

Collaborative Reform Initiative Update

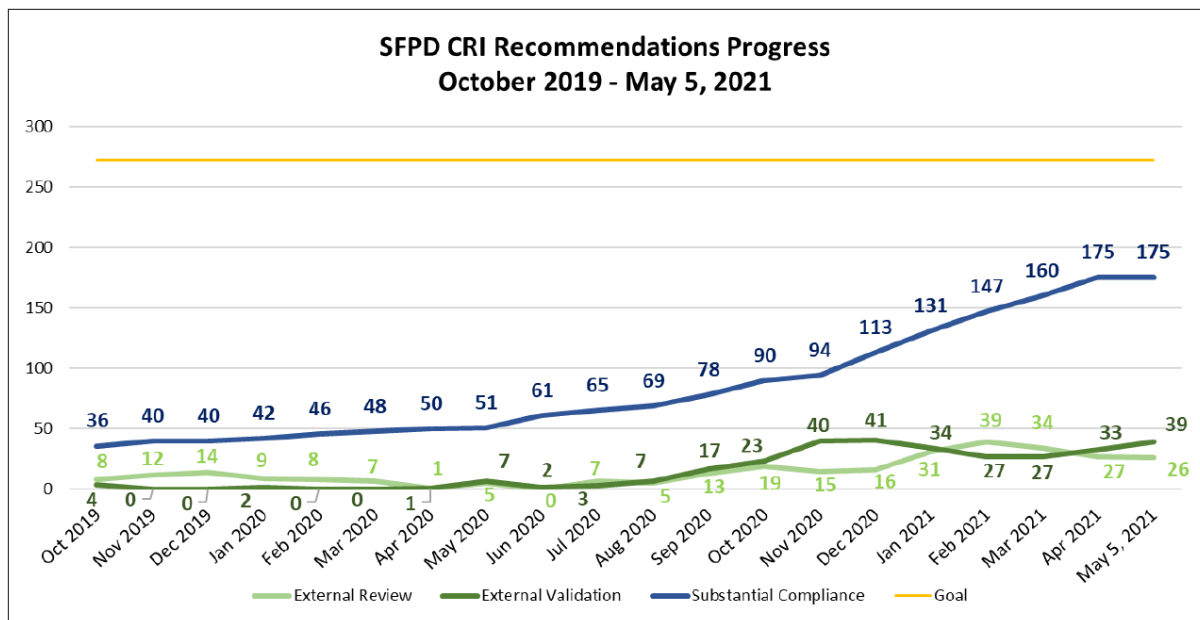


CITY & COUNTY OF SAN FRANCISCO

Police Department

May 12, 2021

Collaborative Reform Initiative: Overview



Graph is as of May 5

Terms

Definitions

In Progress

SFPD is actively working on the recommendation

Request for Information

Submitted recommendation and returned to SFPD for more information.

External Review

Recommendation submitted to Hillard Heintze for review.

External Validation

Recommendation submitted to CAL DOJ for review.

Substantial Compliance

Recommendations determined to meet compliance measures.

Monthly Progress Summary – April 1 – May 7, 2021

Moved to Substantial Compliance (detail in subsequent slides)

Prescreening / Technical Guidance

March

April

Use of Force

Bias

Community Policing

Accountability

Recruitment, Hiring, & Retention

11

4

2

11

5

2

3

Collaborative Reform Initiative: Currently In Review

(as of 5/7/21)

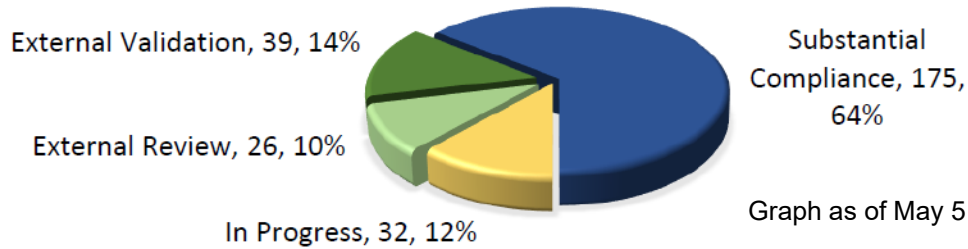
External Review				
Hillard Heintze				
Total: 36				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
2	18	7	2	7

External Validation				
California Department of Justice				
Total: 42				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
5	11	11	13	2

Substantial Compliance: 175
 External Review: 36
 External Validation: 42
 Total Submissions: 253 = 93% complete

Current Status

272 SFPD RECOMMENDATIONS BY STATUS



Total Recommendations: 272

(As of May 7)

