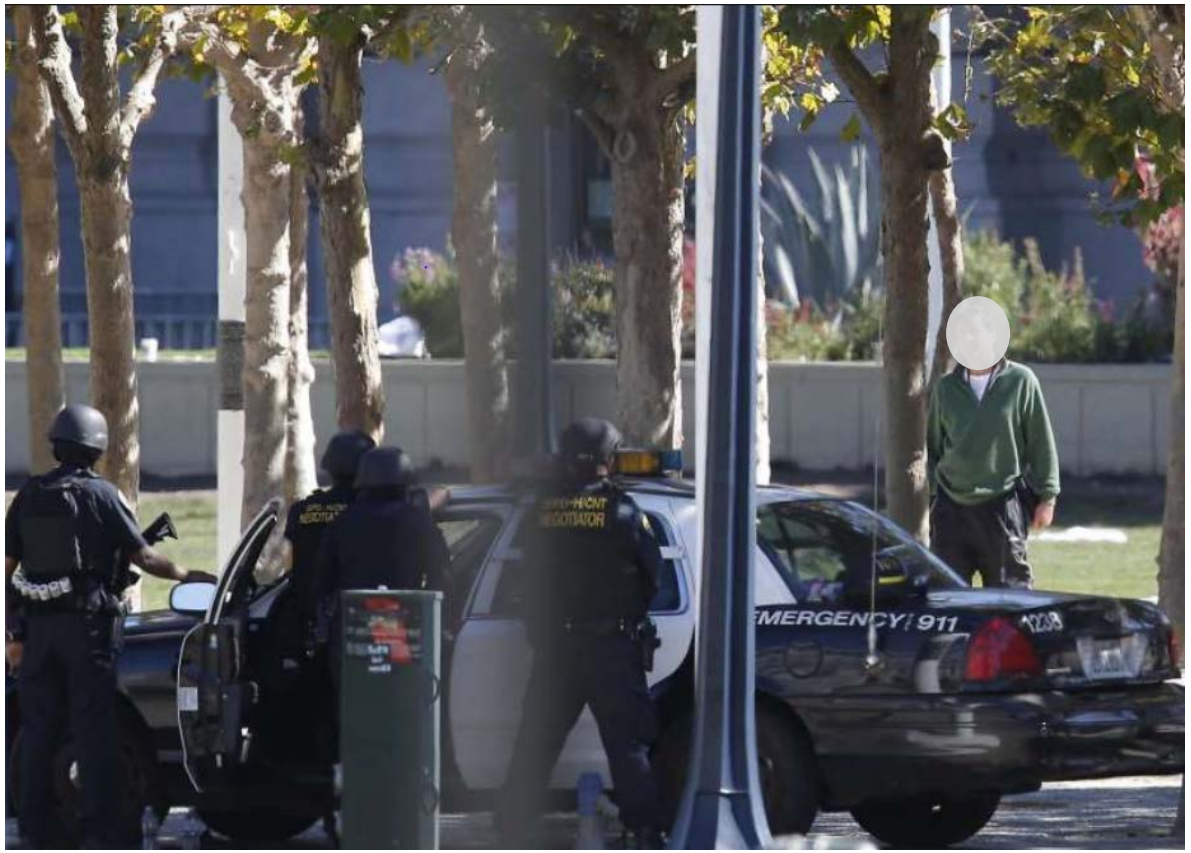
Person in crisis– High Profile C.I.T Incidents

Northern District - **September 24th**

- San Francisco Police Department responded to a person in crisis near the Civic Center Plaza. The subject stated that he was armed with a firearm and wanted the police to shoot him.

- After an approximately seven hour standoff, the subject surrendered and was taken into custody without further incident.

- Subject was taken to the hospital for a mental health evaluation. Officers located a firearm which was ultimately determined to be an air-soft pistol.



Accountability

Body Camera Unit

- 9 of 10 stations trained and cameras deployed – 988 Officers.
- Final station scheduled for the week of November 14th, 2016
  - Central Station
- All ten stations will be equipped by November 18th
- Admin and support units scheduled for completion by the end of January 2017.
- The SFPD is one of the 67 major Departments across the country deploying body cameras.

Use of Force

- DB 15-142 issued June 17, 2015 mandates all radio cars carry an Extended Range Impact Weapon (ERIW)
- DB 15-255 issued December 11, 2015 policy makes pointing of a firearm a reportable use-of-force incident
- February 8, 2016 new Bi-Annual Force Options Training curriculum is implemented
  - Training emphasizes increasing time and distance to allow for situations to de-escalate, and the sanctity of human life.

Hostage/Crisis Negotiators Team (H/CNT)

34 Active Negotiators

Call Outs

- 2013: 25 call-outs
- 2014: 34 call-outs
- 2015: 50 call-outs
- 2016: 75 call outs (50% increase from prior year)
- Total since 2013: 184 call-outs

Overall Success Rate: 99.5 %

Declared Critical Incident Resolution: 100%
In response to Calls for Service

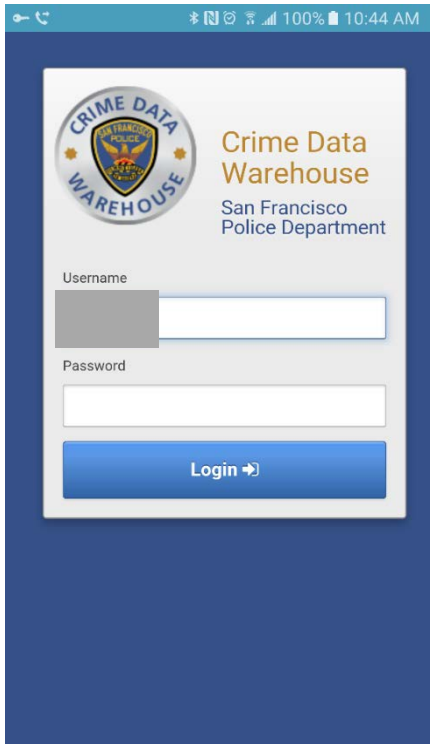
No Shots Fired: 100%

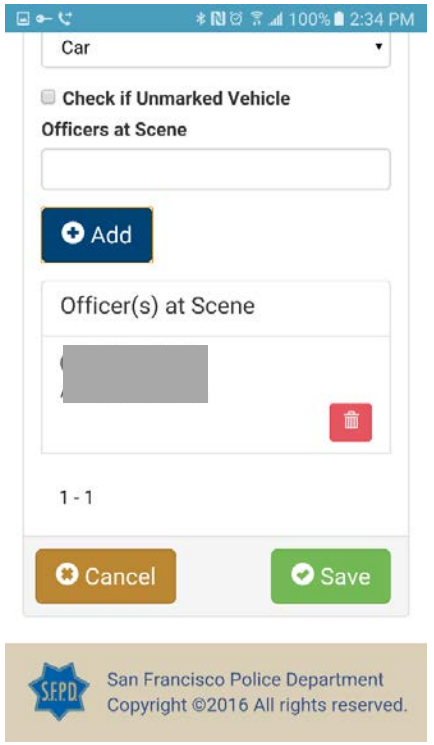
Data Collection

- SFPD has begun beta testing an upgraded demographic collection form in accordance with both State and Local legislation that predated the DOJ report.

- By creating an digital point of entry (from a previous manual system), future data sets will be automated, easier to analyze and will speed (and eventually automate) reporting requirements. (AB953/Admin 96.A)

- CA DOJ is looking at the Department's collection practices and plan moving forward as a State wide best practice.



