

SAN FRANCISCO POLICE DEPARTMENT
ANNUAL REPORT 2013



MAKING
IT HAPPEN



**San Francisco Police Department
Annual Report
Prepared by the Office of the Chief of Police
GREGORY P. SUHR**

This document is available for download at
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MAKING *it* HAPPEN

SAN FRANCISCO POLICE DEPARTMENT ANNUAL REPORT
2013

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MESSAGE FROM THE POLICE COMMISSION



MESSAGE FROM THE MAYOR



GREETINGS FROM THE MAYOR

On behalf of the City and County of San Francisco, it is with great pleasure that I join our San Francisco Police Department (SFPD) in the dissemination of their annual report. This report is one of the many ways our brave men and women are helping to increase transparency and stay in constant communication with the residents of San Francisco.

San Francisco is one of the most beautiful cities in the world, making it not only an attractive place to live and work, but a natural tourist destination for millions of people each year. Faced with the ongoing challenges of any law enforcement agency, the San Francisco Police Department's performance measures across the board demonstrate their commitment and excellence.

Chief Greg Suhr continues to implement innovative crime prevention strategies to keep San Francisco safe. At the end of 2012, our City agencies worked together to establish a strategy to protect the public from violent crime. After a full year of collaborative efforts led by our Police Department, the "Interrupt, Predict, and Organize (IPO)" initiative shows progress as homicides have gone down 30 percent. This is no small feat for a major metropolitan area surrounded by cities where violent encounters continue to rise. Now, officers are able to remain in the field rather than in district stations completing paperwork. They are patrolling neighborhoods, walking beats, and interacting with the public, all key components of the overall IPO plan.

This year, we will continue these crime prevention efforts to keep our community safe while also making our thoroughfares safe for all commuters. We are committed to reducing the number of injuries and deaths caused by traffic collisions. City agencies and community groups in cooperation with the Police Department are working to find a solution to the negative impacts of congestion on our streets and sidewalks. This Vision Zero approach will keep us focused on the future.

Our commitment to ongoing reform, increased accountability and continued support for our men and women in uniform help keep San Francisco safe for all who live, work and visit here. I look forward to working with the Police Department on our shared mission: making San Francisco the safest major city in the United States.




The Police Commission
CITY AND COUNTY OF SAN FRANCISCO

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The Honorable Edwin Lee
Mayor
City and County of San Francisco
City Hall, Room 200
1 Dr. Carlton B. Goodlett Place
San Francisco CA 94102

Dear Mayor Lee:

Pursuant to Charter Section 3.5000, the Police Commission hereby submits for your review and consideration the San Francisco Police Department Annual Report for 2013.

This year's report highlights many of the changes the Department made following the appointment of Gregory P. Suhr as the Chief of Police. These initiatives and programs were designed to improve efficiency within the Department by developing more effective policing strategies by which to deliver public safety service to our community.

In addition, we feel this document will provide the readers with an overview of the district stations; the backbone of the Department which provides frontline service to individual neighborhoods.

We are confident that this year's report, as well as the statistical summaries of reported crimes, will demonstrate the Department's commitment to reduce violent crime and provide effective policing to those who live, work, and visit the City of San Francisco.

Sincerely,

Thomas Mazzucco
President
San Francisco Police Commission

THOMAS J. CAHILL HALL OF JUSTICE, 850 BRYANT ST., RM. 505, SAN FRANCISCO, CA 94103-4603 (415) 553-1667 FAX (415) 553-1669

MESSAGE FROM THE CHIEF OF POLICE



MAKING *it* HAPPEN

I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.

- Maya Angelou



MAKING *it* HAPPEN

Making IT happen – that would be an understatement of all time as to what we got through in 2013; from our “Johnny/Jenny on the spot” quick response to the crash site of a major airliner at SFO to making a day happen for Miles Scott, aka Batkid, in San Francisco - which may have been the best day of the year around the world for those who showed up or tuned in. Another year complete, my third as the Chief of the San Francisco Police Department, and although we have successfully completed many of the things we set out to do, we have many challenges still ahead and much work to do to measure up to those challenges.



I am proud of the work being done by all members of this Department, “SF’s Finest.” Even with staffing being more than 300 officers below our charter mandated level of 1,971, our accomplishments have been extraordinary. We continue to hold firm on our commitment to reduce violent crime and improve overall public safety in all neighborhoods of The City. I figured this year we would take a “hit” in the annual City Beat poll as a result of low staffing levels, yet San Franciscans continue to rate us high with nearly 3 out of 4 people surveyed (73 percent) seeing us in a favorable light.

Why such rave reviews? Even down 15 percent in staffing, we completed several major projects, and our homicide rate dropped by 30 percent over the previous year, continuing the five-year record-low downward trend. By realigning officers on patrol and equipping them with smartphones, complete with secure law enforcement data applications, we are able to stay on the streets and maintain a high profile where it is needed the most – in our neighborhoods and business districts. With access to critical information through advanced software options, all in the palm of their hand, officers no longer need to go back to their district stations to complete paperwork allowing them to remain in the field, answering calls for service, and interacting with the public, especially the kids of San Francisco. Cops and kids – just as it should be.

From technology to community policing strategies, we have implemented a variety of innovative programs aimed at providing professional and, more importantly, personal service to our community. The new Public Safety Hub located along the 6th Street corridor opened in March. Acting as a central location, the Hub houses multiple agencies, including an office dedicated to the Police Department, which provide a variety of quality-of-life services to the local residents in the area, including homeless and public health outreach efforts. Again, through active collaboration with government agencies and our community group partners, the result has been a reduction in crime and the revitalization of one of the City’s most challenging commercial corridors.



We continue to hold that education will make for lower crime rates over the long-term. We have worked very hard these past three years on talking with young people in schools around town about how important it is to go to school, stay in school, and graduate, at least from high school. Engaging youth continues to be a primary focus of this Department, and all members are encouraged to spend as much time as possible interacting with children. Our recruits are provided specialized training in youth interaction as part of the Basic Academy, and we created a special radio code to track occasions where officers are spending time reaching out to our youth during their shifts. It cannot be said enough, as the song goes, “I believe that children are our future. Teach them well and let them lead the way.”

The San Francisco Police Department is among the finest in the world, and our members do their job professionally and with tremendous heart. It continues to be the greatest honor of my life to be your Chief.

See you next year.


Gregory P. Suhr
Chief of Police

MAKING *it* HAPPEN

IMPLEMENTING OUR
VISION
TO MAKE
SAN FRANCISCO
THE SAFEST MAJOR CITY
IN THE UNITED STATES

Crime suppression and prevention go hand-in-hand to lower the rate of violent crime in any city. Employing three distinct strategies, the Department employs a variety of innovative thought and programs to implement our vision. By involving the community in the process of crime prevention through a series of programs and initiatives, residents become vested and contribute greatly to the overall security of their neighborhoods. Engaging and interacting with our youth by providing opportunities, both educational and extra-curricular activities, foster long-lasting and positive relationships as children become adults. Most importantly, providing the right tools to Department members, from safety equipment to advanced technology, is key to the success of the first two strategies.

STRATEGY

1

COMMUNITY POLICING
MAKING **INITIATIVES** HAPPEN

STRATEGY

2

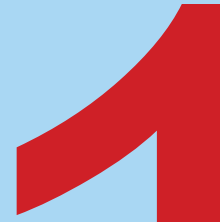
YOUTH ENGAGEMENT
MAKING **INTERACTIONS** HAPPEN

STRATEGY

3

DEPARTMENT RESOURCES
MAKING **INNOVATION** HAPPEN

STRATEGY ONE



MAKING INITIATIVES HAPPEN

Work in collaboration with our community to reduce violent crime, create safer communities, and enhance the health and vibrancy of neighborhoods in San Francisco.

Community Policing remains a major focus of the San Francisco Police Department and is a key, agency-wide organizational strategy utilized to reduce crime by changing patterns of behavior. By employing a proactive, problem-solving strategy and active community engagement plan, we have been able to strengthen our commitment to genuine partnerships with the diverse communities we serve.

COMMUNITY POLICING AT THE STATIONS

Each police district operates a Community Police Advisory Board (CPAB) consisting of civilian volunteers from the residential and business communities. The CPAB plays a vital role in communication and problem-solving efforts at the district station. The groups initiate public safety campaigns and outreach programs directly relevant to their respective communities and diverse neighborhoods. In addition, the district stations work with businesses and neighborhoods to find solutions to their individual and unique concerns.

BROADWAY COLLABORATION

Policing is a broad function; it is much more than enforcing the law. In the Central Police District, the Broadway Corridor has been a major hotspot for police services over the past several decades. Just throwing resources into this area on weekends was a bandage approach to fighting crime, so the Central Station re-engineered the way policing is done along this corridor. There was a need for a full collaboration among all the stakeholders, which meant the nightclubs, bars, restaurants, security directors, City agencies, District Attorney's office, and Department of Public Works had to come up with a strategic plan to combat crime.

Gang fights, drunkenness, stabbings, and shootings historically have marred this area, and to address these concerns, a comprehensive strategic plan was developed. Through the efforts of the Central District Station, a myriad of businesses participated in discussions to plan protocols for the corridor. Increased foot patrols, intensified traffic enforcement, commercial vehicle inspections, use of specialized units, permit inspections, and monthly meetings with business owners, neighborhood groups, and concerned community members forged a collaborated effort, creating a blueprint to attack disorderly conduct from different perspectives.

These efforts have dramatically reduced crime, and calls for police services are down by 42 percent in the area. There is an increase in staffing levels of private security for all nightlife venues. Party buses adhere to a schedule for drop-off and pickups, and if passengers are intoxicated, they are not allowed to exit the bus. In addition, the use of Crime Prevention Through Environmental Design (CPTED) was implemented to ensure businesses have proper lighting, security cameras, and "no loitering signs." And working with our local Supervisor, the "Broadway Enhancement Zones" legislation was adopted which doubles the fines for certain violations of the law.





RICHMOND NATIONAL NIGHT OUT

National Night Out is another opportunity to display community spirit and provide a better understanding of what we as a department do to foster better relationships between officers, businesses, and the communities we serve. The San Francisco Police Department, in conjunction with the Safety Network Program, sponsored events at all ten district stations as part of the nationwide event on Tuesday, August 6.

The event in the Richmond District was held behind the station and in the Muriel Leff Mini Park, and included food, refreshments and barbeque items cooked by officers assigned to the station, and a bounce house. With the assistance of our San Francisco SAFE partners, a table was set up to dispense merchandise and provide advice and assistance to neighbors in regard to security and safety concerns. Members of the Richmond CPAB circulated throughout the crowd, speaking with both civilians and officers present. Our police cadets were also on hand to provide assistance with set up and tear down, monitoring the bounce house, and escorted “McGruff” the Crime Dog - a favorite of the children.

The event was fun for all who attended and is just another fine example of community policing at its best!



INGLESIDE EAG

In September 2013, the Excelsior Action Group (EAG) received funding from District 11 Supervisor John Avalos and the Office of Economic and Workforce Development to focus on neighborhood safety improvements. Working with merchants, residents, and City staff, EAG’s Safety Committee members focused on improving the sense of security and quality of life along the Excelsior commercial corridor. Through a series of surveys and questionnaires, information was gathered, and the resulting data was mapped to pinpoint the greatest concentration of reported “hot spots.”

Using this information, EAG conducted a Hot Spot Walk in October with Supervisor John Avalos, Captain Timothy Falvey and officers from the Ingleside Police Station, and other neighborhood stakeholders to discuss issues. As a result, trash was cleaned up, the greenery in the median along Alemany Boulevard was trimmed, street lights were fixed, and two arrests were made at a “hot spot” shortly after.

TENDERLOIN SAFE PASSAGES

Nearly 4,000 children live in the Tenderloin neighborhood, and the district station works closely with and supports the Tenderloin Safe Passage Program.

Safe Passage was developed in 2008, and continues to be operated by a community coalition in the Tenderloin to establish a way to get children safely through high-risk corners in the neighborhood. The mural of the “yellow brick road,” on eleven sidewalk blocks in the Tenderloin, marks the area traveled most by children and families after school.

Volunteer “corner captains” staff the routes and provide a safe system for children to travel. This year, the Tenderloin Safe Passage Program was awarded a \$200,000 “Invest in Neighborhoods Initiative” grant from the Mayor’s Office of Economic and Workforce Development.

The grant will pay for a new Safe Passage mural, which will be permanent and will feature stained concrete and a sea glass and tile mosaic of a “meandering stream” along the 11-block route. This is a great program.



SAFE HAVEN

In partnership with Bessie Carmichael and West Bay After-School Program, the Department established the Safe Haven program geared at protecting children in rough neighborhoods.

Partnering with local businesses in the SoMa area, the purpose of Safe Haven is to provide a place for children to go when in fear or actually in danger. The program is an offshoot of a similar program for adults in crime-heavy neighborhoods including the Bayview.

The program is funded through a grant sponsored by PG&E. Currently there are nine businesses participating in the identified area along 6th, Mission, and Howard Streets displaying the bright yellow Safe Haven signs.

Plans to include coverage for seniors and expand the Safe Haven program into the Tenderloin and Chinatown are underway.



TARAVAL DISTRACTED WALKING CAMPAIGN

Many people do not pay attention to their surroundings when they walk. They may be looking down at their phone or wearing headphones or both. Cell phones and electronic devices are favorite targets of thieves. Additionally, pedestrians are at risk and can be struck by cars when walking with their heads down.

The Taraval Police Station's CPAB developed a "distracted walking" safety card. This card was handed out by members of the CPAB and local high school students to inform people of this danger.

Due to the success of the program, the Department adopted these cards, and officers from all over the City continue to give them to distracted walkers.



AUXILIARY LAW ENFORCEMENT RESPONSE TEAM (ALERT)

The Auxiliary Law Enforcement Response Team (ALERT) is a citizen disaster preparedness program designed for volunteers 16 years and older. The Police Academy has oversight of the ALERT program, and it currently is managed by Retired Sergeant Mark Hernandez.

ALERT is modeled after, and works in partnership, with the San Francisco Fire Department's Neighborhood Emergency Response Team (NERT). ALERT trains volunteers to assist law enforcement in essential tasks after a major disaster and held its first training drill on October 26, 2013.

This year, ALERT created a webpage on the Department's website, drafted an operations manual, established a training curriculum for participants, and held three classes preparing 47 volunteers for deployment. In conjunction with the Department's Homeland Security Unit (HSU), ALERT also volunteered and participated as role players during Urban Shield 2013.

<https://www.facebook.com/SFPDALERT>
Interested individuals may contact the ALERT Program Coordinator, Mark Hernandez, at (415) 401-4615 email at sfpdalert@sfgov.org

Since 1976, San Francisco Safety Awareness for Everyone (SAFE) has been the Department's non-profit partner in crime prevention and public safety. SAFE's personal safety presentations to individuals, the elderly, and workplace audiences teach the public how to stay safe on the street, on public transportation, and at home.

One of SAFE's best known programs is Neighborhood Watch which strengthens the relationship between law enforcement and residents by fostering communication and problem-solving. By conducting Residential Security Surveys, city dwellers are informed on ways to deter crime in their own homes. By relying on the principles of Crime Prevention Through Environmental Design (CPTED), these surveys examine entry points,

lighting, landscaping, and other factors, offering residents security measures to prevent future break-ins. SAFE performs similar services for businesses, adding inventory protection and operations security.

