

# Field Tactics Force Options Unit Police Commission Presentation



**CITY & COUNTY OF SAN FRANCISCO**

Police Department

September 1, 2021

## **Field Tactics Force Options Unit (FTFO)**

In May 2019, SFPD issued Department Bulletin 19-100, "New Training Division Unit: Field Tactics/Force Options," creating the Field Tactics Force Options Unit (FTFO Unit) within the Training Division.

This was in response to the Department of Justice Recommendations of October 2016.



## Field Tactics Force Options Unit – Training Division

Lt. Michael Nevin

Sgt. Justin-Paul Bugarin

## **Field Tactics Force Options Unit – Training Division**

The FTFO Unit provides training oversight, consistency, and guidance with respect to the application of force tactics and force options by sworn members during encounters with suspects.

The FTFO Unit participates in incident review boards and preparing related analysis and recommendations from the perspective of training.

# Critical Mindset Coordinated Response (CMCR)

- California POST-certified training as of 2020
- Workshop Presentation to the International Association of Chiefs of Police (IACP) 2020 Training Event and Exposition
- Numerous outside California agencies have attended
- 1,824 members have taken the 10-hour course
- 415 members have taken the 20-hour course

## Training Objectives:

- **Critical Decision-Making during High-Risk Incidents**
- **Teamwork**
- **Leadership at scene**
- **"The Debrief"**
- **Reality-based training**



# Use of Force / De-Escalation Course (SB 230)

California POST-certified training for SFPD began in January 2021. Facilitated (not lecture) instructional strategies that is student-centered.

## Training Objectives:

- State and Federal Standards for Use of Force
- Duty to Intercede
- Duty to Report
- De-Escalation and Communication
- Cognitive Biases and Cultural Competency
- Police Legitimacy



# SFPD – DPA Collaboration

## SFPD Training Division Collaboration with the Department of Police Accountability

- Monthly meetings on policy and trainings recommendations.
- DPA participation in CMCR training and other courses (AB 392/SB 230).
- Complement the roles of each through shared feedback.



# Collaborative Reform Initiative

## Recommendation 4.7

The SFPD should assign the Training and Education Division to synthesize the issues emerging from the use of force reports and create announcements for roll call on emerging trends.

***Substantially Compliant—October 2020***

## Recommendation 11.2

The SFPD should update existing programs and develop training to address policy gaps and lessons learned.

***Substantially Compliant—October 2020***



# Collaborative Reform Initiative

## Recommendation 6.1

The Training and Education Division should adopt a formal Learning Needs Assessment model that identifies and prioritizes training needs and should subsequently design and present them in the most effective and efficient ways possible.

***Substantially Compliant—July 2021***

*On May 9, 2019, SFPD issued Department Bulletin 19-100, "New Training Division Unit: Field Tactics/Force Options," creating the Field Tactics Force Options Unit (FTFO Unit) within the Training Division. The Unit implements a continuing learning needs assessment that analyzes use-of-force data, reports, certain use-of-force incidents, and identifies training needs, and develops relevant training.*

## Course Feedback

- “What was striking to me was that all the scenarios had the possibility of becoming officer-involved shootings, yet few of them actually ended that way.”—DPA attorney CMCR class (February 2021)
- “The course made it very clear how important it is to have a plan in mind when you have time...be prepared for an unexpected event.”—FOS class
- “How we handle calls and communicated to subjects can cause the community to either back you up or turn on you.”—FOS class
- “This course illustrates the impact that recent legislation and policy changes could have on my daily approach to law enforcement.”—SB 230 class
- “Important class to help effectively plan approaches and scene management. It will help us be more attentive and focused on safely resolving an incident.”—Pre-Action Class
- “I strongly believe the CMCR course will save many lives.”—CMCR class (March 2021)
- “One of the most important classes I’ve ever taken. I feel more confident working with other officers who have taken this course.”—CMCR class (February 2021)

**Thank you.**

Any questions?