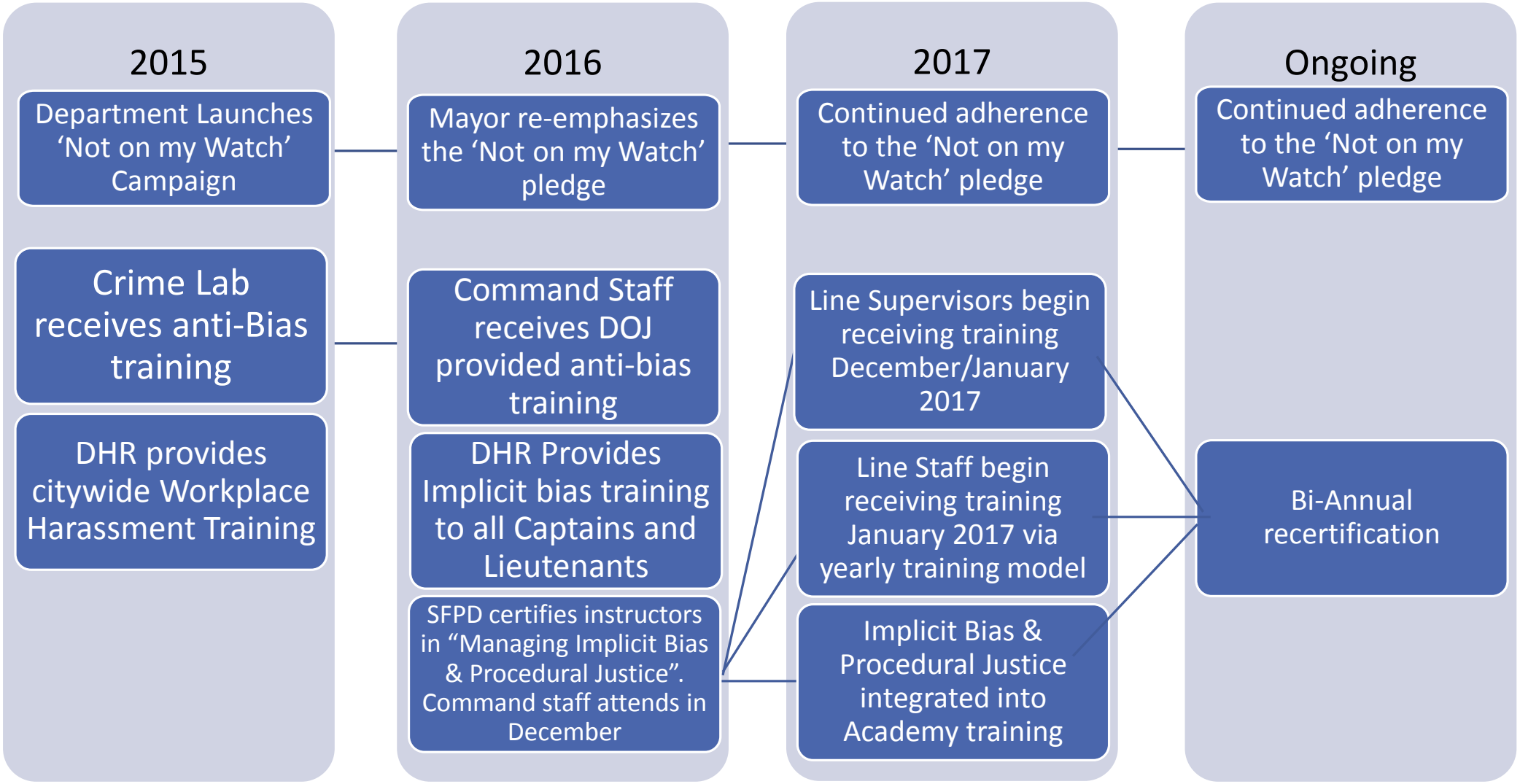


Addressing Bias Through Training

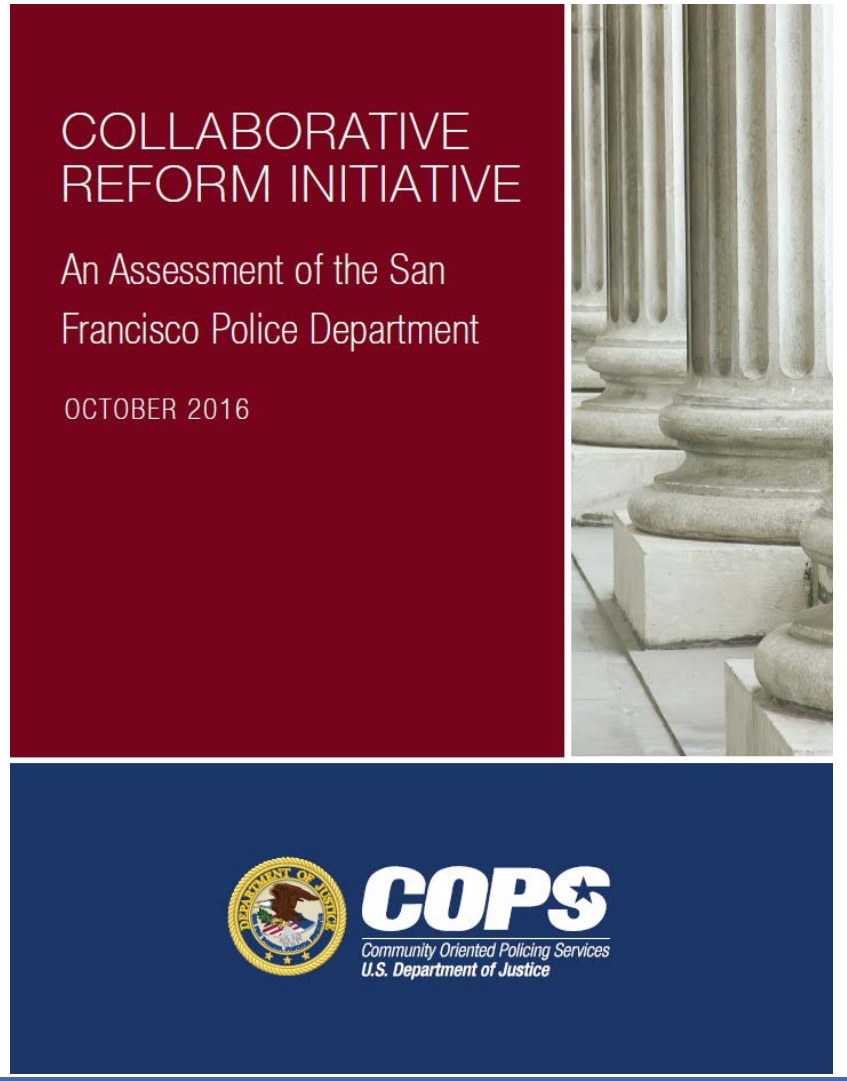
- "…there is no evidence that explicit bias is widespread [in the department]. On the contrary, the [DOJ] team observed a law enforcement agency that for the most part showed genuine compassion, caring and professionalism toward the people of San Francisco." DOJ Report, pp.63

- The Department is exploring options with academic institutions for an external, data driven analysis of the effects of reform initiatives within the SFPD and the impact upon the communities we serve.

Addressing Bias Through Training



The US Department of Justice Report



Areas of analysis

- Use of force policies and practices
- Policies, practices, and training to address issues of bias in policing
- Community policing strategies and protocols
- Policies and practices regarding complaint and disciplinary processes
- Recruitment, hiring, and personnel practices

- **A total of 94 findings and 272 associated recommendations were generated by the DOJ**

At the highest level…

- Challenges requiring **a shift in mindset and culture** bolstered by cohesive management and strong leadership:
  - "Law enforcement should adopt a guardian mindset." (pg. 96)

- A need for **regular and consistent data capture**, aligned across departments and agencies:
  - "As relates specifically to discipline, both SFPD and OCC use different information technology systems and collection practices for complaint data, investigations and reporting … Better data collection and management would also improve the transparency of the SFPD's practices for its employees and the community, particularly as it relates to accountability" (pg. 152)

- More **robust and agile approach to training** (and subsequent compliance) taking into consideration the changing nature and SF's unique environment:
  - "SFPD does not provide sufficient training, supervision support, and guidance when releasing Department Bulletins" (Finding 74)

Strategic Level Planning and Guidance

Mayor Ed Lee and Acting Chief Toney Chaplin receive the Collaborative Review Report from COPS Director Ron Davis, 12 October, 2016.

