



SFPD DOJ-CRI In Progress Review

MARCH 7TH, 2017

CHIEF OF POLICE WILLIAM SCOTT



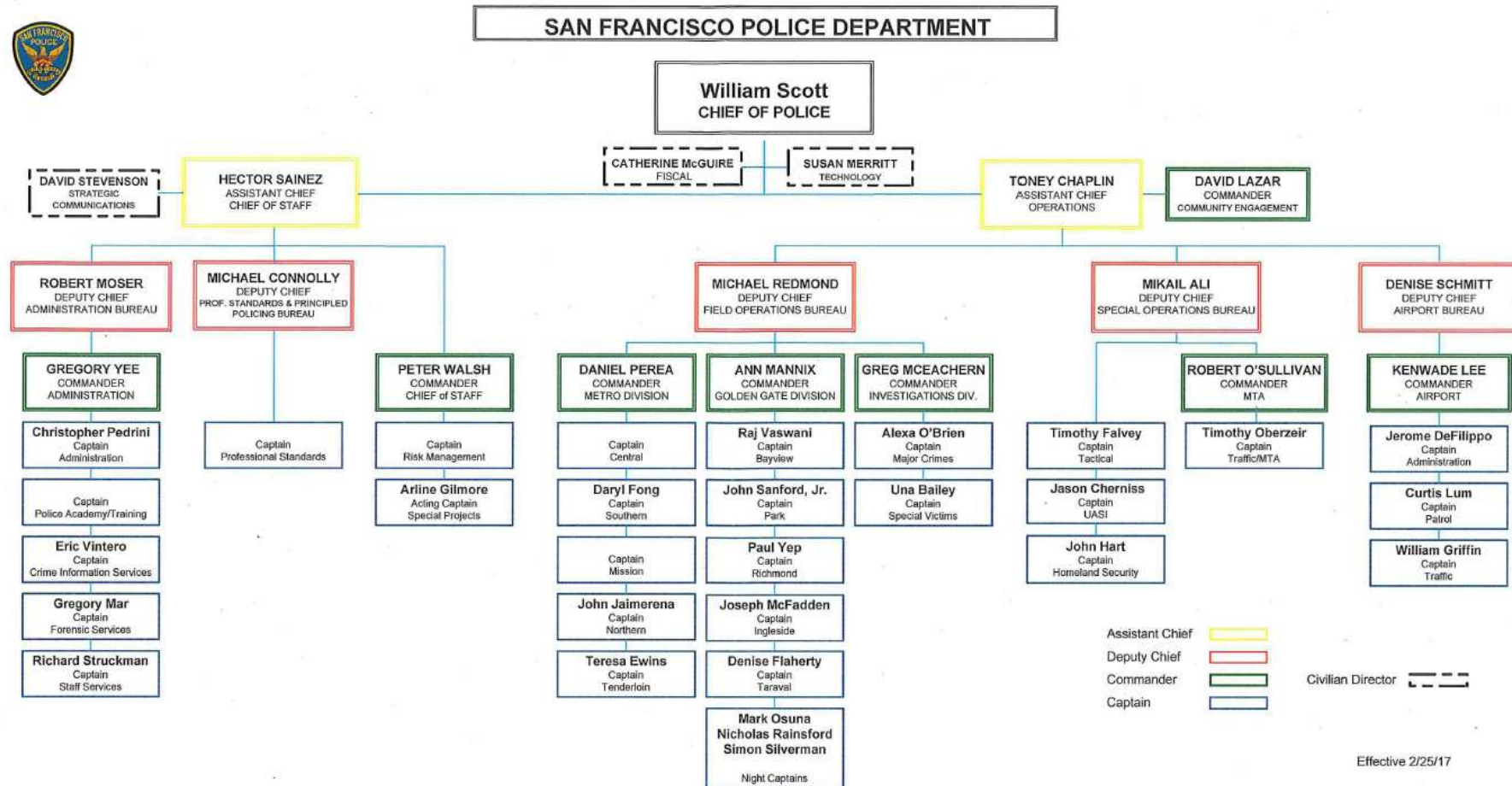
Chief of Police William Scott



- Sworn in January 23rd, 2017 – since then:
 - Initiated a reorganization of the Department Command Staff
 - Met with Supervisors, Police Commissioners, Community Members and Department Officers & Staff
 - Directed PSPPB to conduct a re-assessment of current reform processes