Another SAFE-assisted initiative that brings the Department together with the public is the monthly Community Police Advisory Board (CPAB) meetings in each district. CPABs create proactive campaigns on issues such as pedestrian, cyclist, and motorist safety, nightlife security, and property theft prevention from individuals, homes, and vehicles.

In 2013, SAFE continued to engage in projects that break down cultural barriers between communities and law enforcement. In January, SAFE held its 16th annual Lunar New Year Extortion and Crime

Prevention media conference in Chinatown and the Sunset District. Ongoing efforts to encourage cooperation among merchants with the Department have resulted in the virtual elimination of extortion-related incidents. Similarly, SAFE facilitated workshops at public housing sites, specifically on Treasure Island and Potrero Hill, in which participants identify individual and shared values and then work together as a group to improve the neighborhood.

SAFE's Kids and Cops program familiarizes children as young as three with the Police Department through fun, interactive events. Officers read to children, answer their questions, and lead them in educational activities to help the kids view police officers as friendly allies. The SAFE Kids program works with older children and addresses such concerns as bullying, school safety, and stranger danger online and "in the wild."

SAFE also supports the Department through community building and fundraising events. The Department enlisted the help of SAFE staff to assist with the planning of the Chief's 3rd Annual Law Enforcement Summit which drew law enforcement executives from all over California to discuss recent trends in active shooter incidents and how to prevent this type of violence. Last year, the return of the Cops and Joggers 5K Run and Picnic attracted over a hundred recruits from the Academy, along with veteran members of the force and their families. SAFE assisted with the coordination of the 2013 fundraising gala, the Casino Royale, at the Mark Hopkins Hotel.

Recruits at the Academy participate in a training session with SAFE staff to familiarize these future officers with the vast resources available to empower and educate the public. Through role-playing exercises, the recruits have a heightened sense of their own effectiveness in garnering partnerships and leading community gatherings.



COMMUNITY POLICE ACADEMY

The Community Police Academy (CPA) is designed to inform and teach community members about the various aspects of policing. Although this program had been dormant since June 2011 after the 25th class, this year the Academy provided the opportunity for the public to participate in the 26th CPA class, which was held in October.

The 11-week CPA program, coordinated by staff member Lula Magallon, has a curriculum that covers community policing, patrol procedures, familiarization with gang activity, first aid, vehicle operations, arrest and control techniques, SWAT demonstrations, force option scenarios, crime scene investigation, and a ride-along at the district stations. On December 17, 21 students graduated from the 26th CPA Class.



STRATEGY 2



Develop and maintain relationships as role models with our children and provide the opportunities to participate in positive activities to build a solid foundation for their future.

MAKING INTERACTIONS HAPPEN



YOUTH AND COMMUNITY ENGAGEMENT UNIT

One of the priorities for the Department was the reorganization of the Community Relations Unit into the Youth and Community Engagement Unit (YCEU). By consolidating the responsibilities relating to youth under one umbrella, services and programs are more efficient and task-oriented.

The vision of YCEU is to provide a safe haven for neighborhood children to play, learn, and grow. YCEU has several sub-units to manage outreach services to the youth and communities of San Francisco; Recruitment, the Wilderness and Fishing programs, Youth Engagement, Limited English Proficiency (LEP), and the Patrol Specials. Specially trained officers provide a unique opportunity for nurturing strong and positive relationships with young people, their communities, and the Department.

The future of any community depends on its ability to foster the healthy development of the next generation – our youth. Extensive research on the biology of stress shows that healthy development can be negatively impacted by excessive or prolonged activation of stress response systems in the body. Known as Adverse Childhood Experiences (ACE), we, as law enforcement, need to recognize the impact early negative stimulus can have on the behavior of children. These incidents can affect learning, behavior, and health throughout one's life.

Youth engagement is about developing and maintaining relationships as role models with our children. Studies have shown that by providing youth the opportunity to participate in positive activities not only builds a solid foundation for their future, but reduces the proclivity to become involved in

criminal activity. This theory forms the basis for the importance of law enforcement officers taking the time to interact with youth in a variety of means - from outdoor activities to educational programs.

Drawing from these ideas, coupled with recommendations made in 2012 by the Youth Commission, Chief Suhr reorganized Department resources to implement several strategies to better serve our city youth. This included implementing officer training at the academy level to encourage participation in youth outreach efforts, creating a special radio code (421) to track these efforts, establishing a memorandum of understanding with the San Francisco Unified School District to better serve school-aged children, and the reorganization of the Community Relations Unit to manage the multiple facets of youth participation.





This past year, the accomplishments of the Youth and Community Engagement Unit included the December opening of the renovated Garfield Park Community Center, in collaboration with the SF Recreation and Parks Department. Located in the Mission District at 1271 Treat Avenue, this center offers athletic, recreational, cultural, and educational programs, as well as participates in the Department's summer jobs program.

The main focus of the programs at Garfield Park is to provide positive activities as a deterrent to criminal activity including gang involvement. In addition to participating in sports and after-school programs, officers provide a gang awareness curriculum to the youth.

Sports activities are a highlight for the youth. Several teams were coordinated for the Garfield Park flag football season including the Garfield Park Gators, coached by Mission District Officer Michael Mayo, and the Mid-Town Tigers, coached by Tenderloin District Officer Yousef Azim. A championship game was held at Candlestick Park – an exciting season ending for the young football players.

Other events included the YMCA partnering with staff at Garfield Park to provide a health fair at the center with doctors and dentists on scene to provide free services. The children also had fun riding around in a bicycle obstacle course and learned about safe bike riding. Holiday events included a Halloween pumpkin carving contest, ice skating at Union Square, a tree lightening ceremony at McLaren Lodge, and toy drives/giveaways. Over 200 kids participated in Winter Wonderland day at the Civic Center in December, playing in "fresh" snow, jumping in a bounce house, enjoying carnival rides, and eating great food. The day concluded with a toy giveaway at which all those who participated received a gift.

In the upcoming year, Garfield Park will continue to co-host community gatherings and barbecues, provide summer sport programs, and partner with other non-profit agencies to provide services and positive opportunities to children.

GARFIELD PARK



FUTURE GRADS

Launched in 2012, the Future Graduates program successfully continued into 2013.

Future Grads is the cornerstone program of the San Francisco Police Foundation and partners with the San Francisco Unified School District to give young people the tools and foresight they need to graduate from high school and pursue fulfilling careers.

The focus of the program is to encourage students to graduate high school. Through a series of assemblies and classroom discussions, a group of professionals including Chief Suhr, police officers, firefighters, and members of other City/County agencies, share their stories of working in successful careers with only a high school diploma.

The basis for the program is the reduction of crime by providing positive and healthy alternatives to community youth - and getting a high school diploma is the first step to a bright future.

SUMMER INTERN PROGRAM

As part of the Future Graduates program, the Department continues to coordinate employment opportunities for teens during the summer months. By concentrating on providing jobs to youth primarily in the Mission, Bayview, and Ingleside areas, the goal is to provide a positive alternative to participating in criminal activity; a trend that increases during the summer months.

In collaboration with the Police Foundation and the San Francisco Unified School District, the Department enlisted the help of local businesses, including technology firms through sf.citi, and community leaders in an effort to give San Francisco youth a hands-on approach to the real world of employment and opportunity.

In 2013, the program placed 425 youth in a variety of jobs throughout City agencies, non-profit organizations, and private companies. This was in addition to the efforts of Mayor Edwin Lee's Summer Jobs+ Program, which successfully placed an additional 7,000 interns in jobs throughout the City. Together, these programs are making a difference in the future of our children.



CHAMPIONS OF CHANGE



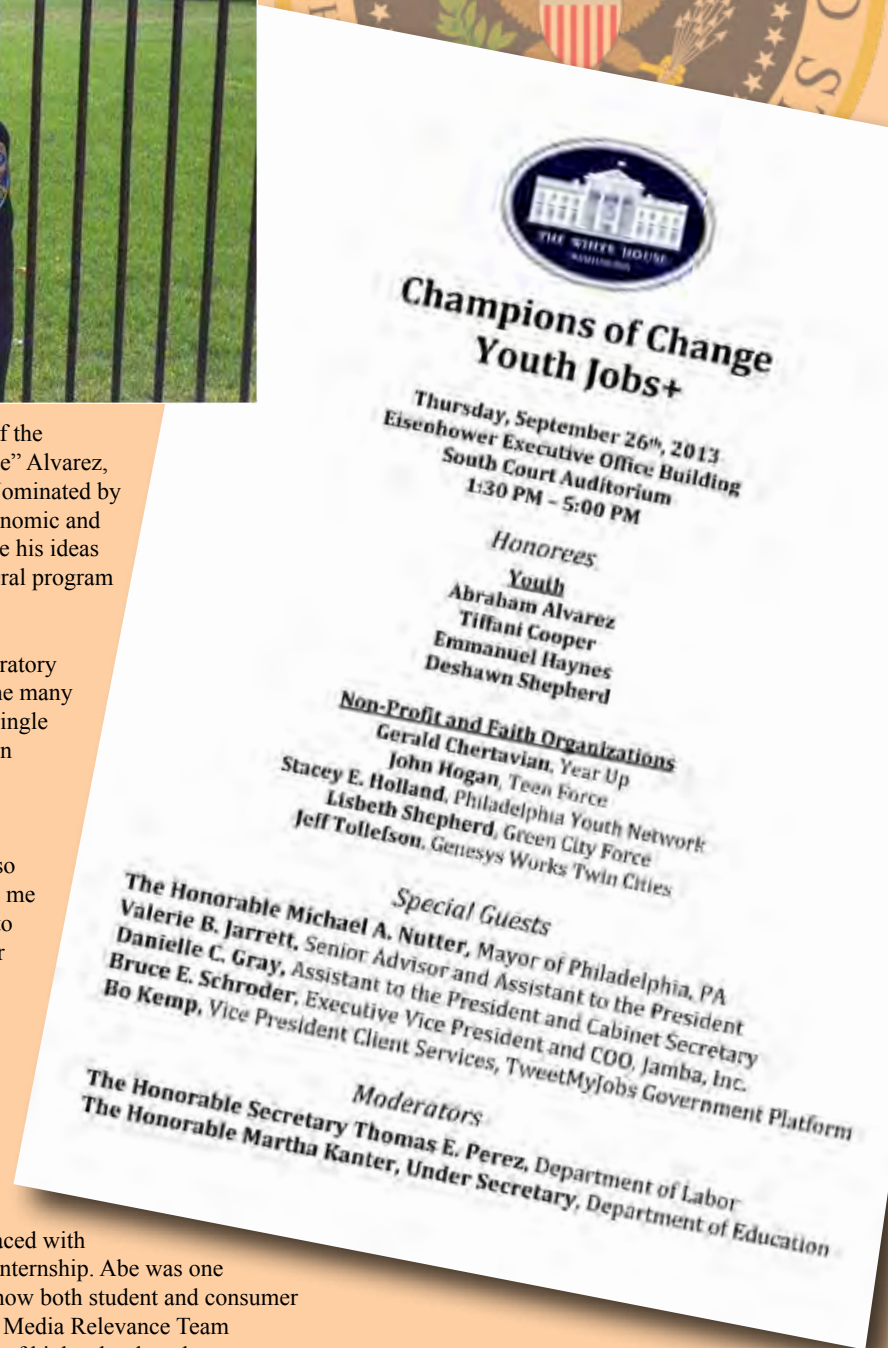
In conjunction with the Mayor's Summer Jobs+ Program, one of the Department's Future Grads Tech student interns, Abraham "Abe" Alvarez, was selected by the White House as a "Champion of Change." Nominated by the Mayor's Office, the Police Department, and the Office of Economic and Workforce Development, Abe traveled to Washington DC to share his ideas at a reception with the President. Champions of Change is a federal program that recognizes ordinary Americans doing extraordinary things.

Abe is a 15-year-old 10th grader at Sacred Heart Cathedral Preparatory in San Francisco, where he was born and raised. Having overcome many hardships and challenges in his life and having grown up with a single mother in the Mission District, he has never been more focused on success than he is today.

Abe tells his story best, "Being raised by just my mother, she has taught me the importance of hard work and determination, but also that no matter what, school always comes first and it is the key to me being a future leader. It's been great to have had the opportunity to work with the Media Relevance team and to know that the Mayor of San Francisco made a pledge to do something about us youth getting jobs over the summer and the businesses stepping up especially the Tech companies to make it happen by taking us in for eight weeks during the summer. They are helping us to be prepared for what lies ahead, teaching us valuable job skills and allowing us to make some money, which I have saved mostly of for college."

This past summer, Abe applied for an internship through the Future Graduates Tech program, sponsored by sf.citi, and was placed with the technology start up Media Relevance for an eight week paid internship. Abe was one of four interns working on customer development to understand how both student and consumer behavior pertains to watching videos. Additionally, he helped the Media Relevance Team define this new experience for his own generation, as well as that of high school students by conducting interviews and creating mockups. Having worn glasses since age 3, Abe is interested in helping others with disabilities and plans to use his technological experience from Media Relevance in the field of health, potentially by becoming an optometrist.

Way to go, Abe!



GARDEN PROJECT

This year, there were 236 participants in the Earth Stewards Summer Program representing a range of San Francisco neighborhoods and high schools including the Mission District, Visitacion Valley, Richmond, Bayview/Hunter's Point, and Portola. During the application process, referrals were received from several City agencies, community organizations, and District Supervisors John Avalos, London Breed, David Campos, and Malia Cohen.

Once accepted into the program, participants, or "stewards," work daily at the Garden Project Farm in two shifts; morning and afternoon. Stewards work on three main projects: vegetation management techniques, organic farming, and plant propagation. These youths learn to organize and prepare vegetables for distribution including harvesting organic potatoes, garlic, leeks, onions, kale, broccoli, collard greens, and cabbage for donation to Project Open Hand and other food pantries.

This program offers life skills designed to teach participants effective communication, teamwork and collaboration, public speaking, and how to plan, organize, and complete tasks using appropriate workplace conduct. Daily activities include small group work and oral and written reflections. Hands on, interactive activities also promote critical thinking and problem solving skills, confidence, and creativity.

The program has a mandatory school enrollment policy which is strictly enforced. Over the last two years, over 400 youth in the greater San Francisco area have participated and 50 of those have continued working in the program while attending local colleges. These 50 young adults are the role models for current participants.