Executive Steering Group

* Or designee

Duties & Responsibilities:

- Provide broad guidance and direction
- Receive updates from Executive Sponsors
- Oversee resource management
- Coordinate the citywide response

Strategic Post DOJ report planning

DOJ Report Issued
October 2016

Today

Plan

- DOJ Report analysis
- Conceptual Design (the plan to plan) & Strategic Planning Guidance
- Prioritization & Objectives Integration

Prepare

- Responsible party (Executive Sponsor) identification
- Framework & organizing principles generated
- Example work products and guidance developed

Execute

- Tasks issued to Exec Sponsors
- Deployment of bureau working groups
- Community & stakeholder integration

Assess

- In-progress reports to PSPP per set priorities, or;
- Objective complete packet is passed for external audit

Strategic Planning Guidance Process

Inputs

- External Agency Reports (DOJ, BRP, Etc.)
- Mayor's Letter
- Chief of Police Letter
- Police Commission Guidance

Steps Taken

- Interagency Planning Meetings:
- *Mayors Office*
- *OCC*
- *SF Police Commission*
- Planning guidance generated

Outputs

- Initial Project Management Matrix (who, what)
- Recommendation Integration Matrix

This process generated guidance around both initial **task grouping** and initial **reporting timelines** and **guides additional detailed planning**.

Strategic Planning Guidance Outputs

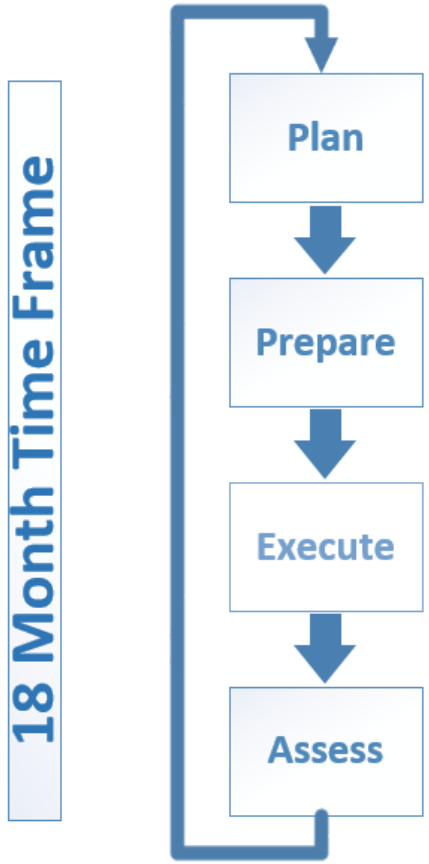
The Recommendation Integration matrix lists all recommendations given to the department in the context of the DOJ report's recommendations