Increasing Leadership, Capacity & Accountability





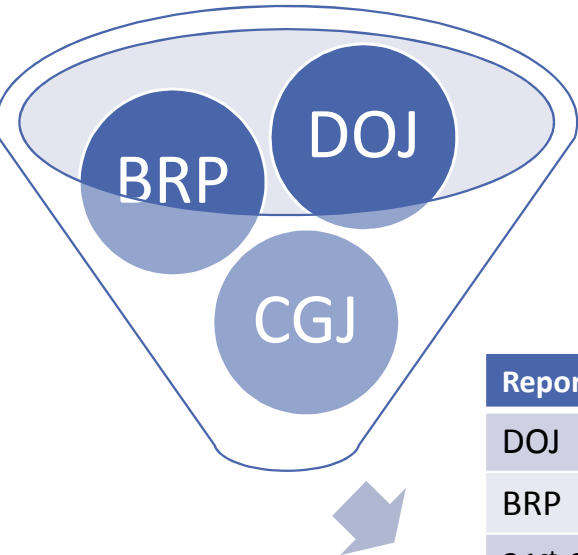
Background



- DOJ Report released October 2016
- First Joint Board and Police Commission Briefing, November 2016
 - Overview and policy discussion
 - Integrated matrix discussed (DOJ, CGJ, Blue Ribbon)
- Measurable progress:
 - Use of Force DGO adoption & implementation
 - OIS Notification System
 - E Stops and database backend launched this past January
 - CIT GO adopted and CIT Field Tactics Training
 - Principled Policing Curriculum: Implicit Bias & Procedural Justice Training – 432 Officers and Staff (or 20% of the workforce) trained to date and integrated into ongoing yearly training



Reports Overview



**479 total
recommendations**

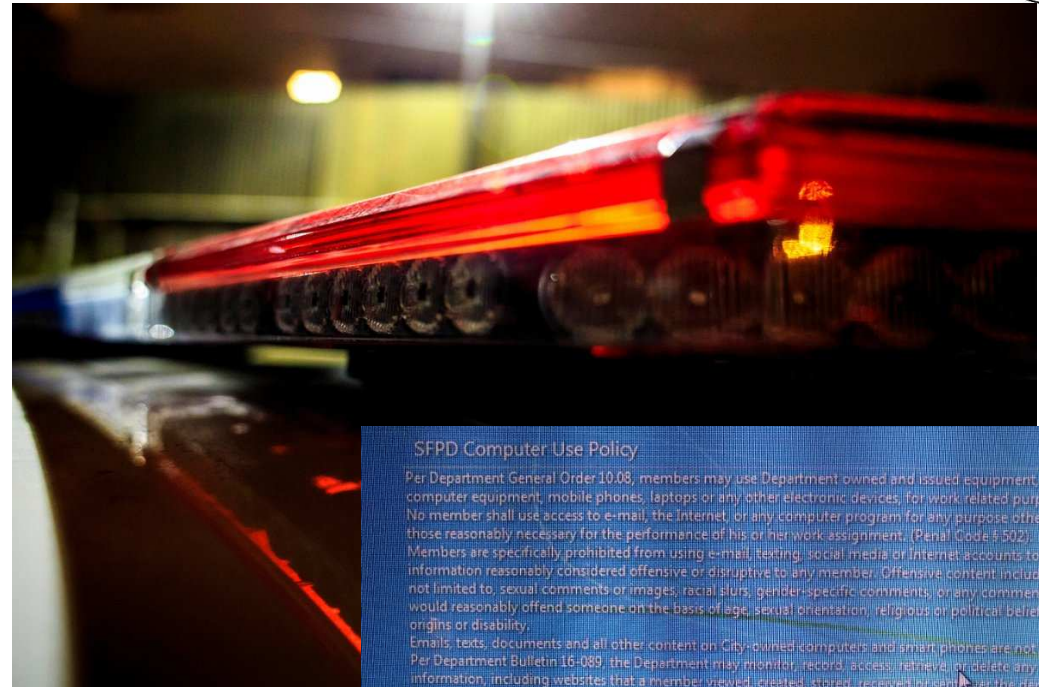
Report	# of Recs
DOJ	272
BRP	81
21 st C. Policing	47
CJTF Bar Assn	8
OCC Response	19
Civil Grand Jury (x5)	52
Total	479