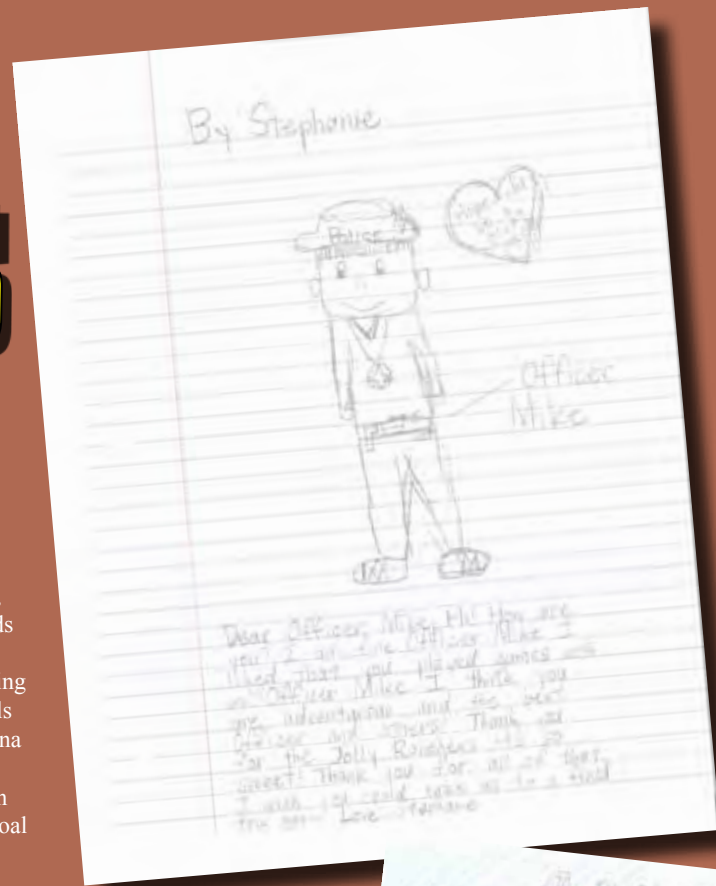


THE WILDERNESS PROGRAM

Over the past nine years, Officer Michael Rivera has coordinated wilderness adventures for thousands of youth, and he firmly believes it has been a privilege to watch these kids develop and grow. Officer Rivera has met many children who started with the program who are now young adults and are doing very well. One young lady from the Willie Mays Boys and Girls Club just finished her first year at Dillard University in Louisiana and returned for the summer to work with youth at the very same club that provided her opportunities. A shining star and an excellent example of the positive impact of this program, her goal is to attend New York University Law School.

Youth from Bayview, Sunnydale, Visitation Valley, Gilman Reconnect, and Alice Griffith wait in anticipation every summer for the return of the Wilderness Program to go hiking, river rafting, and kayaking. Officer Rivera visits schools throughout the year, and students remember him from the various activities he oversees. He spends time with them, chatting in the hall, ending with the ritual high-five and an agreement to meet in the summer.

This past summer, 23 officers participated in the Wilderness Program providing 17 different activities for 171 of San Francisco's at-risk and low-income youth. It was a wonderful and exciting summer, especially for first-time participants who were able to explore new locations and activities that challenged them both physically and mentally by taking them outside their comfort zone. Their lives are forever enriched by the experience.



Operation Dream

Operation Dream, a non-profit organization, serves youths living in SF Housing Authority Developments, along with various non-profit organizations and community-based organizations. Our mission is to not only enhance the quality of life, but to also instill a sense of hope and achievement in our kids.

By actively engaging young people in educational, leadership, and extracurricular activities, the goal is to have a positive impact on these young children. Operation Dream provides toys and services for over 40 different groups and locations throughout San Francisco, including a variety of field trip opportunities.

Each year, Operation Dream sponsors toy drives with the goal of providing gifts to children living at various HUD properties throughout the city during the holiday season. This year, volunteers collected thousands of toys and monetary donations totaling over \$50,000.

Main fundraising events included the annual holiday boat trip hosted by the Industrial Claim Association and the 49ers 21st Annual Toy Drive Collection Event at Candlestick Park.





ACADEMY TRAINING FOR OFFICERS

The Department implemented the Youth Interaction Program which is now part of the curriculum of the basic recruit training at the Academy. All recruits receive classroom instruction on the importance of police/youth relationships, as well as the Department's strategy for working closely with children in the community. Recruits receive additional training which certifies each as a coach and provides skilled adult volunteers to a variety of sports programs throughout the city, including SF PAL.

Before each class graduates, youth from several organizations come to the Police Academy on a Saturday for a "Jamboree," which allows kids to see the recruit officers in their training environment. The Department's Mounted, Canine, Honda, and Solo Motorcycle Units provide demonstrations for the group, which is followed by organized games. The day concludes with a lunch prepared and served by the recruits. This has been a tremendous success!

YOUTH ENGAGEMENT IN THE COMMUNITY

Academy recruits, as part of their training curriculum, participate in visits at several non-profit organizations throughout the city including the Boys and Girls Club, the YMCA, and the Collective Impact Program (Mo' Magic).

The recruits spend 16 hours throughout their academy training at these sites forming relationships with youth by assisting with homework, playing organized sports, or simply getting to know one another.

The recruits also participate in a variety of youth engagement efforts including backpack giveaways, the Garden Project, and other events/programs sponsored by these organizations.

YOUTH ENGAGEMENT MODELING PLAN

In order to track the response to and the interaction with kids, officers in the field "check out" on the radio using the newly created radio code "421." Examples of a 421 call for service include activities such as participating in after school programs, reading to children, playing/coaching sports, and mentoring/spending quality time with youth.

A training video was developed to explain the Department's policy for using radio code 421 and to encourage active participation with youth.



POLICE ACTIVITIES LEAGUE (PAL)

SF PAL was established in 1959, and over the years, there has been hundreds of volunteers who choose to be adult mentors and role models for our younger generation. SF PAL provides several programs that encourage youth to participate in sports and other healthy activities that develop personal character and foster positive relationships among police officers, youth, and dedicated volunteers. These programs include cheerleading, football, judo, soccer, basketball, Junior Giants baseball, and a Cadet Program for law enforcement.

Almost 5,000 youth participate in SF PAL each year with the help of 800 community and police volunteer coaches who act as mentors during a variety of sports and leadership activities. While many of our volunteers are parent coaches, a significant number of these volunteers are PAL alumni who benefited from the program themselves in their youth and choose to give back to the community with their time, energy, and commitment.

PAL CADET PROGRAM

A major component of SF PAL is the Law Enforcement Cadet Program, coordinated by Officer Edie Lewis. This longstanding program serves youth ages 14 to 20 and provides an opportunity for those who wish to pursue law enforcement or public service careers.

During the summer, cadets go through a four-week intensive training that prepares them to work as interns throughout the Department, including district stations.

Each year, participants have the opportunity to develop career and job skills, leadership experience, life skills, and character development through community service in the PAL Cadets Summer Academy, followed by a subsequent yearlong internship with the Department.

After their one-year commitment is complete, students can stay involved in the program until age 21, learning valuable skills and receiving mentorship from dedicated volunteers.

In 2013, the PAL Cadets volunteered and participated in many events including: the Castro, Polk, and Excelsior Street Fairs, Police Academy graduations and jamborees, a children's fair at Bill Graham Auditorium, Department promotional and retirement ceremonies, March for Safety Sunnydale Projects, Everett Middle School Safety Fair, John O'Connell Resource Fair, Take Your Child to Work, the YMCA Bowl-A-Thon, the 2013 Olympic Torch Run, America's Cup, Law Enforcement Appreciation Night at AT&T Park, SF SAFE's Bike Safety Course for Kids, National Night Out events, 2013 Ragnar Relay Race, and the Grand National Rodeo in Golden Gate Park.

FUND RAISERS!

TORCH RUN
Heart Behind the Badge
Join the San Francisco Police Department in our 2013 Torch Run benefiting Special Olympics and touch the lives of more than 15,700 athletes with intellectual disabilities throughout Northern California.
Date: Monday, June 24, 2013
Time: 09:15
Location: San Francisco Union Square
Special thanks to our generous donors



Special Olympics Northern California
POLAR PLUNGE
iPolarPlunge.com



MAKE-A-WISH
GREATER BAY AREA CHAPTER



Grand ENTRANCE

Raffle/Auction
Prices: \$5 for Argonaut Hotel, Francis Hotel, Sports Basement, Beach Blanket, Memorabilia, Family Activities



march for babies

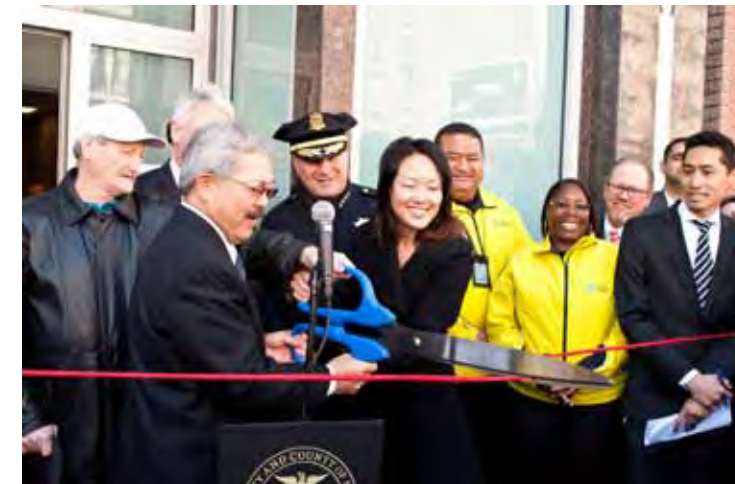




CENTRAL MARKET PUBLIC SAFETY HUB

The Central Market Public Safety Hub located at 72 6th Street opened in March with the idea of having a centralized location, a “hub,” in the 6th Street and Mid-Market area to provide services and community outreach to the neighborhood. The Safety Hub brings together law enforcement and various City agencies to improve public safety and enrich the lives and well-being of those who live, work, and visit the busy Mid-Market corridor around the intersection of 6th Street.

The officers who work out of the Public Safety Hub maintain high visibility and are more accessible to the public. Officers work closely with other City agencies, such as the Department of Public Health, Department of Public Works, Adult Probation, Office of Civic Engagement and Immigrant Affairs, and the District Attorney’s Neighborhood Court to provide needed services to the residents. Officers have developed relationships with local non-profit organizations, such as Hospitality House, the Needle Exchange Program, and United Playaz, who work in the area providing quality-of-life services to those in need.



Foot beat officers regularly attend community meetings with numerous groups in the area and interact with local businesses and residents while conducting foot and bicycle patrols. Thus far, the response from the community has been positive. Officers are told daily that since the opening of the Safety Hub, the area has greatly improved.

Businesses, including technology-based corporations, have relocated and/or renewed leases due to the thriving economy of the area. With the increase in new multi-housing projects, over 3,000 new units, along the corridor catering to a younger, more diverse population, the officers assigned to the Safety Hub continue to work together to address concerns in the area and have come up with new and dynamic ways to achieve our goal of providing a safe community.



PUBLIC SAFETY BUILDING

The original Hall of Justice was built on Kearny Street in front of Portsmouth Square. Opened in 1900, the elaborate brick and terracotta building was short-lived, burning down six years later on April 18, 1906, during the Great Earthquake. It was later rebuilt much stronger with steel, opening in 1912, remaining home to the San Francisco Police Department for over 50 years.

The current Hall of Justice at 850 Bryant was made famous by movies and television shows - remember Dirty Harry - and has been the main home of the Police Department since 1962. This multi-use facility is no longer able to serve the needs of a changing San Francisco, a fact made abundantly clear during the 1989 Loma Prieta Earthquake when the building was forced to temporarily close.

Over 50 years later, the Department is on the cusp of moving into a new facility, referred to as the Public Safety Building (PSB), scheduled to be completed in November 2014. It has been a long journey planning the new facility, which is funded through the Earthquake Safety and Emergency Response (ESER) bond. However, the painstaking plans and requirements of the ESER bond will ensure the functionality of the entire Police Department, as well as segments of the Fire Department, in the event of a major disaster.

Located in the recently redeveloped Mission Bay area within walking distance to AT&T Park, the PSB will be home to the administrative headquarters of the Department, as well as the Southern District Station. The Mission Bay Fire Station is included in the project, and the historical brick Fire Station #30 will serve as a multi-purpose facility for the Fire Department and the community. The PSB will house a state-of-the-art command center headquarters to promptly and properly coordinate public safety services in the city in the event of a major disaster or critical incident.

STRATEGY 3

DEPARTMENT RESOURCES MAKING INNOVATION HAPPEN

Invest in our employees by strengthening their professional skills and knowledge, as well as providing members with the support and resources needed to perform their duties.

TECHNOLOGY ADVANCEMENTS =

Technology - it is no longer a thing of the future, it is now. San Francisco is where many major computer software and social media companies call home, yet until three years ago, the Police Department was critically behind in implementing advanced technologies. Just two years ago, a major accomplishment was issuing department-wide email accounts to all members; something that should have been done a decade earlier.

In 2012, the Department worked on our four-point plan for improvements centered around the successful installation of the Crime Data Warehouse (CDW), a state-of-the-art information repository, as the centerpiece for the project.

Now in 2013, the Department was in the forefront of the techno frontier once again with the issuance of smartphones, complete with secure law enforcement applications, to officers in the field. The basic idea - with all the right tools and equipment in the palm of the hand, officers remain in the field where they are needed most. It is no longer necessary to drive back to a district station to write a police report, interview witnesses or victims, look at a mug shot, or search for similar crime or suspect information.

Working with the private sector and law enforcement agencies at the local, state, and federal levels, the following individual major projects needed to be successfully completed and able to interface with each other before the first smartphone was issued.



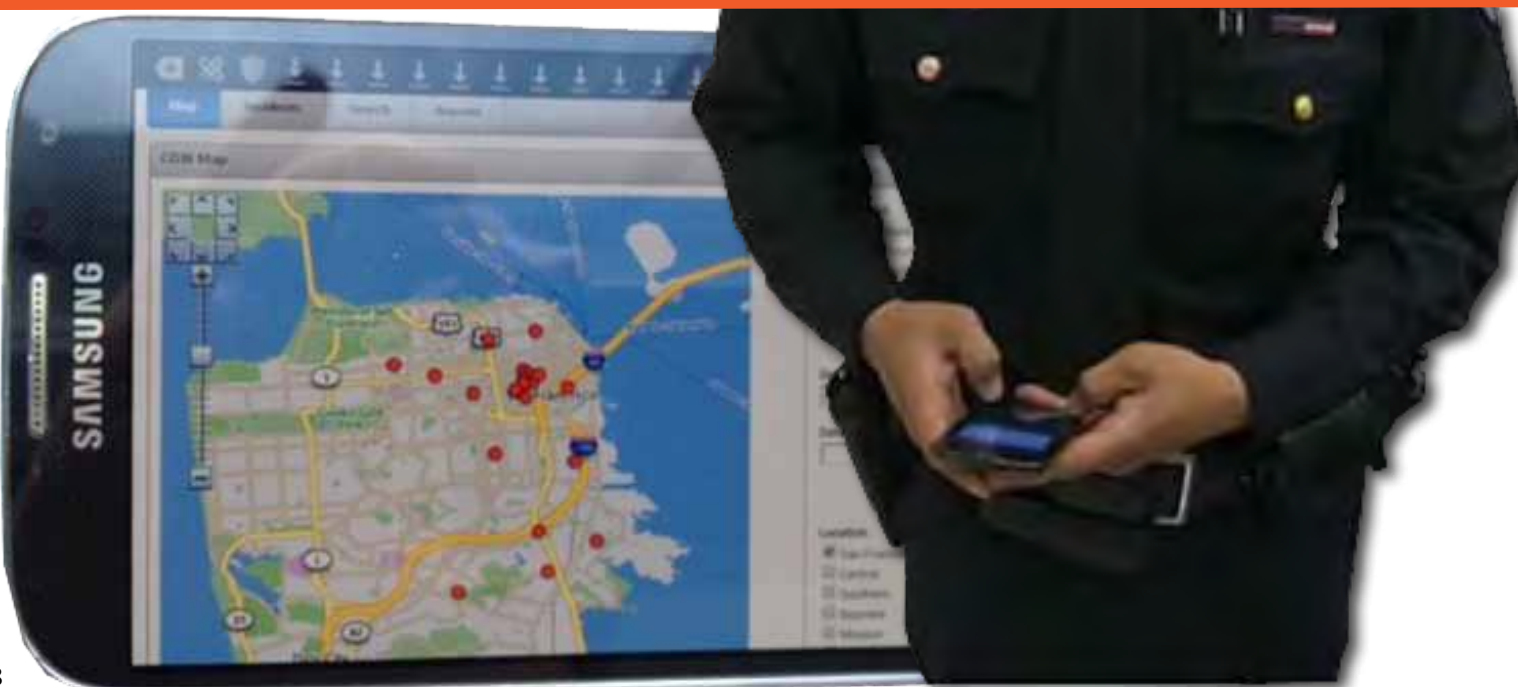
California Law Enforcement Telecommunications System (CLETS) Enabled

Partnering directly with the California Department of Justice, the Department implemented multi-factor authentication and other strong security measures to allow officers to have critical criminal history and other law enforcement data on the phone while the information remains completely secure in the event it is lost or stolen. The San Francisco Police Department was the first agency in the state to have CLETS available via a smartphone.

