Use of Force Reforms & De-escalation
Person in crisis—High Profile C.I.T Incidents

Southern District – November 29th, 2016

• Officers respond to the Metreon Theater following a report of a man with a gun acting erratically.

• Officers locate a man in-crisis, armed with a handgun. Officers begin time/distance protocol.

• SFPD located suspect in theater. HNT ended standoff after four hour negotiation.

• Subject was transported to hospital for mental evaluation. Loaded firearm and ammunition recovered.
The Project Manager in Context

- DOJ and other Rec’s (OCC, BRP, CGJ)
- Mayor/CoP directives
- Systems Creation
- Rec Assignment

PM’s lead a collaborative planning and implementation process

- Work Review & Approval
- Report Collation & Auditing
- Submission to DOJ and oversight partners

90 Days

18 Months
The Working Group Concept

- Working groups (WG’s) are intended to provide the Project Manager (PM) a group to lead through planning and implementation of a single, or set of related, recommendations.

- WG’s can be as large as a dozen members, or as small as three members. Both size and membership are dictated by the PM’s estimation of the problem set each recommendation presents.

- WG’s can, with Executive Sponsor direction, cover more than one recommendation simultaneously should recommendations be substantively similar. (ie: recommendations 30.1 through 30.6 could likely be grouped).

- Most bureaus will have more than one WG. A majority will have at least one external stakeholder from an interagency partner, and most will have an external stakeholder from the community.
Update

- All recommendations have been distributed to Executive Sponsors for Project Manager (PM) nomination and work flow start.

- Two PM training sessions have been held with more sessions in the planning process.

- PSPPB staff continue to work with newly appointed PM’s to teach/coach/mentor and assist in the planning process.

Also of note:

- All district stations have been equipped with BWC’s. Training is continuing for Admin assignments.
Update

- The 44 ‘immediate’ priority recommendations issued November 7\textsuperscript{th} were due to PSPPB December 7\textsuperscript{th}. 44 of 44 were received.

- A small minority of recommendations returned with a projected completion date.  
  ◦ For example, 9.2, which discusses interagency notification procedures during OIS incidents, projects substantive completion by the end of the year.

- PSPPB will work with the PMs on both timeline planning and the working group process moving forward.

- Exec Sponsors and PM’s continue to build their High, Medium and Low priority work product as well, and through informal conversations with PSPPB, are almost universally doing the following:  
  ◦ Conducting an initial recommendation/task analysis
  ◦ Consulting/researching best practices
  ◦ Conducting recommendation grouping analysis

- The next immediate priority update is January 4\textsuperscript{th}, with all recommendations due for a report February 3\textsuperscript{rd}. 
STATUS UPDATES RECEIVED ON RECOMMENDATIONS WITH IMMEDIATE PRIORITY

Received, 44, 100%

STATUS OF RECOMMENDATIONS WITH IMMEDIATE PRIORITY

In Approval Process, 19, 43%
In Progress, 25, 57%
Report Timing Visualization

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Not shown: First 30 day cycle, starting 4 November, ending 7 December.

Due every per report cycle to PSPPB, either:
1) A completion packet per recommendation, or
2) A completed PSPPB form 1004 with a progress report, per recommendation

All recommendations have either an every 30 days or every 60 day reporting requirement to PSPPB.
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