

Collaborative Reform Initiative Update



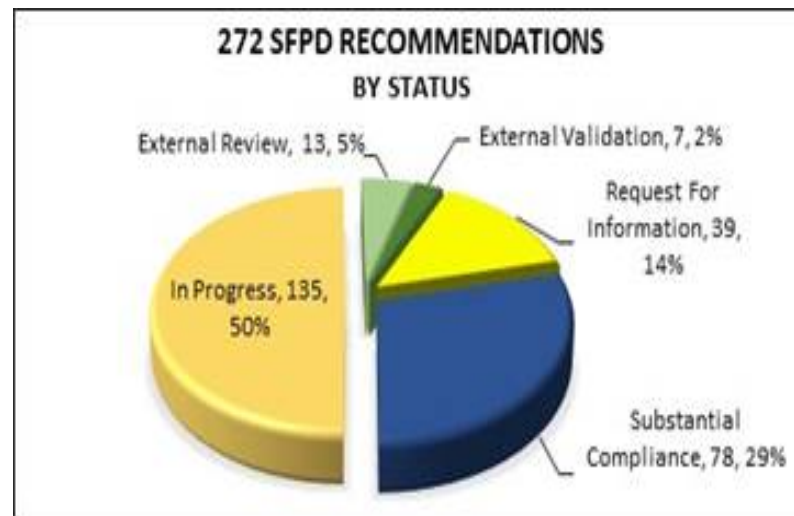
CITY & COUNTY OF SAN FRANCISCO

Police Department

September 16, 2020

Collaborative Reform Initiative: Overview

Progress Summary: Monthly				
Moved to Substantial Compliance				
August			September	
5			7	
<u>Since last meeting:</u>				
Substantial Compliance				
June		July		
5		5		
Prescreening				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
2	2	6	3	2



Terms

In Progress

Request for Information

External Review

External Validation

Substantial Compliance

Definitions

SFPD is actively working on the recommendation

Submitted recommendation and returned to SFPD for more information.

Recommendation submitted to Hillard Heintze for review.

Recommendation submitted to CAL DOJ for review.

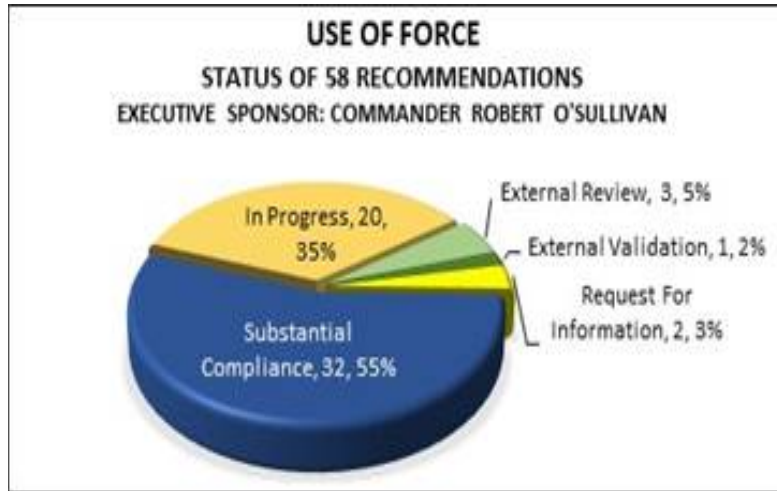
Recommendations determined to meet compliance measures.

Collaborative Reform Initiative: Currently In Review

External Review				
Hillard Heintze				
Total:				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
3	0	6	2	2

External Validation				
California Department of Justice				
Total:				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
1	0	3	3	0

Use of Force



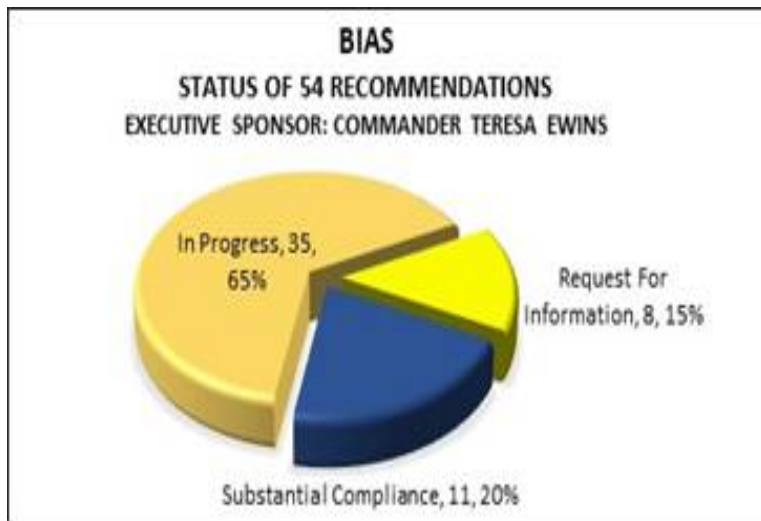
Monthly Highlights:

Successful completion of **Six recommendations**. Four are in are in external review/external validation and two moved to substantial compliance.