Without the assistance of the Department of Justice, especially the willingness of Attorney General Kamala Harris to venture outside the box, this component of the project would never have been realized. AG Harris and her staff are to be commended for their efforts.

Crime Data Warehouse

CDW, a substantial web-based application, contains all incident and other crime information reported to the Department over the past decade; information which becomes accessible within seconds of a 9-1-1 call. Additionally, officers are able to enter incidents or other criminal activity directly into CDW via the smartphone or police vehicle computer while on patrol, again, instantly available to other units.



SMARTPHONES IN THE FIELD

Cal Photo and Mug Shots

Historically, no pictures of subjects were available to officers on the street. This was a major issue as identification is critical to the quick apprehension of a suspect of a crime or for a warrant pickup. Now, officers can quickly and easily retrieve mug shots or photos available through the DMV Cal Photo application to more accurately identify a person. Moreover, if a subject has an outstanding warrant or other criminal issue, it will appear instantly on the screen providing much needed information in real time.

Email

Over the past three years, the Department issued email accounts to all officers and continues to expand the usefulness of the medium. Critical information, such as wanted suspects, time-sensitive memorandums/orders, and missing persons flyers, are available directly and instantly on the smartphone.

Historical Search

With the smartphone technology and Crime Data Warehouse, officers are now able to search between five and ten years-worth of historical crime data instantly, including similar modus operandi, suspect descriptions, and locations of crimes which can make the difference between apprehending a suspect in a current (or past) crime.

Crime Scene Photos

Past practices meant officers had to tape off a crime scene and wait for CSI personnel to arrive to take crime scene photos. During the chaos of a crime scene, things may change or get moved. Further after CSI processes a scene, it could take hours, days, or weeks before the information and photos are available to the officers and investigators working the case. With the smartphone, officers can take their own photos, immediately upload them to the incident report, making them accessible to all others through CDW instantly.

Witness Statements

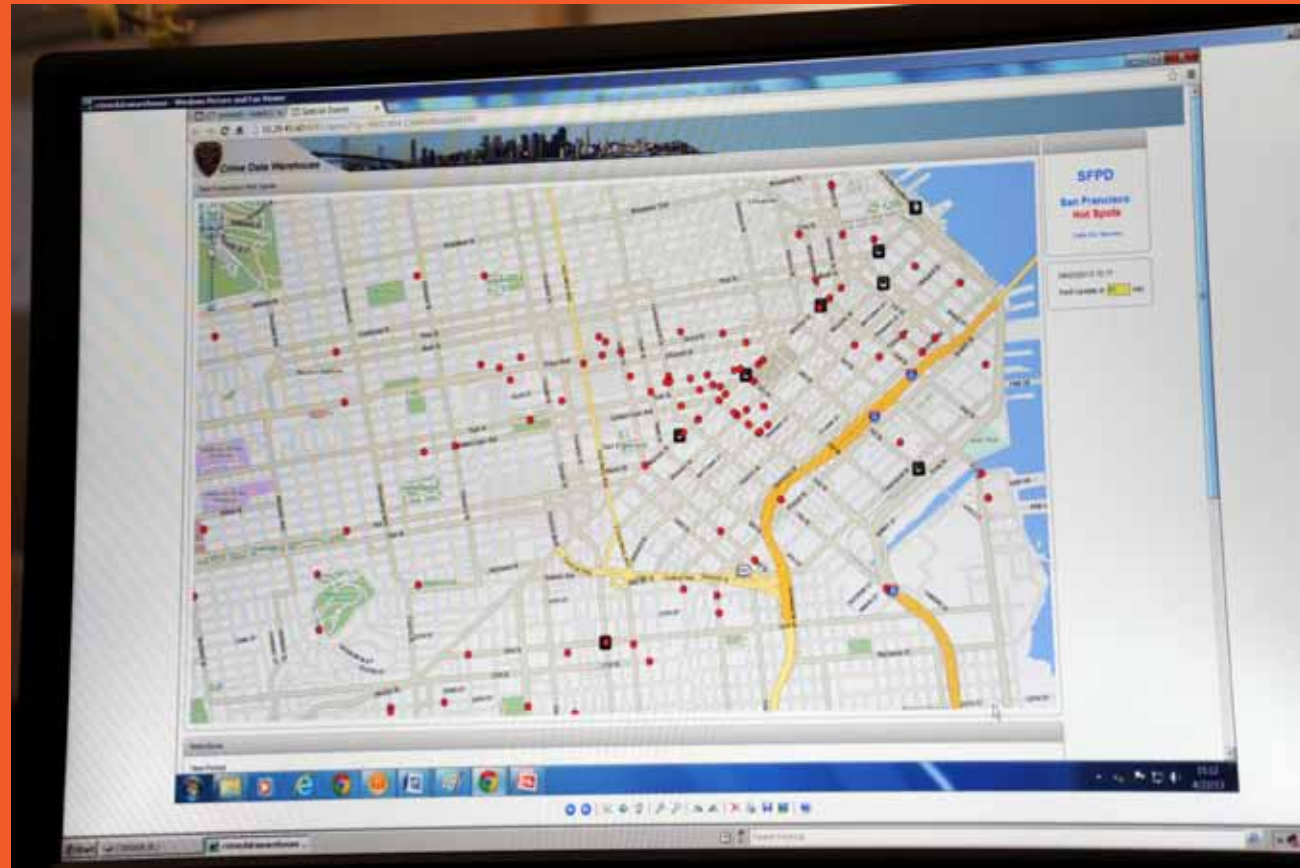
Voice recorder technology available on the smartphone is being used by officers allowing for direct and more accurate statements from witnesses.

Voice Technology

Officers use the voice recognition function of the smartphones to record report narratives directly into CDW while still in the field. Additionally, the supervisor approval function of reports is completely electronic, which allows the sergeant or lieutenant to review and approve police reports using their smartphones while still in the field.

Pretty resourceful!





CRIME MAPPING

Completed in November, the Department rolled out the new mapping capability of CDW. Used for officer placement through predictive policing, this new technology shows crimes on a map literally as they occur. Once placed, a 9-1-1 call appears as a dot on the map, with the full detail of the call available by clicking directly on the dot. These mapped crimes are accessible through CDW on all smartphones, vehicle mobile terminals, or at district stations.

This instant access to crimes as they occur offers a huge improvement in the ability to track crime patterns, to view major incidents in progress (many red dots appear if there is a major incident), and respond quickly by dispatching officers to incident locations in real time.

As a part of this initiative, all crimes are now geo-coded – meaning that only valid addresses can be entered on an incident report. This ensures that all crimes can be mapped improving the accuracy of the information in regard to the exact crime locations.

CRIME DATA WAREHOUSE GOOD GOVERNMENT AWARD

At the 33rd Annual Good Government Awards in March, Chief Information Officer Susan Merritt and her team of professionals in Information Technology were honored for their work on the Crime Data Warehouse project.

The Good Government Awards are presented to City and County of San Francisco employees who perform exceptionally in the course of their duties becoming models for other agencies and cities around the country.

The Crime Data Warehouse (CDW) team was selected for their work in building the web-based, real-time, searchable database of crime reports used by the Department. Director Merritt and her associates, Rodrigo Castillo, Alan Honniball, and Leo Solomon assembled a team to digitize police records, freeing up resources to perform other essential tasks.

This key transition resulted in a real-time search engine which is now utilized across various platforms including smartphones.



MOTOR COMPETITION 2013



On Saturday, August 3, the Department hosted the inaugural law enforcement motorcycle skills exhibition. The main event took place in "Lot A" at AT&T Park, home of the San Francisco Giants. Over 50 officers from California, Nevada, and Oregon participated in the event, maneuvering their motorcycles through timed obstacle courses.

In addition to the exhibit, the Department hosted a "Motorcycles for Kids" event. Children between the ages of 5 to 12 were invited to participate in a non-competitive bicycle event, taking turns riding through a fun obstacle course. The children were provided with safety tips for riding bicycles with an emphasis on the importance of wearing protective gear, especially helmets.

The success and popularity of the event led to plans for a follow-up competition in August 2014.

OTHER EMPLOYEE EVENTS 2013



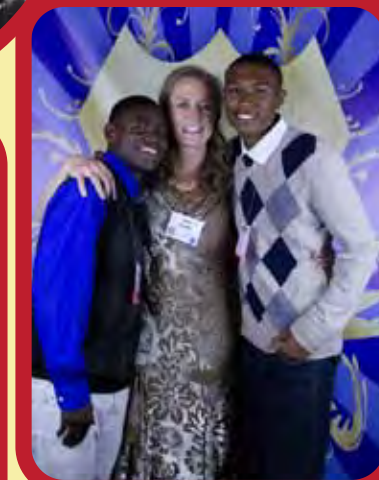
Take Your Child To Work Day



Rib Cook-Off



Fundraising Gala



Cable Car Pull



IACP Annual Conference

2013

A Year in Review

Performance with Purpose was the theme in 2012, and all members of the Department, sworn and civilian, set out from day one to accomplish - not begin - greatness. During 2013, our performance in all areas, including significant arrests, community collaborations, and public outreach, had a positive impact on the lives of those who live, visit, and work in our great City.



We made *it* happen.



BATKID SAVES THE CITY!

THE DEPARTMENT ROUTINELY PARTNERS WITH THE MAKE-A-WISH FOUNDATION GRANTING SPECIAL REQUESTS FOR CHRONICALLY-ILL CHILDREN. EARLY IN THE YEAR, THE DEPARTMENT WAS ASKED TO PROVIDE A SPECIAL WISH FOR MILES SCOTT, WHO WANTED TO BE BATMAN FOR A DAY. WHAT STARTED OUT AS A PLANNED VISIT TO THE CHIEF'S OFFICE AND OTHER SUB-UNITS, THE EXPERIENCE MORPHED INTO AN EVENT SO SPECTACULAR, IT CAPTIVATED THE WORLD CATAPULTING MILES, AKA BATKID, INTO AN INSTANT CELEBRITY. IT WAS OVER THE TOP!

Five-year old Miles is from Tulelake, a small town in Siskiyou County. He loves superheroes, especially Batman, and currently in remission, this little hero has been battling leukemia since he was a year old. On November 15, 2013, Miles became Batkid and San Francisco turned into Gotham City with the help of thousands of volunteers coordinated by Make-A-Wish Greater Bay Area, the Mayor's Office, the Police Department, and a host of City agencies, the business community, and private residents.

The event began at the Grand Hyatt with Batkid answering a call for help from Chief Suhr. Jumping into his Batmobile, a black Lamborghini, with co-pilot, Batman, Batkid rushed to Hyde and Green Streets to rescue a damsel in distress from the cable car tracks. Within minutes, the hero and his gang, including his parents and 3-year-old brother, zoomed to the next call of a bank robbery at 555 Montgomery Street. There, Batkid apprehended the Riddler in the middle of robbing the vault.

Gosh-golly, all this work has made the superhero very hungry, so a grand feast at the Burger Bar in Union Square sidetracks the entourage. But in the middle of lunch, a flashmob alerts Batkid that Lou Seal, our beloved Giants mascot, has been kidnapped by the Penguin. No fear, Batkid jumps into action, rushing to AT&T Park. Chasing the Penguin through the famed baseball park, sliding down the Coke bottle in the Promenade level, our hero finds Lou Seal tied up, making a grand rescue and arresting the culprit. Standing on the field watching the Jumbotron, Chief Suhr invites Batkid to City Hall.

As the tiny hero travelled throughout the city, the crowds grew by the thousands lining the streets with signs of support. At the Civic Center, Batkid is greeted by over 15,000 adoring fans. During the celebration, the Mayor presents Batkid with a key to the City and proclaims November 15 as "Batkid Day Forever." The FBI gives Batkid his own raid jacket, and the U.S. Attorney issues an indictment charging the Penguin and Riddler with conspiracy.

Hearts were captured by this pint-sized hero. Even President Obama Tweeted and posted his first Vine video message ever - "Way to go, Miles. Way to save Gotham." The Forty-Niners Foundation has set up the "Batkid Fund" with the proceeds going to Miles' three favorite charities; a local medical center, Ronald McDonald House, and Make-A-Wish. Entrepreneur Matt Suhr, owner of Kid Monarch Clothing and son of Chief Suhr, designed the logo and artwork for the event. Through the sales of tee-shirts and other clothing items, Kid Monarch donated over \$100,000 to Make-A-Wish. And a big heap of gratitude goes to the John and Marcia Goldman Foundation which donated over \$100,000 to Make-A-Wish to cover the costs associated with the event.

Miles remains in remission, and we will always remember this brave little superhero.

AT THE CORNER OF HYDE & GREEN STREETS IN GOTHAM CITY, THE RIDDLER HAS HATCHED AN EVIL PLAN...



POLICE CHIEF, GREG SUHR, SENDS OUT A CALL FOR THE ONE PERSON WHO CAN SQUASH THE RIDDLER'S SCHEME...



... HE CALLS FOR, BATKID!!! THE CITIZENS OF GOTHAM ARE OVERJOYED AND GATHER IN THE STREETS TO CHEER THEIR HERO!



A GRATEFUL CITY CELEBRATES! THANK YOU, BATKID!!!

WHOOOSH!!!



ZAP!

HOORAY!



MAKING **it** HAPPEN MAKE-A-WISH

TO SAVE LIVES,

@ONE KID AT A TIME



Photos courtesy The Chronicle/SFGate

After a myriad of arrests for crimes involving narcotics, robbery, weapon violations, aggravated assault, and homicides of young gang members, plainclothes Officers David Sands and John Cathey became frustrated with the cycle of violence experienced by many youth living in the Mission District. The officers, who are well known in the area by gang members, decided to take a proactive approach to disrupt gang recruitment at middle schools through intervention.