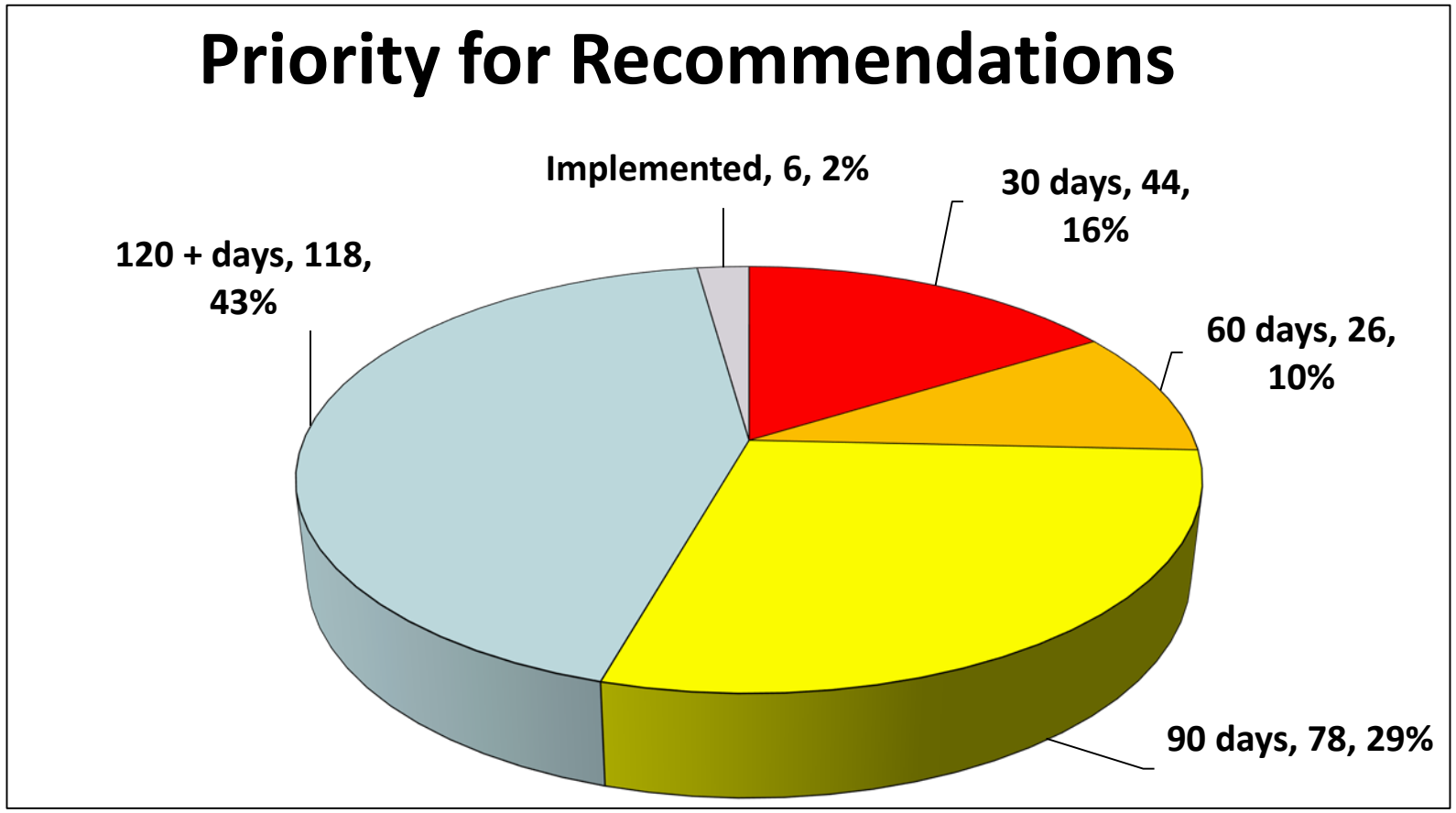
Department of Justice Review Objectives	DOJ/COPS Collaborative Reform Initiative	President's Task Force on 21st Century Policing	Blue Ribbon Panel	Criminal Justice Task Force SF Bar Association	Office of Citizen's Complaints	Civil Grand Jury Fatal OIS	Civil Grand Jury Auto Burglary	Civil Grand Jury SF's Crime Lab	Civil Grand Jury Homeless Health & Housing	Civil Grand Jury SF County Jail
Objective 1. Assess the SFPD's use of force policies and practices as they relate to training, implementation, reporting, supervision, and oversight and accountability to ensure adherence to policy and fair and impartial use of force decisions.	1.1, 2.1, 3.1, 3.2, 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, 5.1, 5.2, 6.1, 6.2, 6.3, 7.1, 7.2, 7.3, 8.1, 8.2, 8.3, 9.1, 9.2, 9.3, 9.4, 10.1, 10.2, 11.1, 11.2, 11.3, 11.4, 12.1, 12.2, 12.3, 13.1, 14.1, 14.2, 14.3, 15.1, 15.2, 16.1, 16.2, 17.1, 18.1, 18.2, 18.3, 19.1, 19.2, 19.3, 20.1, 20.2, 20.3, 20.4, 21.1, 22.1, 23.1, 23.2	2.2,	15, 30, 31, 32, 33, 34, 35, 36, 37, 38, 40, 41, 42, 43, 44		2, 3, 4, 5	R.1, R.2.A, R.2.B, R.3.A, R.3.B, R.4, R.9, R.10.A, R.10.B, R.11.A, R.11.B, R.12.A, R.12.B, R.13.A, R.13.B, R.13.C,				
Objective 2. Assess the SFPD's policies and operational practices to determine if there is biased policing with a specific focus on people of color, people with mental illness, the LGBTQ community, and the homeless.	24.1, 24.2, 24.3, 24.4, 24.5, 24.6, 25.1, 25.2, 25.3, 25.4, 26.1, 26.2, 26.3, 26.4, 27.1, 27.2, 27.3, 27.4, 27.5, 27.6, 27.7, 28.1, 28.2, 28.3, 28.4, 28.5, 28.6, 28.7, 29.1, 29.2, 29.3, 29.4, 30.1, 30.2, 30.3, 30.4, 30.5, 30.6, 31.1, 32.1, 32.2, 33.1, 34.1, 34.2, 34.3, 35.1, 35.2, 35.3, 35.4, 36.1, 36.2, 36.3, 37.1, 37.2, 38.1, 38.2, 38.3	2.4, 2.6, 2.12, 2.13,	5, 6, 7, 8, 9, 11, 13, 14, 22, 26, 39, 72, 73,	1	6, 7, 17				R.A.2, R.A.3, R.A.4	
Objective 3. Assess the community policing, procedural justice, and community engagement protocols and practices across the SFPD in light of national and best practices.	39.1, 39.2, 39.3, 39.4, 39.5, 39.6, 39.7, 39.8, 39.9, 40.1, 40.2, 40.3, 40.4, 40.5, 40.6, 40.7, 40.8, 41.1, 41.2, 42.1, 42.2, 42.3, 42.4, 43.1, 43.2, 43.3, 43.4, 44.1, 44.2, 44.3, 44.4, 45.1, 45.2, 45.3, 46.1, 46.2, 46.3, 46.4, 46.5, 47.1, 47.2, 47.3, 48.1, 48.2, 49.1, 49.2, 49.3, 50.1, 50.2, 51.1, 51.2, 52.1, 52.2, 52.3, 53.1, 54.1, 54.2	1.1, 1.2, 1.5, 1.6, 1.7, 1.9, 2.1, 2.7, 2.9, 2.10, 2.11, 3.5, 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, 5.2,	4, 24, 76	1.1, 1.2, 2, 3, 4	1, 10, 11, 12, 13, 16, 18, 19		R.E.1.,			
Objective 4. Assess whether the accountability, oversight policies, and practices related to community complaints and their investigation comport with national standards and best practices.	55.1, 55.2, 56.1, 56.2, 56.3, 56.4, 56.5, 56.6, 57.1, 57.2, 57.3, 57.4, 58.1, 59.1, 60.1, 60.2, 60.3, 61.1, 61.2, 62.1, 63.1, 63.2, 63.3, 64.1, 64.2, 64.3, 64.4, 64.5, 65.1, 65.2, 66.1, 66.2, 66.3, 67.1, 67.2, 68.1, 68.2, 68.3, 69.1, 69.2, 69.3, 70.1, 70.2, 70.3, 70.4, 71.1, 71.2, 72.1, 72.2, 72.3, 73.1, 73.2, 74.1, 74.2, 75.1, 75.2, 75.3, 76.1, 76.2, 77.1, 77.2, 78.1, 79.1, 79.2, 79.3, 80.1, 80.2, 80.3	1.3, 2.3, 2.8,	2, 3, 10, 16, 17, 18	3, 4	8, 14, 15					
Objective 5. Analyze recruitment, hiring, and personnel practices to evaluate diversity efforts in the SFPD to determine adherence with national standards and best practices	81.1, 81.2, 81.3, 82.1, 82.2, 83.1, 83.2, 84.1, 84.2, 85.1, 85.2, 85.3, 85.4, 86.1, 86.2, 87.1, 87.2, 88.1, 88.2, 88.3, 88.4, 89.1, 90.1, 90.2, 91.1, 91.2, 91.3, 92.1, 92.2, 93.1, 94.1, 94.2	1.4, 1.8, 2.5, 5.3, 6.2, 6.3, 6.6	23, 25, 27, 28, 45, 46, 47, 48, 49, 50, 51, 52, 53, 59, 60, 61, 63, 64, 65, 66, 77, 78							
Totals	272 Total DOJ Rec's.		57 Rec's intersect with DOJ Report							
Staffing, Equipment, Training, and Technology, Policy Practices			19, 20, 21(BWC), 70, 71, 74, 75, 79, 80, 81 (Compstat)		9		R.A.1., R.B.1., R.D.1., R.F.3.	R.A.3, R.A.4., R.B.1., R.B.2., R.B.3., R.C.1., R.C.2., R.C.3., R.D.2., R.D.3., R.E.1., R.E.2.,		

Objective Number & Title	Rec	Recommendations	Priority	Impa	Bureau
1 - Use of Force	1.1	SFPD must commit to reviewing and understanding the reasons for the disparate use of deadly force. Specifically, SFPD needs to: • Partner with a research institution to evaluate the circumstances that give rise to deadly force, particularly those involving persons of color. • Develop and enhance relationships in those communities most impacted by deadly officer involved shootings and monitor trends in calls for service and community complaints to ensure appropriate police interaction occurs as a matter of routine police engagement. • Provide ongoing training for officers throughout the Department on how to assess and engage in encounters involving conflict with a potential for use of force with a goal of minimizing the level of force needed to successfully and safely resolve such incidents.	120+ days	High	Administration
1 - Use of Force	3.1	The Police Commission, SFPD leadership, and elected officials should work quickly and proactively to ensure that the Department is ready to issue these use of force policies and procedures to all Department employees immediately following the collective bargaining meet and confer process. The process should not be drawn out, because the goal should be immediate implementation once the process has been	30 days	High	Administration
1 - Use of Force	3.2	The SFPD should work with the Police Commission to obtain input from the stakeholder group and conduct an after-action review of the meet and confer process to identify ways to improve input and expedite the process in the future for other policy development.	120+ days	Medium	Chief of Staff
1 - Use of Force	4.6	The SFPD should audit use of force data on a quarterly basis and hold supervisors accountable for ongoing deficiencies.	90 days	Medium	Administration
1 - Use of Force	5.2	The SFPD needs to hold supervisors and officers accountable for failure to properly document use of force incidents.	60 days	Medium	Administration
1 - Use of Force	8.2	Supervisors should be held accountable for ensuring accurate and complete entry for all use of force data reporting.	30 days	High	Administration
2 - Bias	27.4	To ensure first-line supervisors understand the key role they play in addressing bias, supervisor training should include coaching, mentoring, and direct engagement with problem officers.	90 days	Medium	Administration
2 - Bias	28.2	The SFPD should provide for open, ongoing command engagement around the issue of bias, both internal and external to the department.	30 days	Medium	Chief's Office
2 - Bias	28.4	The SFPD needs to engage in early identification of and intervention in behaviors that are indicative of bias through direct supervision, data review, and observation of officer activity.	30 days	Medium	Field Operations
2 - Bias	28.7	The SFPD needs to encourage all personnel to report biased behavior to the appropriate officials.	30 days	Medium	Chief's Office
3 - Community Policing	42.3	The SFPD should recognize those district captains engaged in best practices and use them as peer trainers for other captains.	90 days	Low	Chief's Office

The initial version of the project management matrix (above) considered: **what bureau, what potential impact and what reporting timeline** would be assigned to each recommendation