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				RA.2, RA.3, RA.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		RE.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	14.18, 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							



Addressing Potential Bias

- Implicit Bias & Procedural Justice training continues
- Not on My Watch program continues
 - Planning for growth of program to address all misconduct
- Seeking additional academic advisors to assist with analysis of stops, citations and use of force data
- Implemented ongoing auditing of department electronic communications w/ automated notification to Internal Affairs



SFPD Computer Use Policy

Per Department General Order 10-08, members may use Department owned and issued equipment, including computer equipment, mobile phones, laptops or any other electronic devices, for work-related purposes only. No member shall use access to e-mail, the Internet, or any computer program for any purpose other than those reasonably necessary for the performance of his or her work assignment. (Penal Code § 502)

Members are specifically prohibited from using e-mail, texting, social media or Internet accounts to access information reasonably considered offensive or disruptive to any member. Offensive content includes, but is not limited to, sexual comments or images, racial slurs, gender-specific comments, or any comments that would reasonably offend someone on the basis of age, sexual orientation, religious or political beliefs, national origins or disability.

Emails, texts, documents and all other content on City-owned computers and smart phones are not private. Per Department Bulletin 16-089, the Department may monitor, record, access, retrieve, or delete any information, including websites that a member viewed, created, stored, received or sent, on the department's computers, smart phones, internet links or email systems for any reason with or without cause or notice at any time and without the member's permission.

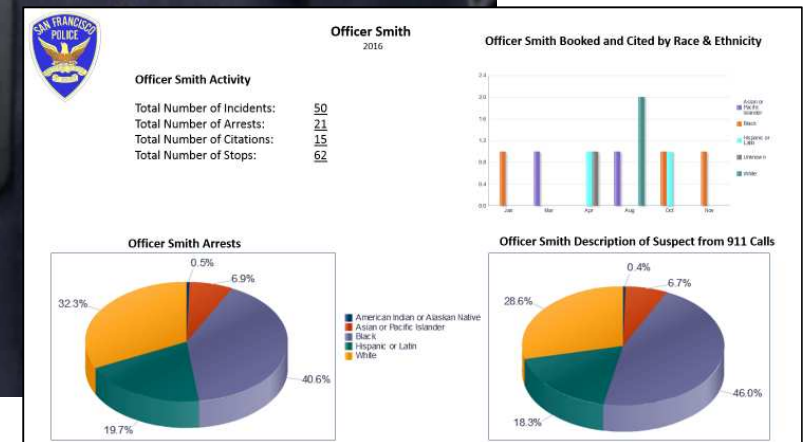
By pressing OK, you agree to comply with the above policy.

OK



Accountability

- Body Worn Cameras fully deployed
- Planning stages of an Audit and Inspections Unit
- EIS program partnering with Academic Institutions to improve data analysis
- Continued emphasis through Department Leaders on our values based policy and commitment to fair and impartial policing
- Developing Officer Performance Dashboard



Conceptual Officer Performance Dashboard



Use of Force



-Use of Force DGO adopted December 2016

-Immediately bans:

-Carotid restraint

-Shooting at moving vehicles

-Use of Force Training on DGO 5.01 ongoing

-Officers undergoing 20 hour foundational training

-Goal: Stations to be fully trained by end of Summer, 2017

- As of today, 160 officers have completed since training began in January

- Revised Use of Force reporting & investigations form requirements in place

- Mandated under Department Bulletin 17-006, issued January 2017

- Mandates immediate supervisor evaluation of reportable Uses of Force

- Pointing of a firearm continues as a reportable Use of Force

- Increased data capture will assist in future analysis

- System on track to be digitized in line with other applications

POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
 HEADQUARTERS
 1245 3RD STREET
 SAN FRANCISCO, CALIFORNIA 94108

EDWIN M. LEE
 MAYOR

WILLIAM SCOTT
 CHIEF OF POLICE

February 1, 2017

The Honorable Edwin M. Lee
Mayor
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