For the intervention, Officers Sands and Cathey sought the participation of at-risk youth and their families, community groups, school administrators, and Supervisor David Campos. The intervention program provided gang members a job opportunity for those who turned in their colors, offering at-risk youth an opportunity to change their lives. If a participant violates any one of the rules, they will lose their space in the job program.

In the middle school outreach program, the officers empowered the youth and their families through guest speakers who shared their experience of criminal hardships and gang life, and how they chose to change their path to success.

The success of the program relied on the trust these officers built with the participants. The officers have written a pledge for the youth-at-risk and their families, "It's all about the family, about staying out of the gang life, but also respecting and taking care of each other."

The slogan - "Family and Education Forever" - has become a badge of honor.

PINE STREET FIRE!

Northern Division officers team-up to save elderly woman from blaze

Officers Lobre, Schaefer and Ochoa saluted for heroism



On July 4 at 1:26 pm, Officer Matthew Lobre was on patrol when he saw a structure fire at 2068 Pine Street. As he arrived, a neighbor, who also saw the smoke and flames, attempted to flag Officer Lobre down to let him know there was a woman trapped in the top floor apartment. She directed Officer Lobre to the apartment in which the elderly woman was located and continued to assist other officers as they arrived.

The neighbor directed Officer Lobre to the rear staircase of the building. He could see a large wall of fire climbing up the left-hand side of the structure, and the side was engulfed with black smoke billowing from the house. Officer Lobre, followed closely by Officer Manuel Ochoa and Officer Chris Schaefer, climbed the staircase and found the door of the apartment in which the 91-year-old woman was trapped.

Upon reaching the door, Officer Lobre could hear the woman yelling for help, so he tore off the screen and kicked in the door. He asked her where she was, and she said, "In the kitchen." Officer Lobre ran into the apartment to locate the woman. Officer Ochoa could see the fire engulf the inside of the apartment, so he entered the door, followed by Officer Schaefer. Officer Lobre located the woman and dragged her from the interior of the burning apartment toward the door to safety. As Officer Lobre was beginning to suffer some smoke inhalation, Officers Schaefer and Ochoa picked the woman up and carried her out of the building away from the burning structure, leaving her in the care of medical personnel. The officers continued to fully clear the building, as well as the neighboring structures.

Both the woman and Officer Lobre were taken to the hospital. Officer Lobre suffered minor injuries including mild smoke inhalation and smoke exhaustion.



Officer Matthew Lobre is a 15-year veteran assigned to Northern Division. Officer Chris Schaefer is a 6-year veteran assigned to Northern Division. Officer Manuel Ochoa was hired by the Department as a lateral police officer on April 29, 2013. He graduated from the 236th Academy on June 21, 2013, and was assigned to the Northern Division.

CHIEF'S SUMMIT



One of the goals Chief Suhr had three years ago was to build an open line of communication among local, state, and federal law enforcement agencies through a series of training and information seminars. The purpose was to share ideas and experiences as a means to establish a “best practices” approach to critical issues facing law enforcement.

Building off the success of the past two years, the Department enlisted the help of SF SAFE staff to assist with the planning of the 3rd Annual Law Enforcement Summit which drew law enforcement executives from all over California.

The Active Shooter - the subject of this year’s gathering - was chosen as law enforcement has been faced with a nationwide trend of mass shooting incidents. In addition to recovering from the December 2012 Sandy Hook shooting, this year marked the 20th anniversary of the 101 California Street rampage that left nine people dead in a high-rise office in San Francisco on July 1, 1993. This incident sparked a number of legislative actions including the Violent Crime Control and Law Enforcement Act. Yet our country continues to be plagued by senseless killings.

The curriculum for the eight-hour event was carefully drafted to analyze these types of incidents and to share thoughts on how to prevent future violence as well as minimize the damage during such an event.

Guest speakers included Newton Police Chief Michael Kehoe, who spoke about the overall response to the Sandy Hook crime scene, what went right, what could have been done better, and the impact the incident has had on his community.



During 2013, America’s Cup returned to San Francisco for 12 consecutive weeks of racing and special events. This international racing competition represented the longest-ever Cup by both the number of days and races. The event brought tens of thousands of spectators to venues that stretched along the entire waterfront area, from the America’s Cup Village located at the Marina Green and running along the Embarcadero to Piers 27/29, presenting the Department with unique traffic and public safety challenges.

In preparing for the event, the Special Operations Bureau coordinated all public safety planning, including developing an extended deployment staffing plan. The Bureau also operated a unified command with the San Francisco Fire Department and the U.S. Coast Guard to ensure on each race day, the public enjoyed safe viewing while minimizing the impact on normal landside and waterside activities.

The collaboration with partner agencies resulted in a safe and successful America’s Cup in witness to arguably one of the best comebacks in sports history with Oracle Team USA overtaking Emirates Team New Zealand in a winner-take-all final race.

One major incident occurred during the event. Early on during practices, on May 9, an AC72 catamaran being tested by the Artemis Racing Team capsized between Alcatraz and Treasure Island, killing one crew member, Andrew James Simpson. Mr. Simpson, a veteran sailor and Olympic medal winner, was trapped underwater for at least 10 minutes. The 72-foot sailing vessel appeared to have flipped over during a 90-degree left-turn maneuver, and the left side bow went under water as the left hull snapped just forward of the beam. Support boat divers immediately entered the water to locate crew members, and the Department’s Marine 7 quickly responded, as did SF Fire personnel to assist in the rescue. As there was a loss of life, the Department was asked to lead the investigation, along with the U.S. Coast Guard.

2013 EVENTS

MAJOR FESTIVALS IN GOLDEN GATE PARK

HARDLY STRICTLY BLUEGRASS FESTIVAL



Hardly Strictly Bluegrass, a gift to the City through an endowment fund from local philanthropist Warren Hellman, celebrated its 13th year the first weekend in October. As one of the largest and most anticipated event, Richmond District Station works closely with the producers of the festival to provide a safe and secure environment. This year's attendance estimates exceed 750,000 people over the three days, filling Golden Gate Park around the six stages located at Hellman Hollow, Marx, and Lindley Meadows. This year's line-up included: Emmylou Harris, Steve Martin, Bonnie Raitt, Boz Scaggs, Chris Isaak, Vince Gill, and Los Lobos.



OUTSIDE LANDS



Over a three-day period in August, officers from the Richmond District Station ensured the safety of an estimated 65,000 people during the 6th Annual Outside Lands event which featured Paul McCartney, the Red Hot Chili Peppers, Hall & Oates, and Nine Inch Nails. Planning for the event is a year-round process. Once the festival ends, the promoter and Richmond Station take a week to evaluate what went right, what went wrong, and how things could improve. Throughout the year, the promoter attends community meetings held by the Planning Association of Richmond to solicit feedback. In response to requests from the community, a job fair was held and local residents were hired to work the event. Many of these employees will have an opportunity to be permanently hired to work for the promoter.

2013 EVENTS

CELEBRATIONS THROUGHOUT THE CITY



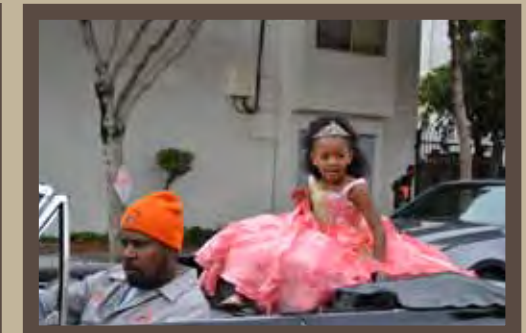
ANNUAL PRIDE PARADE

ST. PATRICK'S DAY PARADE

Italian Heritage Day Parade



JUNETEENTH PARADE



CHINESE NEW YEAR PARADE



2013 HEADLINES

SFPD responded to several critical incidents within The City in 2013, performing with professionalism and purpose

The purpose of a law enforcement agency is to provide public safety services, and the majority of this is spent responding to criminal activity. Unfortunately, as with any major city, San Francisco continues to have critical incidents and acts of violent crime, including homicides. Each incident is fully investigated with the goal

of arresting and holding the responsible person accountable. Department response to major incidents and notable homicide and violent assault arrests this year demonstrated top-notch patrol and investigative work, augmented with the assistance from the public through social media.



the crash on July 6, the efforts of the sworn and civilian members over the next week demonstrated their commitment to creating the safest airport in the nation through dedicated world class service. The day following the tragedy, not a single person from the Airport Bureau called in sick – everyone showed up for work to ensure the safety of those who pass through our airport.

We could not have done this without the assistance of the public who remained calm and understanding through the whole incident.



Asiana airliner crash Heroes in the face of disaster

The combined resources of the San Francisco Police Department Airport Bureau were put to their greatest challenge this year on July 6 when an international aircraft, Asiana Flight 214, carrying 307 people struck the seawall and crashed on the airfield during an attempted landing. What had been a peaceful holiday weekend of moderate passenger traffic instantly became a scene of chaos requiring coordinated rapid response to avert tragedy.

As the sworn members were actively engaged on the airfield, the Police Service Aides were confronted with an immediate and growing population on the Airport property. Terrified family and friends of the arriving flight passengers and crew, confused members of the travelling public who arrived to find their flights cancelled or delayed, as well as an influx of county-wide mutual aid resources and international media combined to swell the normal vehicle and pedestrian traffic. The full skill set of Police Service Aides was needed to calm distraught members of the public, coordinate evolving traffic conditions, communicate rapidly changing operational status, and keep the airport a safe area for the travelling public.

The on-duty sworn members raced to the airfield, arriving as the plane came to rest. They immediately began the rescue and triage efforts that saved countless lives. Coordinating with Airfield Safety, the San Francisco Fire Department, and San Mateo County Medical, the on-duty contingent cleared debris, carried passengers off of the burning airplane, directed the ambulatory to safety off the active airfield, and established a Unified Command Post as well as crime scene perimeters.

Over the course of the next 10 hours, these members remained on the airfield as it transitioned from a life-saving operation to a crime scene.

Over the course of that Saturday and for the ensuing week, the demands on the Police Service Aides were high. They rose to the challenge providing critical and calming service that was critical to return the operations of the airport back to normal.

While much attention is focused on the drama and immediate response of

888 Brannan Active shooter creates havoc during Jewelry Mart attack

On July 12, gunfire erupted inside the “GiftCenter and JewelryMart” located at 888 Brannan Street. Within minutes of the shots-fired call, close to 100 officers from the SFPD, California Highway Patrol, FBI, and University Police, responded to what was considered an active shooter incident, using all training and techniques available to contain this type of situation. The resulting response and coordinated efforts was an excellent orchestrated example of teamwork and mutual-aid assistance.

In the first few critical moments as the scene unfolded, it was undetermined how many shooters were involved. At the exact time of the shooting, three sworn Department members were one block away from the location returning to the Hall of Justice at 850 Bryant Street. As they drove by the location, they observed a male subject quickly walking away from the scene completely covered in blood. Not knowing if this was a victim of the active shooter, one of the officers exited their vehicle and cautiously approached the subject while the other two provided cover.

As the officer began to ask the person if he were okay, within a few short seconds, it became obvious by his demeanor this was a potential suspect. All three officers drew their weapons and verbally engaged the subject.

The suspect drew a gun, ran into the small taqueria next door to the gift center, and opened fire on the officers. As additional officers arrived on scene, the suspect continued to fire toward the officers from inside the restaurant; however, officers chose not to return fire as the store was crowded with customers. When the suspect ran out of ammunition, he surrendered to officers and was taken into custody. Although one suspect was in custody, the entire gift center, a five-story building, as well as several surrounding businesses, needed to be evacuated. Tactical teams from the Department, including SWAT and K-9 teams, as well as from allied agencies, went from business to business clearing out the customers, looking for additional suspects, and checking for victims.



Photo courtesy The Chronicle/SFGate

By 4:00 pm, just shy of two hours after the initial call, it was determined the male subject was a lone gunman, and the investigation into the cause of his behavior began. In the aftermath of the rampage, two women had been killed and a male business owner was critically wounded by the suspect who had been to the jewelry store before. Video evidence revealed a grisly scene unfold as the women heroically fought for their lives. The suspect was arrested and charged with murder and attempted murder. In addition to the gun he used during the shooting, officers found a fully loaded AK-47 in the suspect’s car parked a short distance from the scene.



DEPARTMENT OVERVIEW

San Francisco remains one of the safest big cities in America. Although a rise in crime was noted for 2013 due to the continued increase in the theft of electronic devices, homicides and other violent criminal activity, including gun violence, decreased.

Toward the end of 2012, San Francisco, as well as cities across the country, saw a spike in an emerging crime trend: the theft of mobile devices, including cell phones, laptops, music players, and tablets. One way to combat this criminal activity is to decrease the resale value of the product. Chief Suhr, along with other local, state, and federal law enforcement executives, campaigned to pass legislation which would require cell phone manufacturers to install software that would render the device unusable if stolen. Two innovative ideas of disabling phones have been discussed. By “bricking” a phone, a successful practice in England and Australia for many years, it cannot be reactivated if reported stolen. By installing software, a “kill switch,” the idea is to disable a phone if stolen. Efforts continue into 2014 as cell phone companies have been slow to support legislation.

With a full year of collaboration with other City agencies in the Mayor’s Interrupt, Predict, and Organize program, violent crime, especially homicides, declined. As part of the violence reduction plan, and as a result of the tragic and senseless loss of lives at both Sandy Hook Elementary School on December 14, 2012, and the Boston Marathon Bombing on April 15, 2013, the City and the Police Department instituted a variety of measures with the intent of preventing similar incidents. As a major city with multiple high-profile events, including marathons (Bay-To-Breakers), sporting events (major league teams, America’s Cup, PGA tournaments), parades (Pride Parade, Chinese New Year), and music festivals (Outside Lands, Hardly Strictly Bluegrass), the need to provide a safe and secure environment for the public is a number one priority. Lessons learned from these two tragic events set into motion a year of evaluating, reorganizing, retraining, and establishing advanced and effective protocols for a timely response in cases of mass destruction or a natural disaster.

Several organization and staff changes were made throughout the year to streamline activities which would allow more patrol officers back on the street. The Community Relations Unit was reorganized into the Youth and Community Engagement Unit to better serve children in the community as well as to provide more oversight of the station community liaisons. Changes to the Staff Services Division within the Administrative Services Bureau allowed for a more efficient and smooth transition of the automated payroll system toward the end of the year. And the Education and Training Division, aka the Police Academy, was redesigned into more compact and efficient sub-units to ensure adequate training of all personnel.