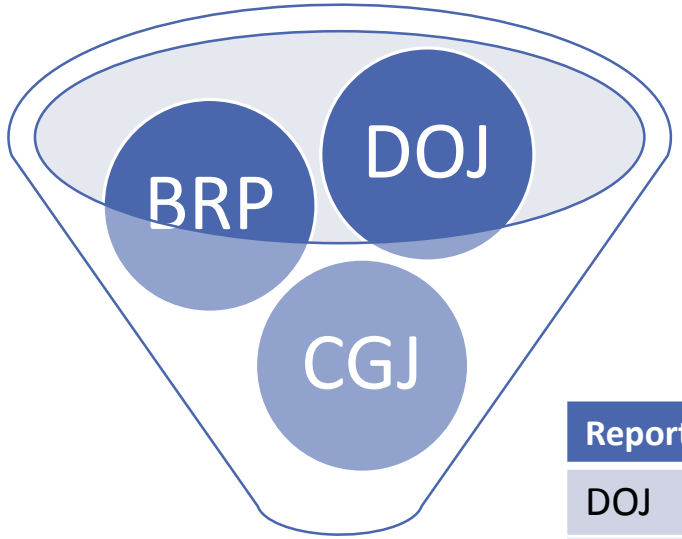
Initial Report Priorities





The Department assesses 44 recommendations that are of the highest priority, and have mandated a 30 day report to PSPPB.

Objective Integration Concept



479 total recommendations in the last 18 months

Report	# of Recs
DOJ	272
BRP	81
21st C. Policing	47
CJTF Bar Assn	8
OCC Response	19
Civil Grand Jury (x5)	52
Total	**479**

- By identifying substantively similar objectives, the department can address more than just the 272 DOJ recommendations over the next 18 months, for example:
  - DOJ Recommendation *72.2 "All Department Class A Bulletins and any Department Bulletin that modifies an existing Department General Order should be posted on the SFPD's website."*
  - Blue Ribbon Panel #3 *"The SFPD should make all departmental bulletins publicly available online."*

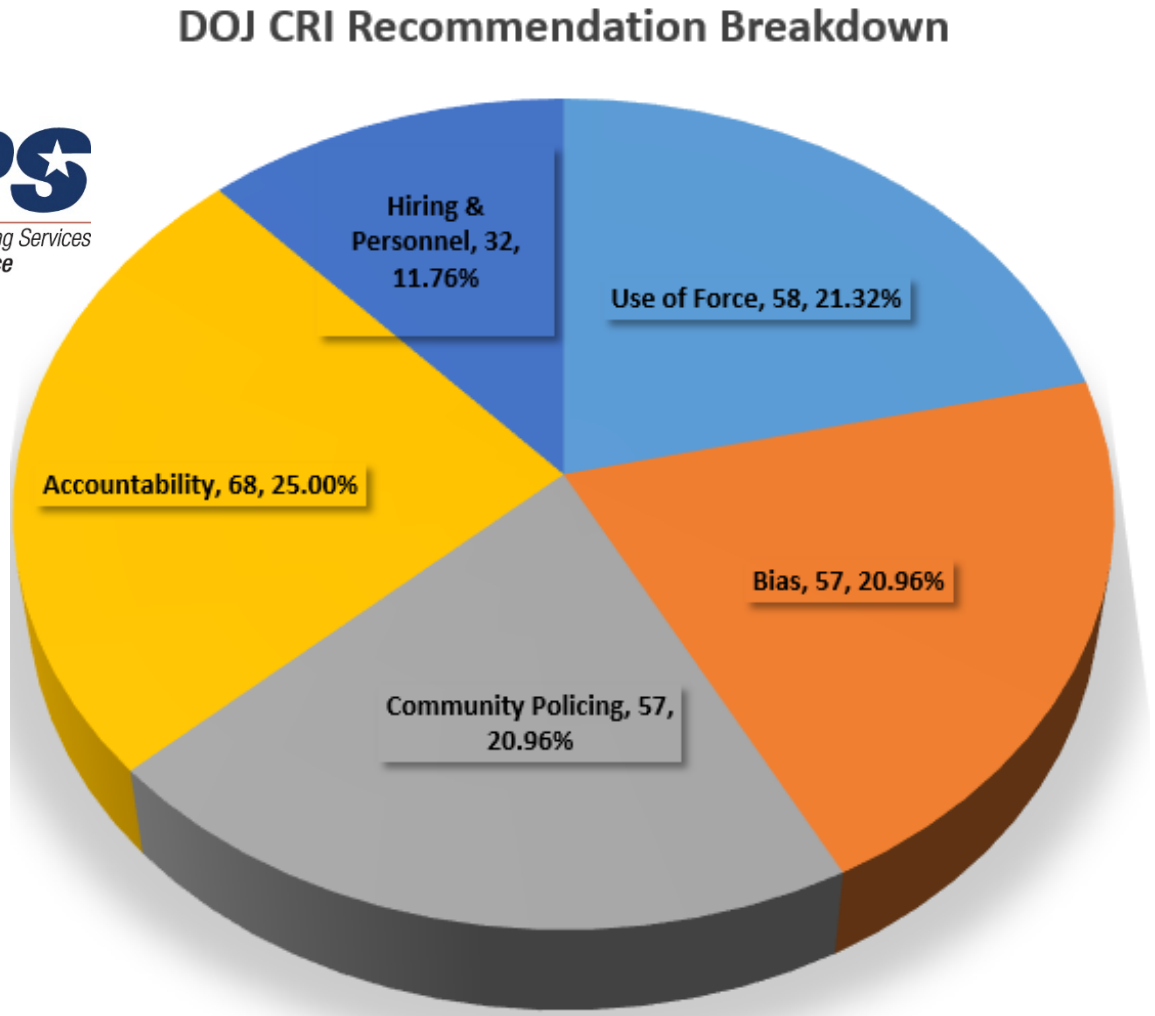
COPS Report Recommendations

Department of Justice CRI-TA

-272 Recommendations

-Breakdown:

1. Use of Force: 58 / 15 BRP / 16 CGJ
2. Bias: 57 / 19 BRP
3. Community Policing: 57 / 3 CGJ
4. Accountability: 57 / 6 BRP
5. Hiring & Personnel: 32 / 22 BRP



Operational Structure and Planning

Operational Guidance Process

Inputs

- Initial Project Management Matrix
- Objective Integration Matrix

Steps Taken

- Internal Planning Cycle:
- *What is our structured response?*
- *What are the priorities?*
- *Who will be assigned what tasks?*
- *How do we plan and execute inclusively?*

Outputs

- Project Management Matrix (Who, When, How)
- Project Forms (SFPD 1000, 1001, 1002)
- Project Management Guidance

This process generated products that assign **who will execute, prioritized tasks** to be completed first, and **planning guidance** and a **structured process** for more detailed planning.