The Honorable L. Julius M. Turman
President
Police Commission
1245 3rd Street
San Francisco, CA 94108

The Honorable London Breed
President
Board of Supervisors
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Director Sheryl Davis
San Francisco Human Rights Commission
25 Van Ness Avenue, Suite 800
San Francisco, CA 94102

Dear Mayor Lee, Supervisor Breed, Commissioner Turman and Director Davis:

RE: Fourth Quarter 2016 Report in Compliance with Administrative Code 96A

Per the City and County of San Francisco Administrative Code Sec. 96A, Law Enforcement Reporting Requirements, the following report is being provided to comply with this statute as stated; the first report shall be due on June 30, 2016, and shall include data required by this Section 96A.3 for Arrests and Use of Force only, which includes the following information:

Sec. 96A.3.

(b) For Use of Force

- (1) The total number of Uses of Force;
- (2) The total number of Uses of Force that resulted in death to the person on whom an Officer used force; and
- (3) The total number of Uses of Force broken down by race or ethnicity, age, and sex.

(c) For arrests:

- (1) The total number; and
- (2) The total number broken down by race or ethnicity, age, and sex.

The Department will be in a position to comply with the entire Administrative Code reporting requirements for the second quarter of 2017.

☐ Verbal Abuse ☐ Physical Abuse ☐ Use of Force ☐ Other

☐ Impact Weapon ☐ ERW ☐ Vehicle Intervention (Deflection) ☐ Other

*Serious bodily injury, as defined in 12523.2(d) of the California Government Code, means "a bodily injury that involves a substantial risk of death, unconsciousness, protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member or organ."

Pg 1 of 4 SPPD 5758 (01/17)



Crisis Intervention Training (CIT) - Field Tactics



New 2 day Field Training developed in addition to the 40 hour (1 week) CIT certification course

- Scenario Based Team Training, provides officers practical application of CIT policy and concepts

(De-escalation, communication, time & distance)

- Department pursuing State level certification for CIT FT

- Goal: All stations trained by end of Summer, 2017 in conjunction with UoF Foundational training

- CIT Basic 40 hour Course ongoing

- Approved CIT General Order, effective December 2016





Growing Technological Capabilities



- Use of Force database has been developed. Expanding capabilities to automate Use of Force reporting
- E-Stops has been deployed and the database is active. Working towards automated report generation, analysis and publishing.
 - CA DOJ is looking at the Department's collection practices as a State wide best practice.
- Deployed an automated OIS notification system for automatic notification of DEM, DPA, the District Attorney's Office and key Police Department members
- Developing robust CIT data capture and analysis capability

The image displays three mobile application interfaces for the San Francisco Police Department:

- Crime Data Warehouse Login:** A login screen with fields for Username and Password, and a Login button. The header includes the San Francisco Police Department logo and the text "Crime Data Warehouse San Francisco Police Department".
- SFPD Mobile Home Screen:** A dashboard with various app icons including Crime Data Warehouse, eStop, Intranet, Mugshot, Phone Directory, Schools, DOJ Cal-Photo, and DOJ Justice Mobile (LEAWeb). A copyright notice at the bottom states: "©2014-2016 San Francisco Police Department. All Rights Reserved. Unauthorized Use Prohibited."
- Vehicle Report Form:** A form for reporting a vehicle incident. It includes a dropdown for "Car", a checkbox for "Check if Unmarked Vehicle", a field for "Officers at Scene", an "Add" button, and a field for "Officer(s) at Scene". At the bottom are "Cancel" and "Save" buttons. A footer for the San Francisco Police Department is also present.



Community Engagement Division

- Communications
 - External
 - Established Community Engagement Division
 - Chief's Advisory Forums
 - Faith based Groups
 - Interagency Partners
 - District Level Events (CPABs, Newsletters, Coffee w/a Cop, Backpack Giveaways)
 - Internal
 - Role Call Training
 - Leadership Circulation
 - Employee Groups





Recruiting



- Nationwide recruiting campaigns ongoing
- Engaging Community Colleges between now and May
- SFPD Recruiting will visit Atlanta (among other locations) later this month (in addition to SF Bay area recruiting campaign.)
- Atlanta visit will be first written, physical and interview testing cycle for SFPD candidates outside of San Francisco.
 - High interest from college students attending Historically Black Colleges & Universities
- Established monthly women's workshop to assist in Entrance Exam and Academy physical requirements