It is because of the commitment and dedication of not only Department staff, but those with whom we collaborate, we were able to accomplish many great things. And yes, we *made it happen.*

2013 COMMAND STAFF



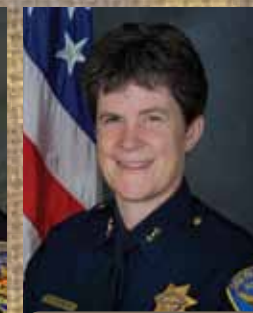
GREGORY P. SUHR
Chief of Police



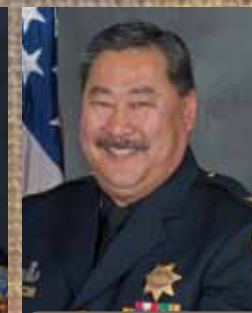
★★
MICHAEL BIEL
Deputy Chief of Staff



★★
JOHN LOFTUS
Deputy Chief, Operations



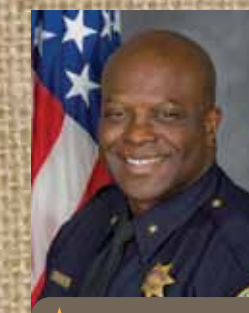
★★
DENISE SCHMITT
Deputy Chief, Special Ops



★★
DAVID SHINN
Deputy Chief, Airport



★★
LYN TOMIOKA
Deputy Chief, Administration



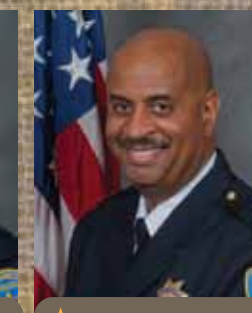
★
MIKAIL ALI
Commander, MTA



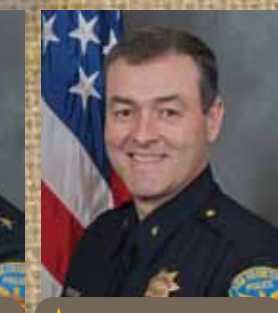
★
RICHARD CORRIEA
Commander, Airport



★
JOHN JOSEPH GARRITY
Commander, Golden Gate



★
CHARLIE ORKES
Commander, Metro



★
HECTOR SAINEZ
Commander, Investigations

2013 CRIME STATS

The Police Department's goal is simple - to make San Francisco the safest major city in the nation. In the most serious of crimes, homicide, there was a double-digit decrease over the previous year, closing with 48 homicides continuing the five-year record-low trend. Overall, Part 1 Major Crimes were up by 13 percent (11 percent for Violent Crimes, 13 percent for Property Crimes) when compared to 2012. This was due largely to the rampant theft of mobile devices, a phenomenon being seen throughout the country due to the lucrative resale value of smartphones, especially iPhones. The theft of these devices impacted several Part 1 categories, including aggravated assaults, due to the increase in the aggressive and sometimes violent behavior of the thieves.

Another trend negatively impacting overall crime statistics, not only in San Francisco but throughout the state, is an increase in robberies and other theft categories (larceny, burglary and auto theft) following the implementation in October 2011 of the Public Safety Realignment Legislation (AB 109 and AB 117). In order to relieve overcrowding and reduce costs, tens of thousands of low-level, non-serious, and non-violent inmates (including certain felony offenders) were transferred from state prisons to local county-level facilities to serve out their sentences. In addition, many of these inmates were released from custody under local post supervision rather than through traditional parole supervision, and drug offenders were ordered to participate in diversion programs, such as drug courts, as an effort to reduce recidivism.

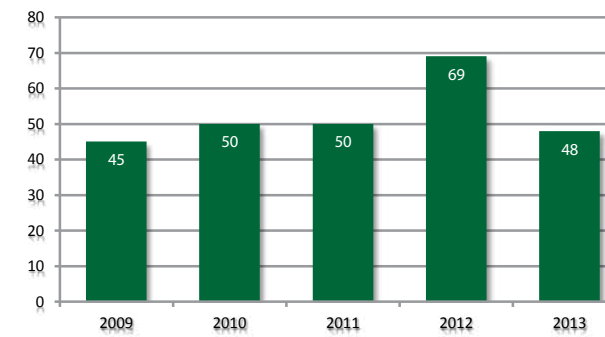
Although the Department believes in restorative justice through diversion, there was concern when unprecedented numbers of non-violent offenders were released into the community during a time when staffing levels were at an historic low. The definition of non-violent, non-serious crimes was vague, sometimes including previous felons, with a large percentage of inmates being repeat offenders committing crimes such as burglary and auto theft. The Department continues to address this trend through enforcement strategies, participation in collaborative efforts including the Community Corrections Partnerships (CCP), and aggressive recruitment practices to ensure staffing returns to the mandated level of 1,971.

Another category seeing an increase is reported rapes due to the U.S. Department of Justice's change in definition which now includes the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. Although the definition went into effect in 2012, the update to the Department's database to include the new reporting requirements was not completed until late-2012.

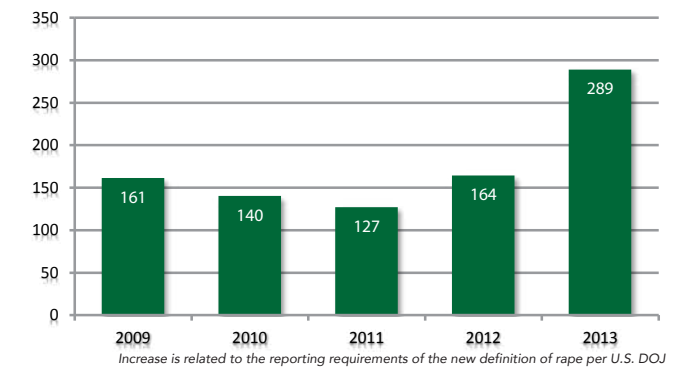


FIVE YEAR TREND Crimes Against Persons

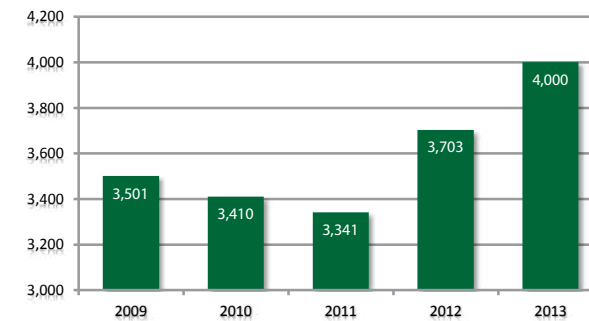
HOMICIDE



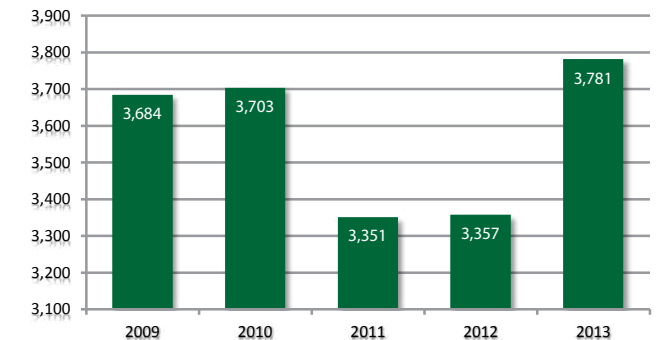
RAPE



ROBBERY

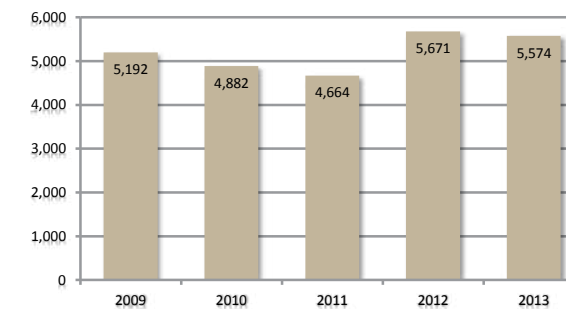


AGGRAVATED ASSAULT

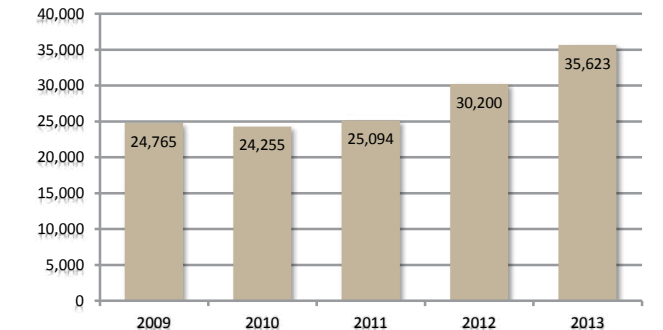


Property Crimes

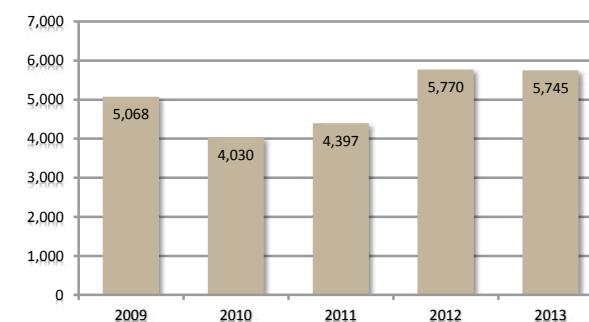
BURGLARY



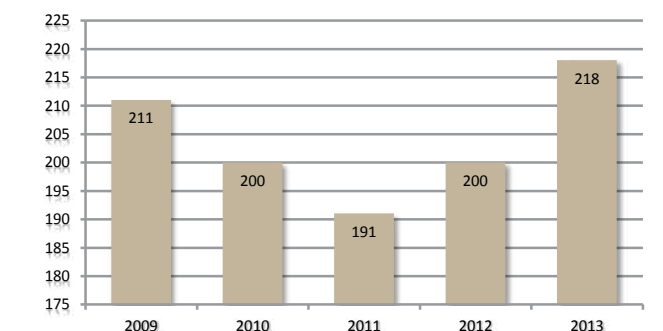
LARCENY



AUTO THEFT



ARSON



Crimes Against Persons	2012	2013	%	Property Crimes	2012	2013	%
Homicide	69	48	-30% ▼	Burglary	5,671	5,574	-2% ▼
Rape	164	289	76% ▲	Vehicle Theft	5,770	5,745	-1% ▼
Robbery	3,703	4,000	8% ▲	Arson	200	218	9% ▲
Aggravated Assault	3,357	3,781	13% ▲	Theft (All)	30,200	35,623	18% ▲
Total Person	7,293	8,118	11% ▲	Total Property	41,841	47,160	13% ▲
TOTAL PART 1 CRIMES		55,278	13% ▲	over 2012			

*Source: CompStat reporting 2012 versus 2013

HOMICIDES

DOWN

30%

from 2012

HOMICIDES/GUN VIOLENCE

The Department recognizes the importance of preventing gun violence and implemented several strategies to realize this goal now and in the future. In 2013, there were 48 homicides. Although there was an uptick in homicides in 2012, 69 total, there was a decrease in gun violence. The goal was to return the homicide rate to the three-year record low experienced between 2009 through 2011 while lowering the number of shooting victims.

By focusing on zone strategies, predictive policing, and building positive relationships with community and business members, at the end of the year, San Francisco continued the five-year reduction in gun violence. By redeploying resources to “hot zones” following a violent criminal act such as a shooting and/or homicide, retaliatory acts of violence were reduced due to the increase in police presence. Further, the Department took measures to remove guns from the street through both gun buyback events and firearms seizures.

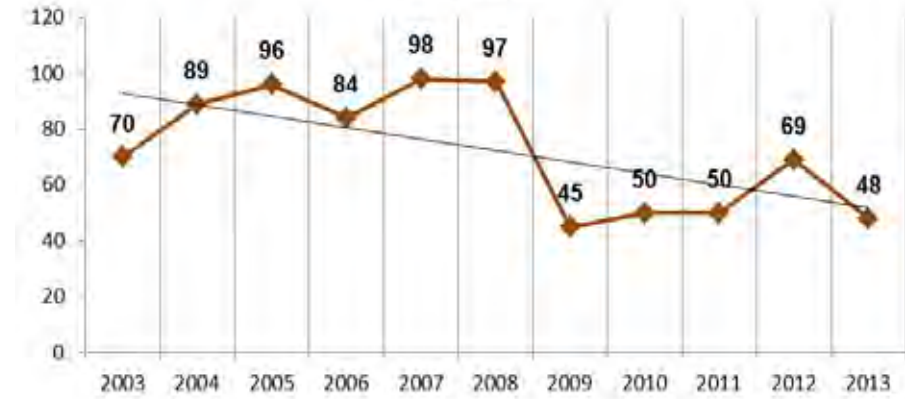
In addition to enforcement actions, the Department supported legislation, both local and bipartisan state and federal efforts, aimed at restricting the sales of guns to prohibited persons and those with mental health issues, as well as the ability to purchase semi-automatic weapons and large amounts of ammunition. Eliminating straw gun purchases, the practice of someone buying a gun for a restricted person, also was at the forefront of our efforts. Chief Suhr firmly believes that, “Any time there is an opportunity to take guns out of circulation, we need to do it. Every gun turned in is one less gun that could find its way to the streets to be used to harm someone else – less guns will always be better than more guns.”

The goal was to reduce the homicide rate by having fewer shootings.

We made it happen.

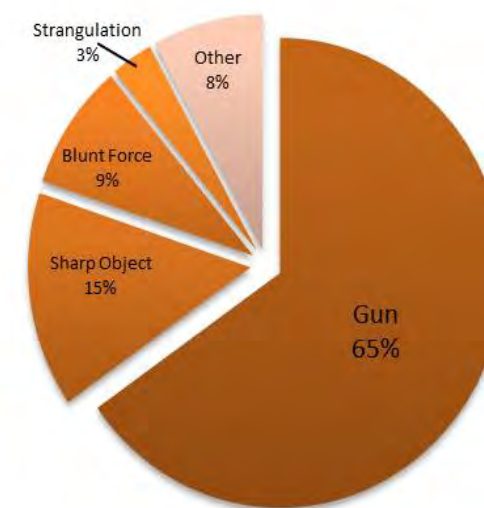
HOMICIDES

10-Year Trend



Gun Violence 2009 – 2013

Victims Injured/Killed by Firearm





CHIEF SUHR GOES TO WASHINGTON

The U.S. House Committee on Oversight and Government Reform asked Chief Suhr to attend a forum and testify before a select Congressional Committee in Washington DC on March 12, 2013. A bipartisan effort to enact legislation preventing gun trafficking and straw purchases, a group of law enforcement officials and victims of crimes committed by illegal purchased guns urged Congress to support strict gun control efforts.

Chief Suhr spoke about San Francisco's experience with gun traffickers describing an incident in which a convicted felon recruited his girlfriend and her father to buy more than 125 guns in Atlanta, Georgia. The guns were shipped to California, ending up in the hands of a juvenile, an armed robbery suspect on parole, a convicted felon, and multiple

drug traffickers. One gun was used during a bank robbery and a subsequent chase of the suspect in which a Vallejo Police officer was shot and killed, leaving behind a wife and three daughters.

Straw purchasing is a national problem pervading every major city in America. Chief Suhr stressed that the consequences of straw sales of firearms can be seen in the constant recovery of firearms in criminal and non-criminal cases where the record of ownership is not to the person found with the firearm.

Although many states have addressed the problem by enacting legislation, without a dedicated federal statute, offenders will continue to find loopholes and firearms will end up in the hands of dangerous individuals.



GUN SEIZURES/GUN BUY BACK

California has some of the strictest laws in the country in regard to the purchase of guns, both who is prohibited from buying and the type of weapon being sold. San Francisco enacted several new codes restricting the amount and type of ammunition that can be purchased or shipped into the city. As a result, Department members continue to seize a large number of weapons from persons who are not allowed to be in possession of a firearm and confiscated banned weapons including assault and large-caliber rifles.