Remaining Phase 3 In Progress: 3

Remaining RFI's : 0

Phase 3 plus : 16

Substantial Compliant: 175

External Review (Hillard Heintze): 36

External Validation (CalDOJ): 42

Phase 3 – In Progress (3)

Accountability	3
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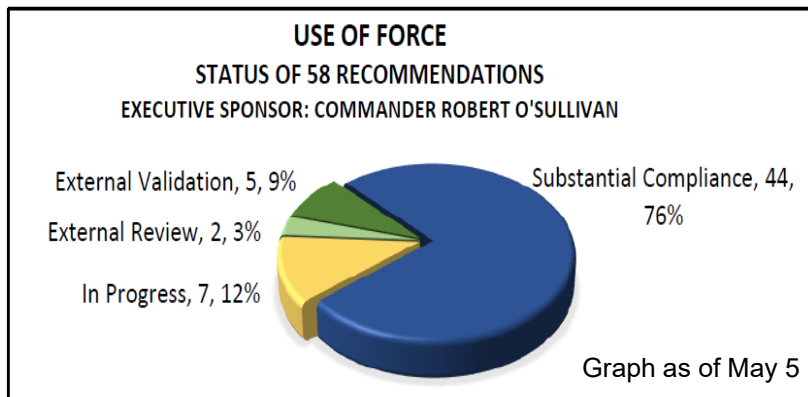
RFI's

0

Phase 3 Plus

Use of Force	7
Community Policing	5
Accountability	4

Use of Force



Monthly Highlights:

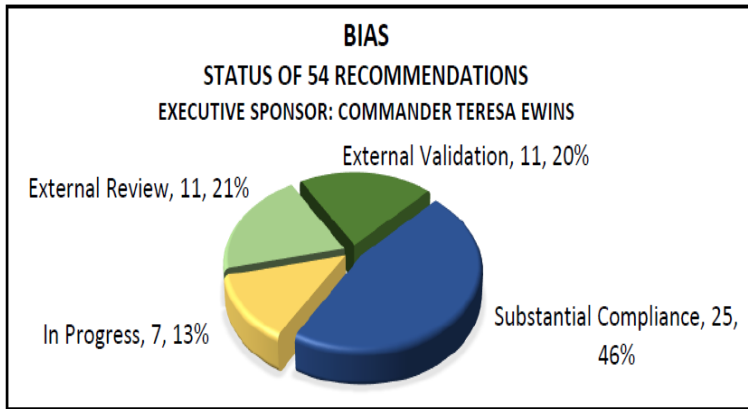
7 recommendations are in external review/external validation

(4.1 / 6.1 / 8.3 / 11.1 / 11.3 / 18.2 / 18.3)

Accomplishments

- Use of Force evaluation forms will now be electronic, and moved into the existing Crime Data Warehouse system.
- This system will go live on May 10, in conjunction with the new 5.01 Department General Order
- Training has been developed and is being given in the form of “train the trainer” format.
- Use of Force form now includes a free-text field to memorialize text regarding supervisor use of force evaluations
- System is readily available for review, and refreshes every 24 hours.

Bias



Graph as of May 5

Monthly Highlights:

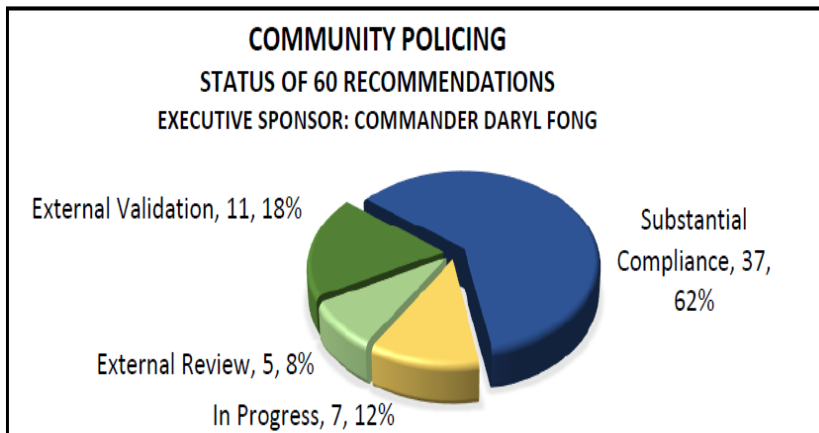
29 recommendations are in external review/external validation (25.2 / 25.3 / 25.4 / 26.1 / 27.1 / 27.2 / 27.3 / 27.4 / 27.6 / 28.1 / 28.2 / 28.4 / 28.5 / 29.1 / 29.2 / 29.3 / 30.1 / 30.2 / 30.3 / 30.4 / 30.5 / 31.1 / 32.1 / 32.2 / 35.3 / 36.2 / 36.3 / 37.1 / 37.2)