Operational Guidance Process

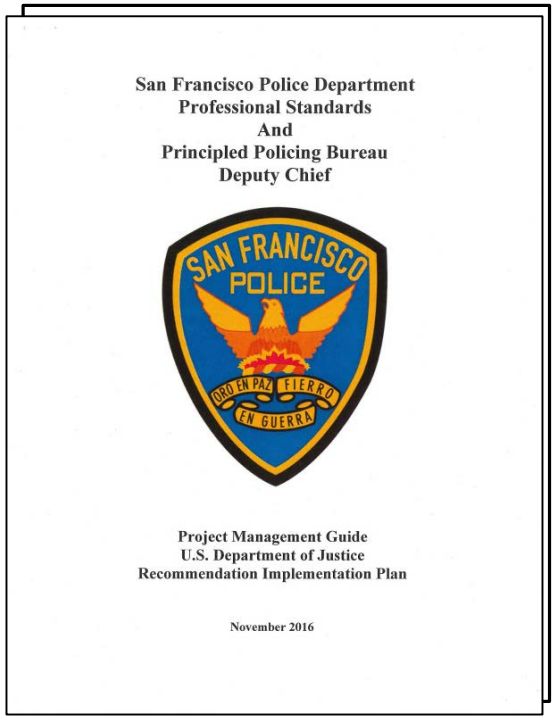
Objective Number & Title	Concept	Rec #	Recommendations	Policy, Process and/or Procedure	Priority	Status	Impact	Bureau	Executive Sponsor
1 - Use of Force	Leadership/ Management Culture	1.1	SFPD must commit to reviewing and understanding the reasons for the disparate use of deadly force. Specifically, SFPD needs to: • Partner with a research institution to evaluate the circumstances that give rise to deadly force, particularly those involving persons of color. • Develop and enhance relationships in those communities most impacted by deadly officer involved shootings and monitor trends in calls for service and	Policy, Process & Procedure	120+ days	Pending Assignment	High	Administration	Denise Schmitt, Deputy Chief
1 - Use of Force	Doctrine/ Policy Development	2.1	SFPD must work with the City and County of San Francisco to develop a process that provides for timely, transparent, and factual outcomes for officer-involved shooting incidents.	Policy, Process & Procedure	90 days	Pending Assignment	High	Chief of Staff	Hector Sainez, Deputy Chief
1 - Use of Force	Leadership/ Management Culture	3.1	The Police Commission, SFPD leadership, and elected officials should work quickly and proactively to ensure that the Department is ready to issue these use of force policies and procedures to all Department employees immediately	Process & Procedure	30 days	In Progress	High	Professional Standards	Michael Connolly, Captain
1 - Use of Force	Leadership/ Management Culture	3.2	The SFPD should work with the Police Commission to obtain input from the stakeholder group and conduct an after-action review of the meet and confer process to identify ways to improve input and expedite the process in the future for other policy development.	Process & Procedure	120+ days	Pending Assignment	Medium	Professional Standards	Michael Connolly, Captain
1 - Use of Force	IT/Data Business Processes	4.1	The SFPD needs to create an electronic use of force reporting system so that data can be captured in real time.	Policy, Process & Procedure	90 days	Pending Assignment	Medium	Administration	Denise Schmitt, Deputy Chief
1 - Use of Force	IT/Data Business Processes	4.2	In developing an electronic report system, SFPD must review current practice regarding reporting use of force, including reporting on level of resistance by the individual, level and escalation of control tactics used by the officer, and	Process	90 days	Pending Assignment	Medium	Administration	Denise Schmitt, Deputy Chief
1 - Use of Force	Doctrine/ Policy	4.3	In the interim, SFPD should implement the use of force report that is under development within the Early Intervention System Unit and require it be	Policy	90 days	Pending Assignment	Low	Chief of Staff	Hector Sainez, Deputy Chief
1 - Use of Force	Doctrine/ Policy	4.4	To facilitate the implementation of Recommendation 4.3, a training bulletin describing the form, its purpose, and how to accurately complete it should	Process & Procedure	90 days	Pending Assignment	Low	Professional Standards	Michael Connolly, Captain
1 - Use of Force	IT/Data Business Processes	4.5	The SFPD should continue the manual entry of use of force data until the electronic use of force report is operational. To ensure consistency and accuracy in the data, this entry should be conducted in a single unit rather than multiple	Process & Procedure	Implemented	Pending Assignment	Low	Chief of Staff	Hector Sainez, Deputy Chief
1 - Use of Force	Leadership/ Management	4.6	The SFPD should audit use of force data on a quarterly basis and hold supervisors accountable for ongoing deficiencies.	Policy, Process & Procedure	90 days	Pending Assignment	Medium	Administration	Denise Schmitt, Deputy Chief

The next iteration of the Project Management Matrix provides **who** the executive sponsor for the recommendation is and **when** the first report back to PSPP is due

Reporting Format & Instructions

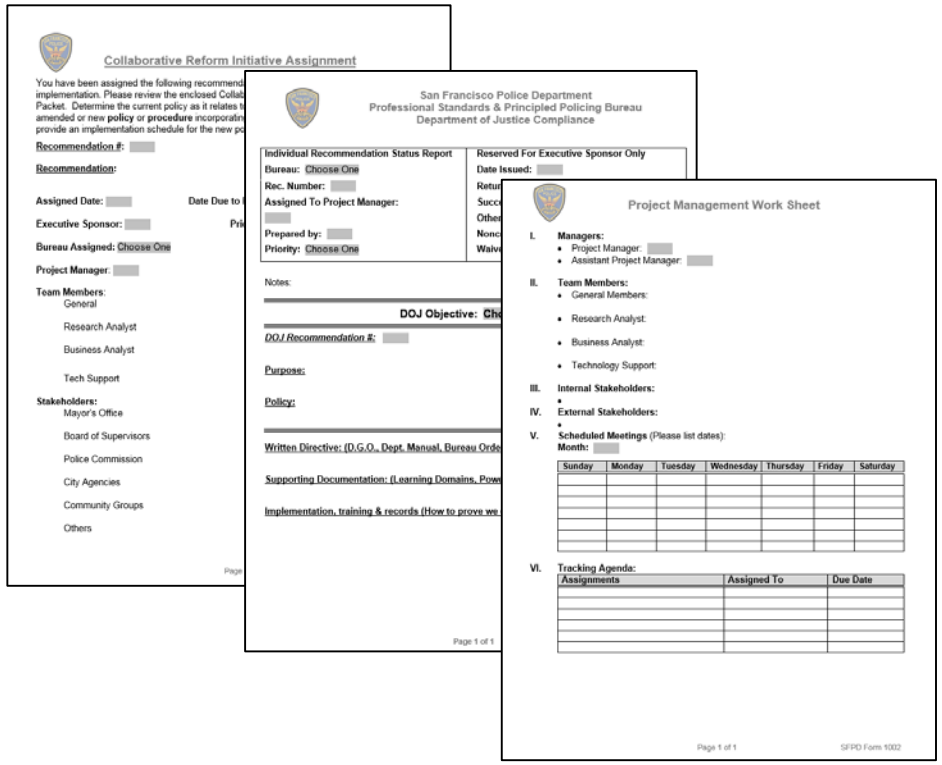
- The Project Management Guide gives Executive Sponsors and Project Managers guidance on **how to plan** to implement recommendations.

- Implementation forms **standardize work product** between bureaus and simplify execution


San Francisco Police Department
Professional Standards
And
Principled Policing Bureau
Deputy Chief

Project Management Guide
U.S. Department of Justice
Recommendation Implementation Plan