Another tactic used to reduce the number of firearms on the street included gun buy-back events. Several non-profit organizations, in partnership with the Oakland and San Francisco Police Departments, hosted regional events

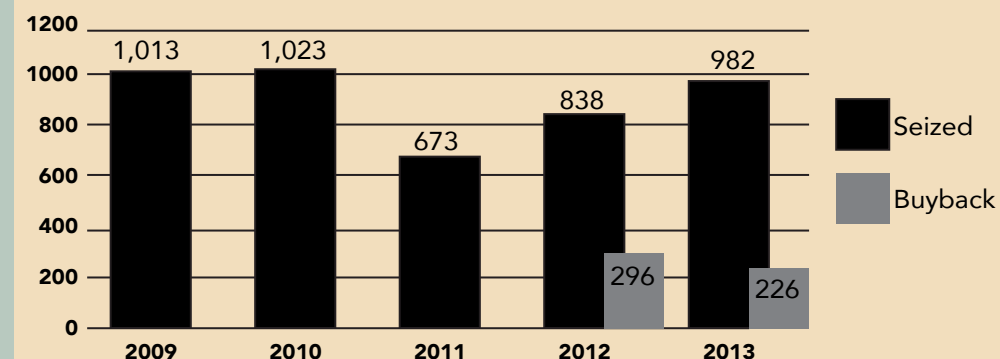
on August 8 and December 14. At both events, officers were present for the safety of participants and to inspect the firearms to ensure each was rendered safe.

The event on August 8 in the Mission District was a collaborative with District Supervisor David Campos, the Central American Resource Center (CARECEN), the Mayor's Office, and the Police Department. The event was successful with 152 weapons handed in; 70 handguns, 53 rifles, 25 shotguns, and 4 assault rifles.

On December 14, in marking the year anniversary of the Sandy Hook tragedy, four major cities in California, including San Francisco, held a gun buyback event. The City's effort was coordinated by Supervisors Malia Cohen and David Campos, the Alive and Free Omega Boys Club, CARECEN, the Community Youth Center, and the Department.

During the event, 74 weapons were turned in; 41 handguns, 16 rifles, 12 shotguns, and 5 assault rifles.

GUN SEIZURES LAST FIVE YEARS



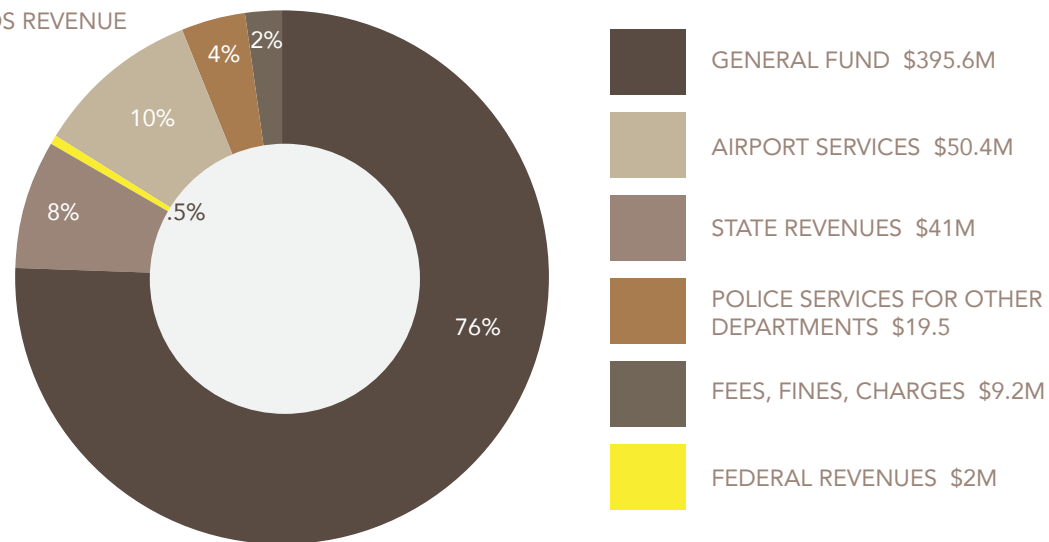
BUDGET & STAFFING

Budget

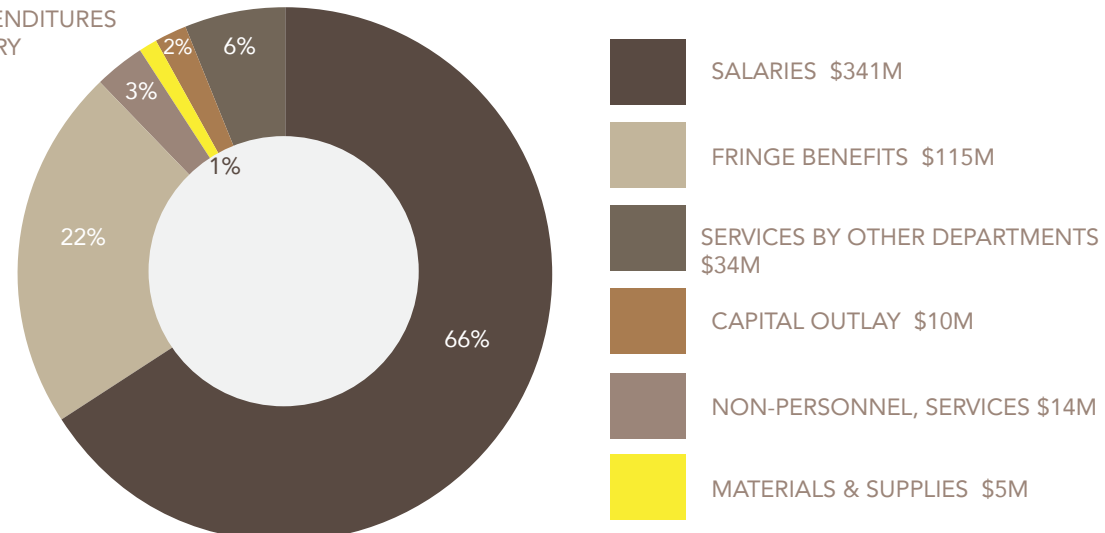
The Department's Fiscal Year (FY) 2013-14 proposed budget was \$527.6 million, which is 7.7 percent more than the FY 2012-13 budget of \$489.9 million. A significant portion of this increase is due to the rise in personnel costs, which represent approximately 88 percent of the budget.

FUNDING SOURCE	FISCAL YEAR 09-10	FISCAL YEAR 10-11	FISCAL YEAR 11-12	FISCAL YEAR 12-13	FISCAL YEAR 13-14
GENERAL FUND	\$345,158,182	\$346,464,016	\$353,986,061	\$435,515,651	\$470,720,107
NON-GENERAL FUND	\$97,014,237	\$99,016,107	\$107,821,130	\$54,430,557	\$56,848,370
TOTAL	\$442,172,419	\$445,480,123	\$461,807,061	\$489,946,208	\$527,568,477

ALL FUNDS REVENUE



FUNDS EXPENDITURES BY CATEGORY



Staffing

The Department is mandated by the City Charter to maintain a full-duty sworn staff of 1,971; a total that does not include those assigned to the Airport Bureau, on light/modified duty, or on leave, which averages approximately 300 positions at any given time. With the expiration of the Deferred Retirement Option Program (DROP) in June 2014, the Department continues to experience significant retirements, with over 150 in 2013, which negatively impacts the ability to fully staff our force.

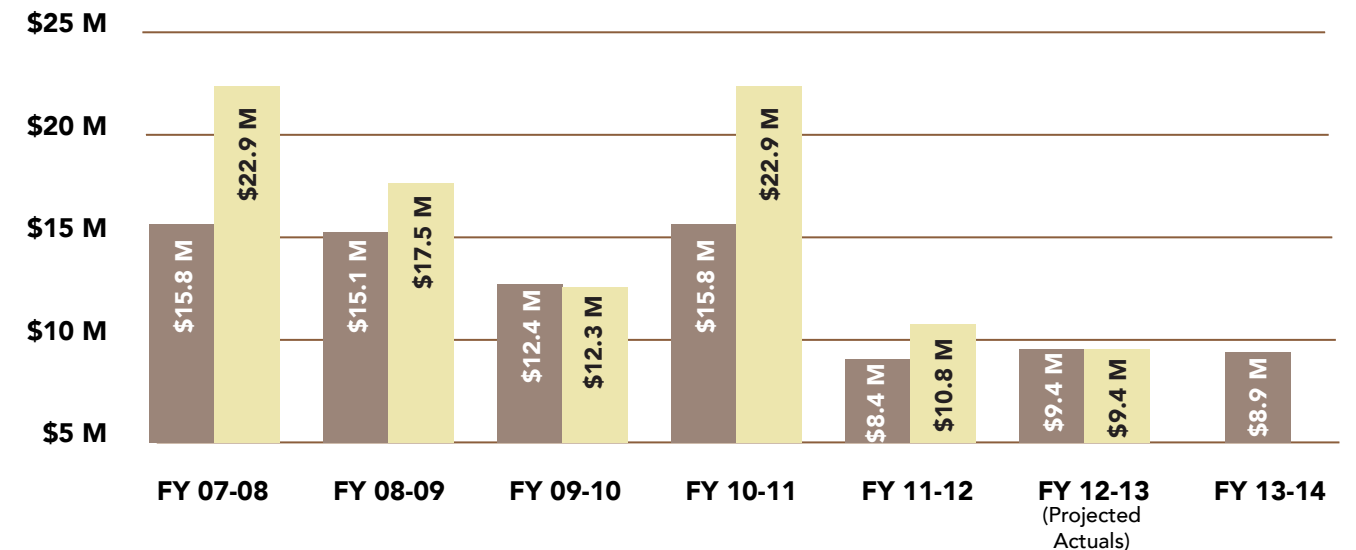
BUDGETED vs. FILLED FULL-TIME POSITIONS

FULL-TIME POSITIONS	FY 09-10		FY 10-11		FY 11-12		FY 12-13		FY 13-14	
	BUDGET	FILLED	BUDGET	FILLED	BUDGET	FILLED	BUDGET	FILLED	BUDGET	FILLED
SWORN	2,558	2,326	2,552	2,336	2,340	2,186	2,212	2,168	2,194	2,130
CIVILIAN	476	432	495	424	502	428	445	411	495	445
TOTAL	3,034	2,758	3,047	2,660	2,842	2,614	2,657	2,579	2,689	2,575
DIFFERENCE	-276		-387		-228		-78		-114	

The Department continued to adjust how it assigns officers to ensure adequate staffing levels are maintained to provide minimum safety services, as well as to staff special events and deploy officers to meet unexpected needs. One major change was adjusting shift hours worked by non-patrol sworn members from a 10-hour shift back to an 8-hour day for personnel assigned to administrative duties and 9-hour days for specialized units. This adjustment of approximately 500 officers resulted in nearly 16,000 additional days (66 full-time positions equaling \$10.5 million) – officers now available for deployment especially at night and on weekends, as well as during critical times such as special events, protests, and major incidents.

Spending on overtime continues to decline due to improved scheduling management. The Department has been able to use grant funding for overtime during specialized operations conducted by staff such as Muni/Metro security, DUI enforcement, and human trafficking investigations.

GENERAL FUND OVERTIME



BUDGET & STAFFING

HIRING

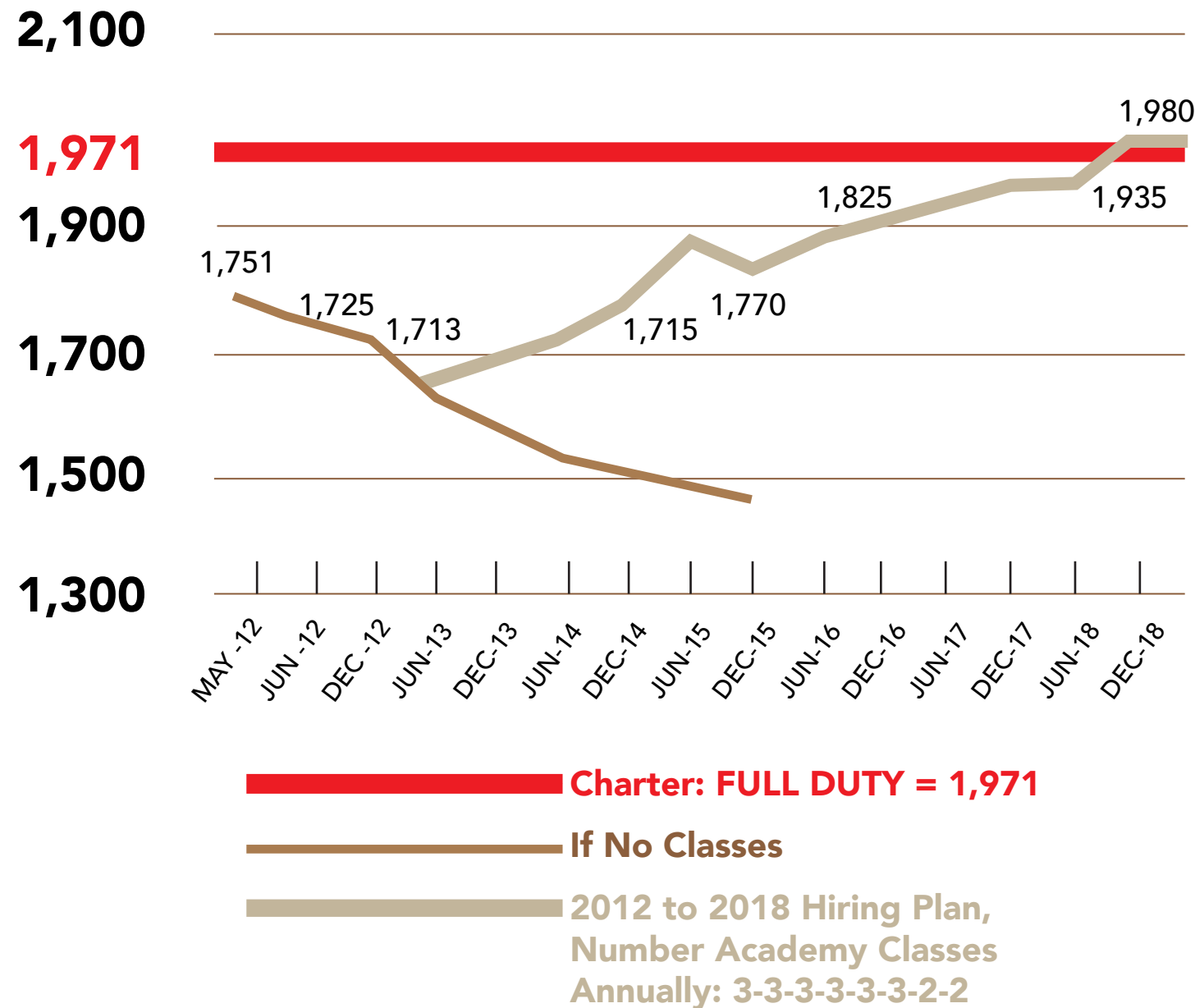
The Department's six-year hiring plan, which began in 2012, is gradually increasing the number of officers to make up for those lost to retirements, with an average of three recruit academies of 50 new hires planned per year. The hiring plan also includes a solid commitment to increase civilian hiring which will ensure there is adequate staff performing non-sworn functions. The current multi-year hiring plan will not replenish and build back the staffing level to the goal until mid-2018.