Accomplishments

100 % completion of CRI recommendations

- Creation of a Dashboard Review System
- Phase I implementation of the Dashboard Review System
- Improved data collection efforts
- Advanced Bias training through the Dashboard
- Training provided to Sergeants, Lieutenants, and Captains on use of, and review of data provided via the Dashboard

Community Policing



Monthly Highlights:

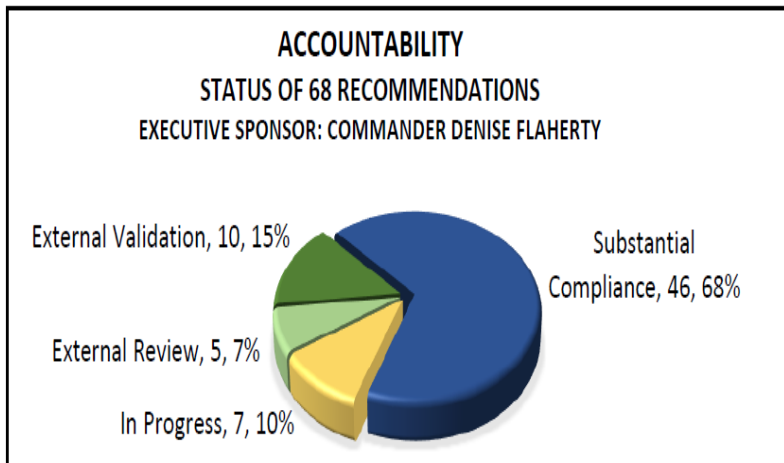
18 recommendations are in external review/external validation (38.2 / 39.2 / 39.3 / 39.4 / 40.6 / 70.8 / 42.1 / 42.3 / 43.4 / 44.4 / 45.1 / 46.1 / 46.2 / 46.3 / 47.1 / 51.2 / 52.3 / 54.2)

Graph as of May 5

Accomplishments

- Established formal mechanisms to measure and support information sharing and development of shared good practice among members.
- Reinvigorated use of SFPD form to track the use of community policing issues brought to the attention of the SFPD, by the individuals, businesses, and community groups.
- Development of a Video Messaging Strategic Plan, with the goal of educating department members and community members on the department’s philosophy, procedural justice and legitimacy issues, in order to develop good relationships between the department community members.

Accountability



Monthly Highlights:

15 recommendations are in external review/external validation

(55.1 / 58.1 / 64.1 / 64.3 / 64.4 / 65.1 / 65.2 / 67.1 / 67.2 / 68.3 / 69.1 / 77.2 / 80.1 / 80.2 / 80.3)

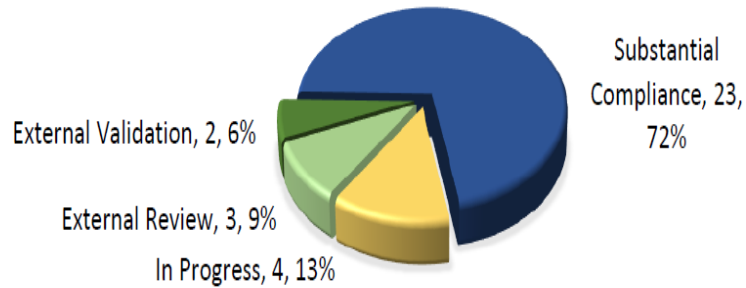
Graph as of May 5

Accomplishments

- Established protocols regarding criminal investigations into SFPD officers
- Protocol established for the Investigations Bureau for mandatory reporting of misconduct.
- Additional training provided to members of Internal Affairs Division
- Established protocol for repeated meetings during investigations and review of IAD investigations

Recruitment, Hiring & Retention

RECRUITMENT, HIRING AND PERSONNEL PRACTICES
STATUS OF 32 RECOMMENDATIONS
EXECUTIVE SPONSOR: COMMANDER STEVE FORD



Monthly Highlights:

4 recommendation achieved substantial compliance (86.1 / 86.2 / 87.1 / 87.2)
9 recommendations are in external review/external validation (81.3 / 85.1 / 88.4 / 89.1 / 90.2 / 91.1 / 91.2 / 91.3 / 93.1)

Graph as of May 5

Accomplishments

100 % completion of recommendations

- Demonstrated how Police Employee Groups (PEGs) employees are represented on committees and working groups.
- Increased outreach and communication with PEGs
- Increased applicant and hiring data for review and analysis
- Use of Applicant Tracking Sheet, to track applicants through the entirety of the application process