November 2016

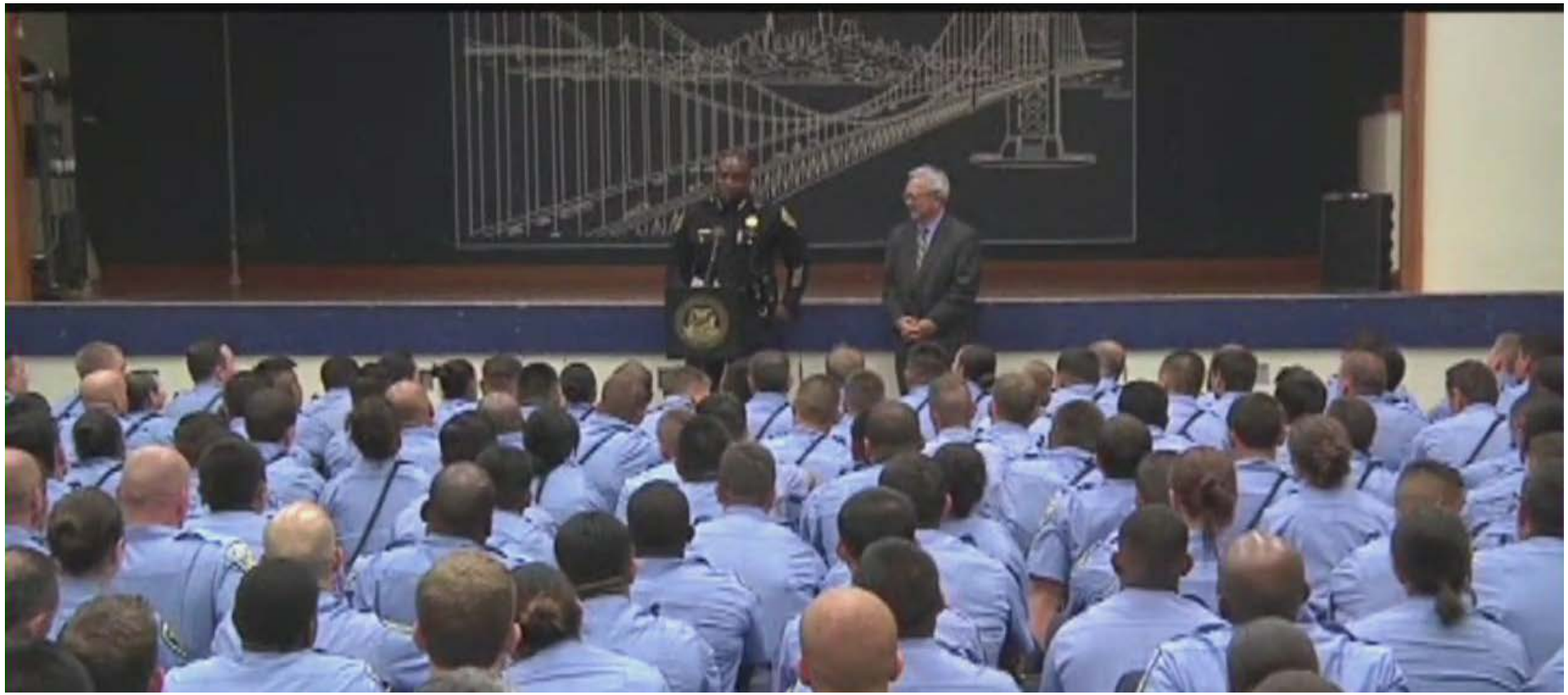

Collaborative Reform Initiative Assignment

San Francisco Police Department
Professional Standards & Principled Policing Bureau
Department of Justice Compliance

Individual Recommendation Status Report

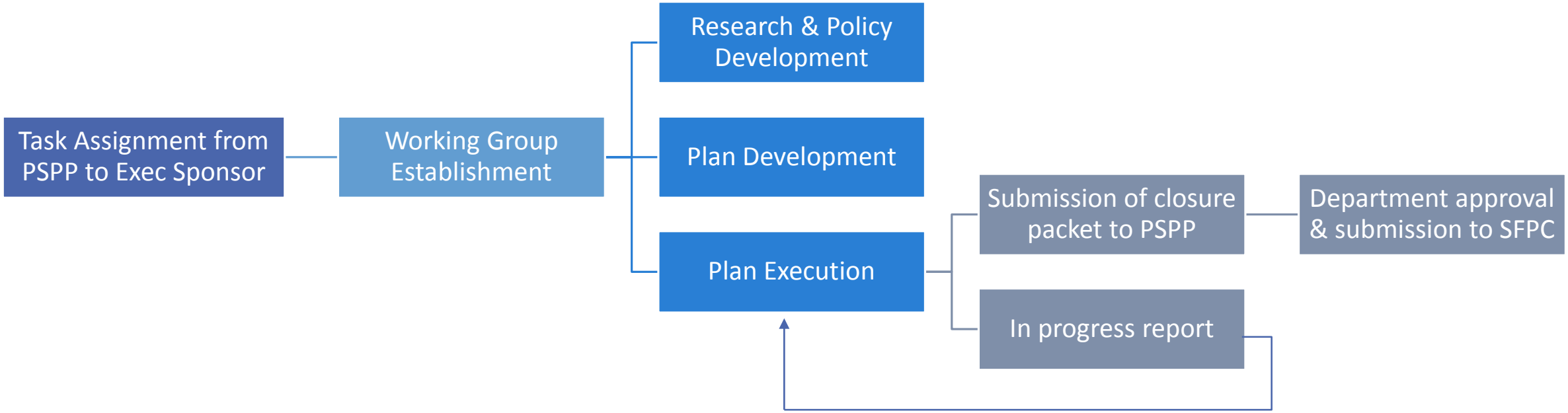
Project Management Work Sheet

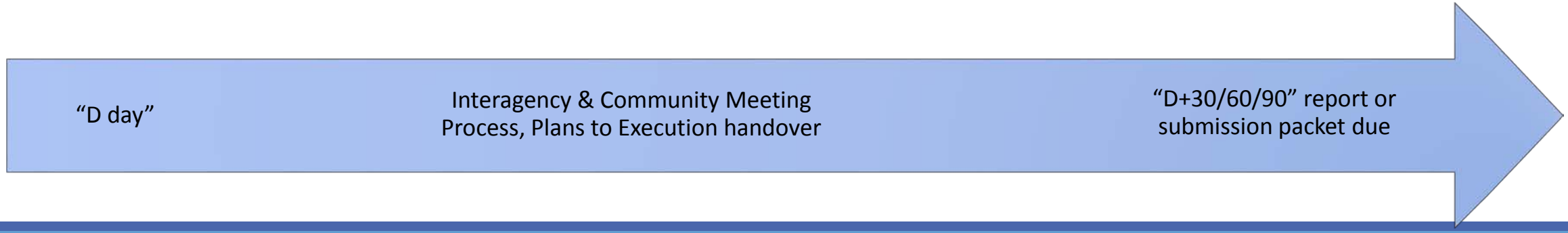
Plans to Operations transition



Mayor Lee and Acting Chief Toney Chaplin address SFPD Academy recruits on the deployment of Body Worn Cameras

Execution Flow Chart

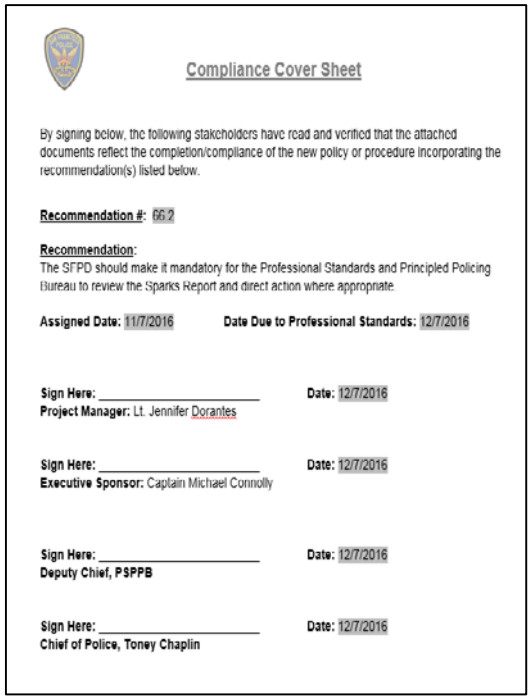




Status

- All 272 DOJ recommendations have been assigned to Executive Sponsors as of November 4th, 2016.
- Initial reports for the 44 highest priority recommendations are due to PSPPB on December 5th, 2016.
- Six recommendations are tentatively reported complete, pending verification packet submission to PSPP and command approval.

Verification Packet Example



Compliance Cover Sheet

By signing below, the following stakeholders have read and verified that the attached documents reflect the completion/compliance of the new policy or procedure incorporating the recommendation(s) listed below.

Recommendation #: 66.2

Recommendation:
The SFPD should make it mandatory for the Professional Standards and Principled Policing Bureau to review the Sparks Report and direct action where appropriate.