Accomplishments

- Crisis Intervention Team response includes a strong operational protocol, completing finding 12.
- The Use of Force Executive Sponsor Working Group create community outreach material, and quarterly public presentations to the Police Commission on the departments use of force and officer-involved shooting investigations and protocols, completing Finding 15.
- Finding 19 is now complete, with standardized and consistent officer-involved shooting files, and the agreement with the SF District Attorney's office.

Bias



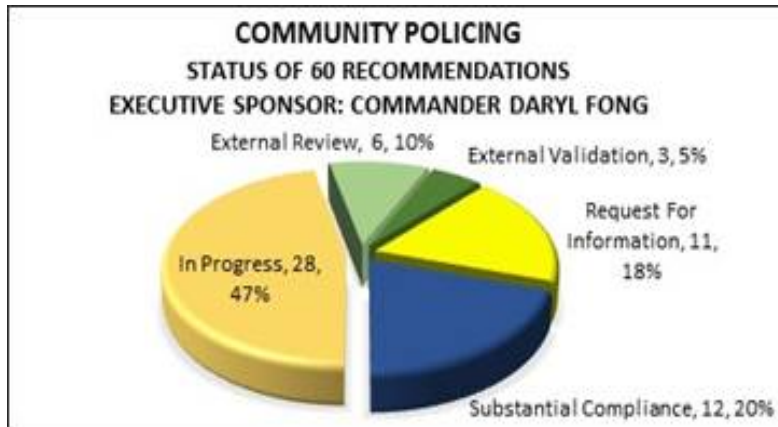
Monthly Highlights:

Five recommendations gained substantial compliance.

Accomplishments

- Staff Inspections Unit (SIU) created and implemented an continual audit practice to ensure compliance with department equipment appropriate use standards.
- Department Notice 20-125 was issued to distribute the newly adopted General Order 5.17-Bias by Proxy, and to train SFPD personnel on its content and implementation.

Community Policing



Monthly Highlights:

Two recommendations achieved substantial compliance and an additional **nine recommendations** have been completed and moved to external review/validation.

Accomplishments

- Two Bureau Orders were issued by the Deputy Chief of the Field Operations Bureau.
- One order established policy and procedure for supervisors and Captains to focus on the Presidents Task Force on 21st Century Policing. District Stations will now incorporate the 6 Pillars of 21st Century Policing at monthly community meetings, with audits to ensure compliance

Pillar 1: Building Trust & Legitimacy

Pillar 2: Policy & Oversight

Pillar 3: Technology & Social Media

Pillar 4: Community Policing & Crime Reduction

Pillar 5: Training & Education

Pillar 6: Officer Wellness & Safety

- The second order establishes a format for the District Station newsletters for standardized and consistent content and order. This will be available on the district station and department websites.

Accountability



Monthly Highlights:

Three recommendations achieved substantial compliance.

Five recommendations completed and sent to external review/validation.

Accomplishments

- PowerDMS is a new central digital repository, and has been rolled out department wide. PowerDMS makes Department General Orders, Department Bulletins, and Department Notices significantly more accessible.
- PowerDMS allows for a more concise concurrence process for department documents.
- PowerDMS increases the monitoring capabilities for managers.

Recruitment, Hiring & Retention



Monthly Highlights:

Two recommendations were completed in August, and have been submitted for external review.

Accomplishments

- Significant progress has been made in the SFPD’s capturing and reporting of the demographic composition of its supervisory, management, and senior leadership ranks.
- The SFPD Staffing and Deployment Unit created ongoing mechanisms to allow for comparative demographic analyses against the overall workforce composition.

Collaborative Reform Initiative: Timeline

2016

- Request to USDOJ for assessment
- Report released in October with 272 recommendations
- Implementation work begins

2017

- COPS Office ends communication, SFPD seeks to continue with reforms
- Mayor, Commission, SFPD commit to ongoing work
- Assessment of department by Chief Scott

2018

- Formal engagement with California DOJ begins and Hillard Heintze
- Budget infrastructure building of the department to progress with the start of the new process
- Any recommendations submitted prior had to be restarted, and resubmitted to the California DOJ.

2019

- First recommendation goes into substantial compliance
- Further development of the department's foundation, to progress with CRI
- 40 total recommendations completed in 2019

2020

- CRI adapted the existing structure for improved productivity rate with recommendations
- As of mid-September, **58 recommendations** have been completed in 2020, for a total of **98 completed recommendations** to date.