THE SAN FRANCISCO POLICE DEPARTMENT RECRUITMENT UNIT
Is coming to Atlanta in March

REGISTER AT EVENTBRITE.COM
FOR MORE INFORMATION CALL 415-837-7245
OR EMAIL JOINSFPD@SFGOV.ORG

S.F.P.D. WOMEN'S BOOT CAMP
SUNDAY FEBRUARY 12, 2017
12:00PM - 2:00PM
2:00PM - 4:00PM
CITY COLLEGE FOOTBALL FIELD
50 PHELAN AVE
SAN FRANCISCO

REGISTER AT EVENTBRITE.COM



Reform Status

The 272 recommendations are in the following status'.

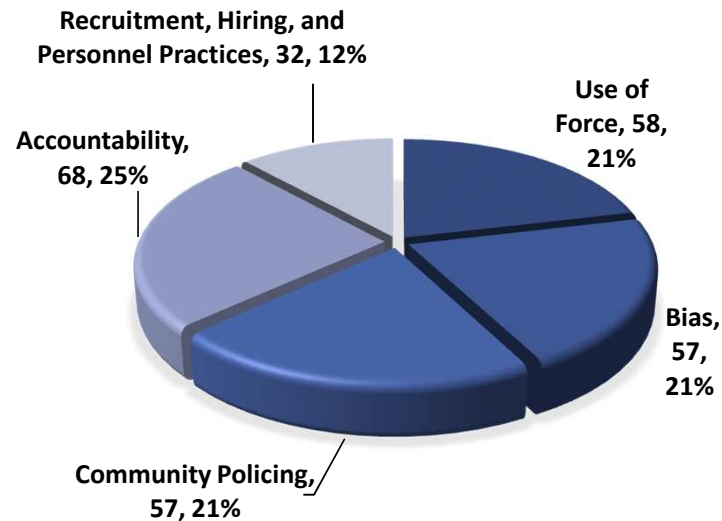
In progress: Actively being worked by Project Managers (PMs)

Awaiting Document Packet: Reported complete by PM, pending paperwork submission to Professional Standards

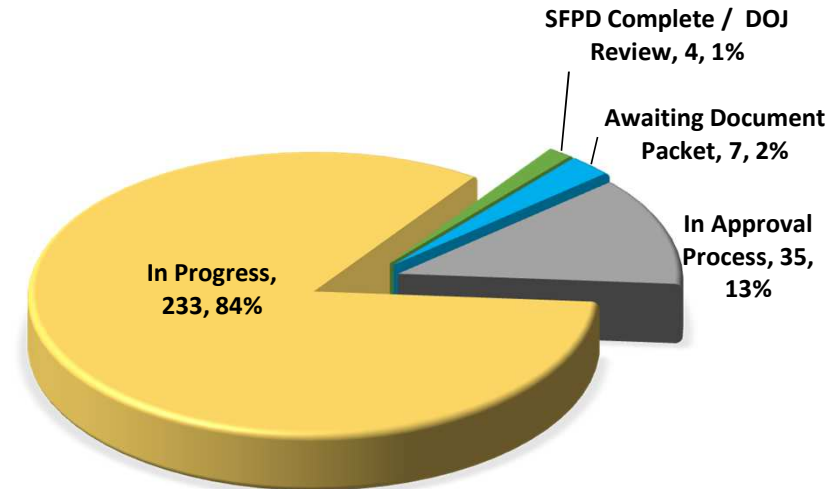
In approval process: Pending review by Professional Standards and Command Staff

SFPD Complete/DOJ Review: Completed & submitted to DOJ

**272 DOJ/COPS RECOMMENDATIONS
BY OBJECTIVE**



**272 DOJ/COPS RECOMMENDATIONS
BY STATUS**





Next Steps

Ongoing Implementation of DOJ Findings & Recommendations

Department reporting continues:

- Monthly to the Police Commission
- Quarterly to the Board of Supervisors
- Continually with the Department of Justice
- Continually with the Public via:

Website, Social Media, Community Engagement Division, News Releases, Advisory Groups





Questions?