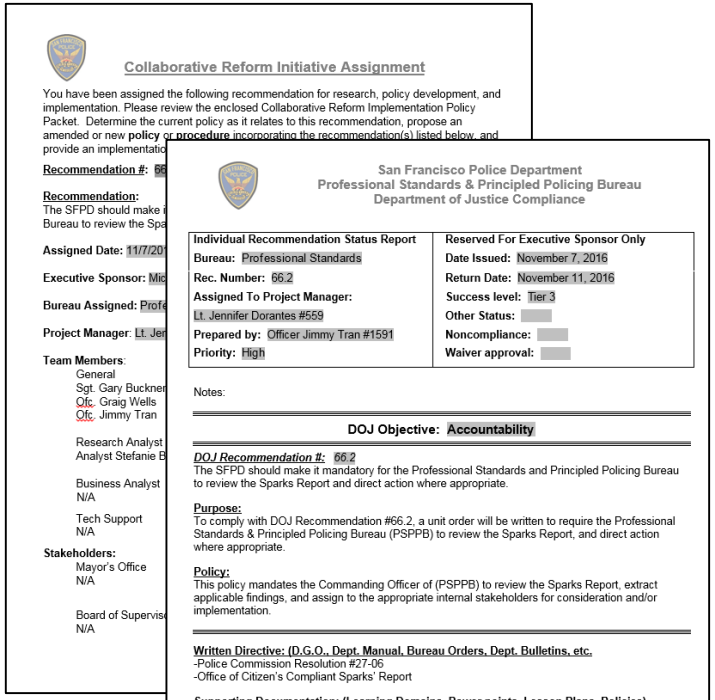
Assigned Date: 11/7/2016 **Date Due to Professional Standards:** 12/7/2016

Sign Here: _____ **Date:** 12/7/2016
Project Manager: Lt. Jennifer Dorantes

Sign Here: _____ **Date:** 12/7/2016
Executive Sponsor: Captain Michael Connolly

Sign Here: _____ **Date:** 12/7/2016
Deputy Chief, PSPPB

Sign Here: _____ **Date:** 12/7/2016
Chief of Police, Toney Chaplin



Collaborative Reform Initiative Assignment

You have been assigned the following recommendation for research, policy development, and implementation. Please review the enclosed Collaborative Reform Implementation Policy Packet. Determine the current policy as it relates to this recommendation, propose an amended or new **policy** or **procedure** incorporating the recommendation(s) listed below, and provide an implementatio

Recommendation #: 66

Recommendation:
The SFPD should make i
Bureau to review the Spa

Assigned Date: 11/7/201

Executive Sponsor: Mic

Bureau Assigned: Profe

Project Manager: Lt. Jer

Team Members:
General
Sgt. Gary Buckner
Ofc. Graig Wells
Ofc. Jimmy Tran

Research Analyst
Analyst Stefanie B

Business Analyst
N/A

Tech Support
N/A

Stakeholders:
Mayor's Office
N/A

Board of Supervis
N/A

San Francisco Police Department
Professional Standards & Principled Policing Bureau
Department of Justice Compliance

Individual Recommendation Status Report	Reserved For Executive Sponsor Only
Bureau: Professional Standards	Date Issued: November 7, 2016
Rec. Number: 66.2	Return Date: November 11, 2016
Assigned To Project Manager:	Success level: Tier 3
Lt. Jennifer Dorantes #559	Other Status:
Prepared by: Officer Jimmy Tran #1591	Noncompliance:
Priority: High	Waiver approval:

Notes:

DOJ Objective: Accountability

DOJ Recommendation #: 66.2
The SFPD should make it mandatory for the Professional Standards and Principled Policing Bureau to review the Sparks Report and direct action where appropriate.

Purpose:
To comply with DOJ Recommendation #66.2, a unit order will be written to require the Professional Standards & Principled Policing Bureau (PSPPB) to review the Sparks Report, and direct action where appropriate.

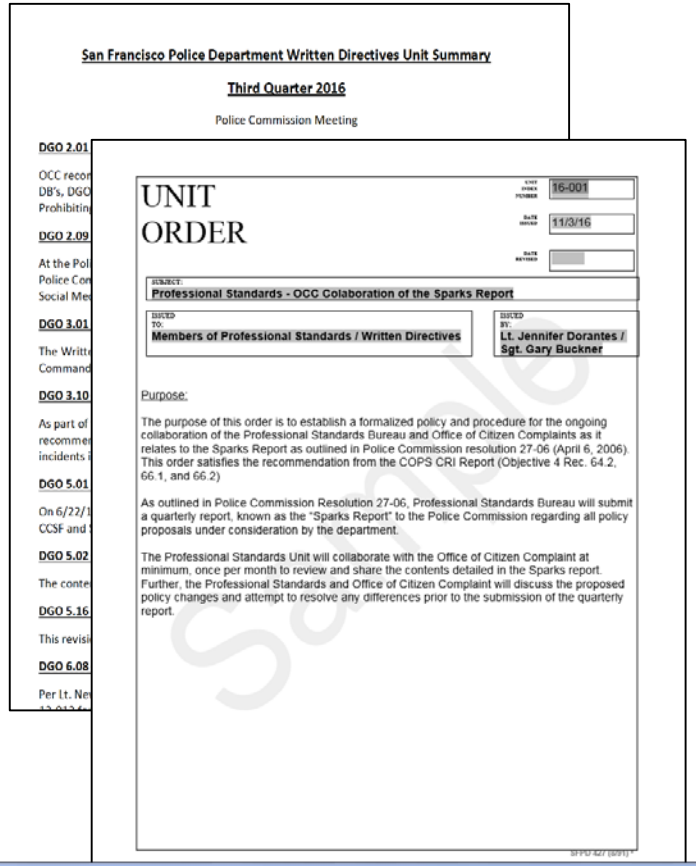
Policy:
This policy mandates the Commanding Officer of (PSPPB) to review the Sparks Report, extract applicable findings, and assign to the appropriate internal stakeholders for consideration and/or implementation.

Written Directive: (D.G.O., Dept. Manual, Bureau Orders, Dept. Bulletins, etc.
-Police Commission Resolution #27-06
-Office of Citizen's Compliant Sparks' Report

Supporting Documentation: (Learning Domains, Power points, Lesson Plans, Policies)
-Unit Order # 16-001 (Draft date: 11/3/2016)

Implementation, training & records (How to prove we did what we said?)
-Roll Call Training conducted 11/3/2016 at 1500 hours (PSPPB)

Page 1 of 1 PSPPB Form 1001



San Francisco Police Department Written Directives Unit Summary

Third Quarter 2016

Police Commission Meeting

DGO 2.01

DGO 2.09

DGO 3.01

DGO 3.10

DGO 5.01

DGO 5.02

DGO 5.16

DGO 6.08

UNIT ORDER

16-001

11/3/16

Professional Standards - OCC Colaboration of the Sparks Report

Members of Professional Standards / Written Directives

Lt. Jennifer Dorantes / Sgt. Gary Buckner

Purpose:

The purpose of this order is to establish a formalized policy and procedure for the ongoing collaboration of the Professional Standards Bureau and Office of Citizen Complaints as it relates to the Sparks Report as outlined in Police Commission resolution 27-06 (April 6, 2006). This order satisfies the recommendation from the COPS CRI Report (Objective 4 Rec. 64.2, 66.1, and 66.2)

As outlined in Police Commission Resolution 27-06, Professional Standards Bureau will submit a quarterly report, known as the "Sparks Report" to the Police Commission regarding all policy proposals under consideration by the department.

The Professional Standards Unit will collaborate with the Office of Citizen Complaint at minimum, once per month to review and share the contents detailed in the Sparks report. Further, the Professional Standards and Office of Citizen Complaint will discuss the proposed policy changes and attempt to resolve any differences prior to the submission of the quarterly report.

Sample

Command Review

Completed PSPP forms detailing recommendation completion

Substantive, auditable back up documentation

Questions?

I CAN CONFIRM OUR UNWAVERING COMMITMENT TO REAL COLLABORATIVE REFORM WHICH WILL BE BUILT ON THE MOST CURRENT POLICING POLICIES AND PRACTICES, FOSTERING AN ENVIRONMENT OF TRUST AND STRONG RELATIONSHIPS WITH OUR COMMUNITIES. –ACTING CHIEF TONEY CHAPLIN