Re-Civilianization

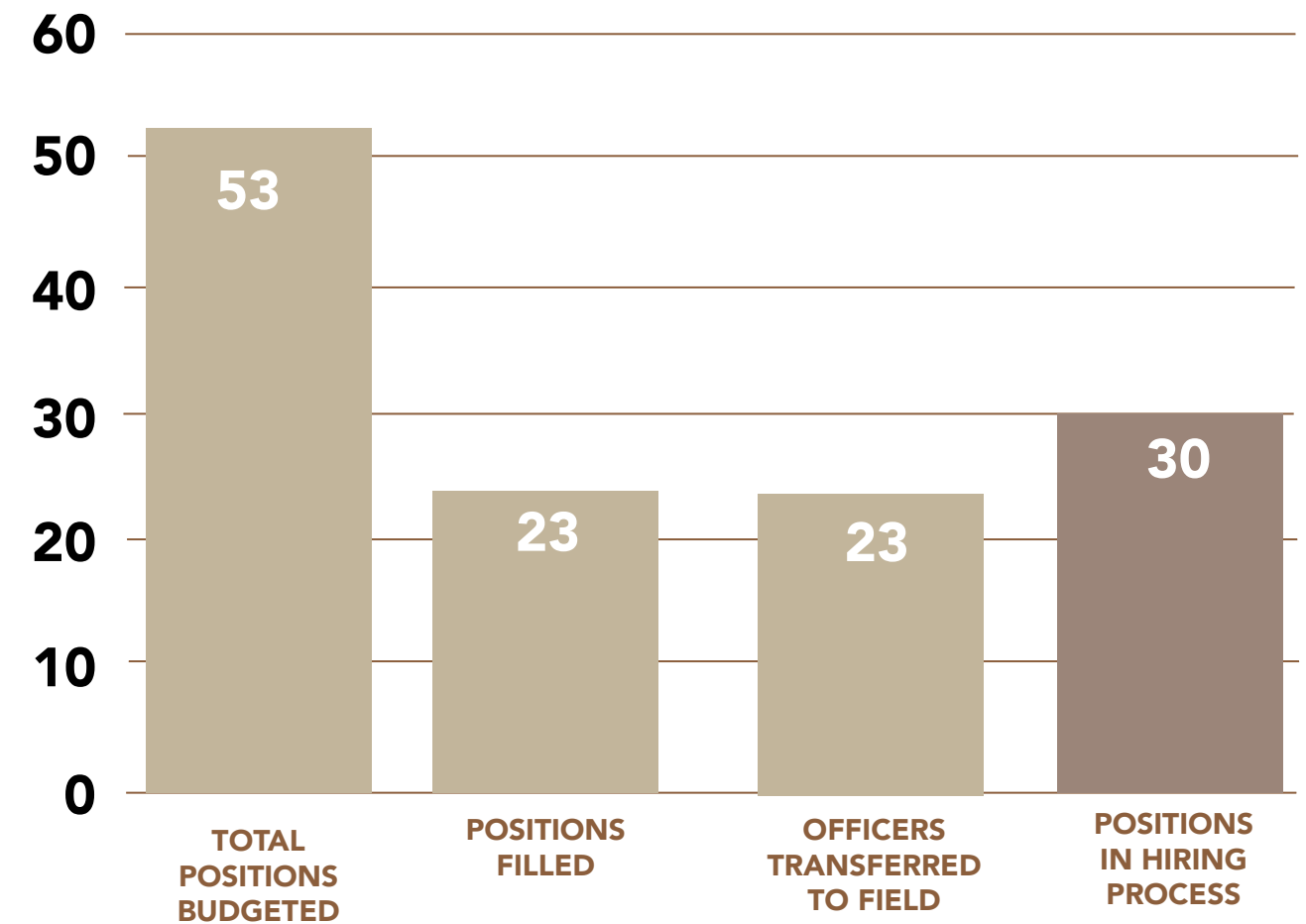
The two-year re-civilianization plan identified 53 positions where sworn officers were doing work that should be performed by civilians, and to date, 23 of those positions have been filled. The remaining 30 positions are in various stages of recruitment and/or the background process with an estimated 20 being hired by the end of 2013.

The final 10 positions, all assistant material coordinators who will be assigned to the district stations, are slated to be filled by spring 2015. These individuals will serve as the station facility manager and will assist the Department of Public Works to make needed improvements to our existing facilities.

MULTI-YEAR STAFFING PLAN TO REACH 1,971 FULL DUTY



2012-2014 RE-CIVILIANIZATION PLAN





MAKING *it* HAPPEN ADMINISTRATION BUREAU

The primary function of the Administration Bureau is to provide technical and administrative support to the Department by furnishing a wide variety of specialized services. The Bureau has the overall responsibility for fleet operations, procurement of supplies, personnel functions, technology, and forensic services. The Bureau performs a variety of services in the areas of budget management and logistical support, including the coordination of the new Public Safety Building, expected to be completed in 2014.

The Bureau strives to enhance and improve upon the quality and efficiency of the services provided. Each division within the Administration Bureau provides specific community services to Department members, both sworn and civilian, and to members of the public.

The Administration Bureau is comprised of Bureau Headquarters, Crime Information Services, Education and Training/Academy, Fiscal, Forensic Services, Staff Services, and Technology.

EDUCATION AND TRAINING/ACADEMY DIVISION

The Education and Training/Academy Division's primary function is to provide members with basic and continuing professional training. The Division's mission is to enhance professionalism throughout the Department through quality education, training, and support. Under the command of Captain David Lazar, the Division provides members with basic and continuing professional training that meets or exceeds the standards set by the California Commission on Peace Officers Standards and Training (POST). It is the responsibility of the Academy to ensure all members are trained according to state and legislative mandates and kept informed of all changes to laws and Department policies and procedures.

This past year, the Division was restructured into three units: the Basic Academy, Field Training Program, and the Professional Development Unit (PDU).

THE BASIC ACADEMY

The Basic Academy is comprised of the Recruit Training Office, Report Writing Section, Emergency Vehicle Operators Course, Physical Training and Defensive Tactics Office, and Force Options.

The Recruit Training Office: This unit is responsible for the daily training of every recruit/lateral officer who is selected for the Basic Academy. In 2013, the San Francisco Police Academy was the first police academy in California to use electronic flash drives to administer POST examinations electronically via laptops. The Academy successfully completed a POST Basic Certification course review audit which will keep the Academy accredited until 2016. In addition, the Academy completed three scenario evaluator classes for new Scenario Testing Evaluators.

The goal of the Basic Academy is to prepare recruits mentally and physically to advance into the Department's Field Training Program. This year, there were four basic recruit academies and one lateral class with a total of 202 graduates. Class 238th began their training in September and will graduate in 2014.

The recruits do more than just train to become police officers; they also are involved with the community. In conjunction with the Boys and Girls Club and the YMCA, the Academy classes held four youth engagement events including the Jamboree at the Academy and the Willie Mays Club House in Hunter's Point, and participated in community events including several backpack giveaways and toy drives. Recruits served meals to the elderly during Thanksgiving, raised funds for Make-A-Wish through participation in the Polar Plunge, ran in the Special Olympics Torch Run, and raised over \$2,000 for the SF PAL.

In addition to community involvement, for extra security following the Boston Marathon bombing, recruits were deployed to major events including the Pride Parade and Bay-to-Breakers. Three of the recruit classes completed the Coaching Corps Training, which trains new officers to become



coaches for kids involved with the Police Activities League, and each class participated in "family nights," where family members are invited to the academy for a session with the Behavior Science Unit.

Report Writing: Per POST requirements, members of the Report Writing section must successfully complete Instructor Development and the Investigative Report Writing Course for Instructors in order to be a qualified instructor at the Academy. All Report Writing staff are qualified under this new mandate, which is ahead of the curve in California. This year, in addition to teaching 80 hours of report writing to each recruit class, staff also taught report writing to the Police Service Aides and the PAL law enforcement cadets.



Emergency Vehicle Operator Course (EVOC):

The EVOC Unit is responsible for ensuring sworn members of the Department are adequately trained in the proper use of all vehicles in order to effectively perform their duties. There are 15 instructors who train and certify up to 300 officers each year. EVOC has a fleet of 28 "retired" marked and six unmarked training police cars, five support trucks, two skid cars, and oversees the driving simulators. This past year, staff spent over a hundred hours testing the new 2013 Ford utilities vehicles and a new spike deployment system for use in the field. The unit also worked with the Academy's



Video Production Unit to produce training videos relating to pursuit driving and an overview of the new Ford Police Interceptor vehicles.

The unit's staff also provides training to outside agencies including the California National Guard 95th Civil Support Team and San Francisco Water Department's Fire Response Team. In addition, the unit developed a test for new instructors and started "EVOC at the Station," where EVOC instructors go to each district station throughout the week teaching members the most current driving policies. During the holidays, members of the unit held a toy drive for St. Boniface Church collecting over 600 toys.



Physical Training and Defensive Tactics Office (PT/DT) and Force Options:

The PT/DT and Force Options Staff is responsible for training members on physical training and defensive tactics in accordance with POST learning domains. In addition, staff administers the physical fitness assessment evaluations for Department members. Starting this year, the unit was tasked with inputting

use-of-force data into a new system and ensures all use-of-force logs and reports are submitted bimonthly to accurately track statistics.

The Force Options Unit works side-by-side with the driving simulator instructors assigned to EVOC. POST mandate requires officers to complete four hours of both force option and driving simulator training every two years.

Force options and the driving simulators are scenario-based training that places recruits and officers in situations where they have to respond appropriately to maintain control of potentially dangerous situations, whether hands-on or in a vehicle. This past year, there were 35 sessions training over 1,200 members. The Academy will have a brand new Force Options Simulator in January 2014.

FIELD TRAINING PROGRAM

Upon graduation from the Basic Academy, recruits enter a 16-week Field Training Program. This program is designed to train recruit officers in the field alongside a certified Field Training Officer (FTO). The recruits are assigned to one of the seven training district stations with the goal of being a competent solo sworn officer at the end of the program. Officers continue to be monitored by staff during their probationary assignments. This unit is responsible for selecting and training new FTOs and ensures current FTOs remain up to date in their own training. In addition to Department members, staff trained and certified officers from outside agencies in basic and update courses.

In 2013, the Field Training Program monitored 214 basic and lateral officers, certified 220 new FTOs, revised the current Field Training manual, created a new FTO program for the Reserve program, and worked in conjunction with the Professional Development Unit in developing and implementing a training curriculum for Level I Reserves. The Field Training Program also began the research and development phase of updating the Daily Observation Reports into an online program.



THE PROFESSIONAL DEVELOPMENT UNIT

The Professional Development Unit (PDU) is responsible for the coordination of in-service training and professional development of Department members. The PDU is the largest unit in the Academy and is comprised of Advanced Officer/Continuing Professional Training (AO/CPT), Investigative Criminal Institute Core Course (ICI), Academy Instructor Certification Course (AICC), Lake Merced Range, Reserve Officer Program, San Francisco Police Activities League Law Enforcement Cadet Program (PAL), Auxiliary Law Enforcement Response Team (ALERT), Office of Information Technology, Community Police Academy, and the Video Production Unit (VPU). The unit is the liaison for POST courses for the Sherman Block Supervisory Leadership Institute (SBSLI), Command College, and the FBI National Academy and screens members who are interested in attending these courses, facilitating their attendance.

Collectively, the PDU accomplished numerous tasks during 2013. In January, staff coordinated with the University of San Francisco in hosting the 18th Annual Law Enforcement Leadership Symposium for Narcotics. Additional seminars and specialty courses included Dr. Kevin Gilmartin's Emotional Survival for Law Enforcement. In August 2013, the PDU assisted with the coordination of the Chief's 3rd Annual Law Enforcement Summit on Active Shooters. The PDU also held a series of training meetings in 2013 for all Department training coordinators to improve communication between the Academy and the coordinators. The PDU also brought back the promotional orientation classes and held one for Lieutenants and two for Sergeants.

Advanced Officer/Continuing Professional Training (AO/CPT):

All sworn law enforcement officers are mandated by law to complete 24-hours of advanced officer training every two years. The Department's AO/CPT provides advanced training and perishable skills updates to over 2,000 members throughout the year. In addition, the state law mandates certain training be refreshed at regular intervals to maintain proficiency and certification in particular areas including first aid/CPR, domestic violence, racial and cultural diversity, and access to the California Law Enforcement Telecommunications System (CLETS).

As a regional training facility, allied agencies attend our state-recognized AO/CPT program. This course consists of 40 hours of training, including classroom instruction and hands-on skills testing, and exceeds POST standards by 16 hours. This year, the Academy presented its first 40-hour AO/CPT training for non-sworn Police Service Aides (PSA), held 30 AO/CPT sessions for Department members, and 40 sessions of management AO/CPT. In addition, the Professional Development Unit expanded the contract with the College of the Siskiyous to include college credit and Department reimbursement on most courses over 24 hours.

Robert Presley Institute of Criminal Investigation (ICI):

The POST-certified ICI is designed to improve the effectiveness of individual investigators through the use of a contemporary curriculum. Courses are taught by specially trained investigators and subject-matter experts and are useful for all investigators regardless of their experience level. This year the Academy was able to present two ICI presentations.

Academy Instructor Certification Course (AICC):

The Academy is one of the founding members of the AICC program which started in 1997. The AICC is a competency-based instructional program that aims to establish a single, entry-level requirement for any instructor who wishes to teach at a POST-certified academy and in-service training. Its purpose is to recognize demonstrated competency levels in education and training experience for each instructor, which in turn improves the overall professionalism, quality, and effectiveness of law enforcement training. This year, the Academy held five Instructor Development Courses, validated 427 active academy instructors, and trained 48 new Department instructors.



Lake Merced Range: Range staff ensures all sworn members are proficient in the use of their assigned firearms. The Range trains Arson investigators from the SF Fire Department, qualifies retirees twice a month, and facilitates the gun exchange that goes along with anyone in an officer involved shooting. This year, the Range trained over 200 recruits and lateral officers during the Basic Academy with a 99 percent success rate. Every Department member qualified for their bi-annual qualifications which includes pistols, shotguns, extended range impact weapons (ERIW), patrol rifles, and malfunction drills. Staff also trained 200 in-service members for plainclothes shooting and patrol rifle POST-certified courses, assisted with the gun buy-back events, and supported a successful Urban Shield SWAT Competition in October by distributing simunition weapons. In addition, the first Firearms/Chemical Agent Training Manual for the Department was drafted following POST Learning Domain 35 guidelines, which took over three months to complete.

The Reserve Program: The unit oversees the current roster of 26 Reserve Officers who volunteer for our Department. This year, the Reserve Officer Program held its first physical agility test and oral interview for candidates. Currently the program is developing a Department manual and working in conjunction with the Field Training Program to establish a 400-hour Field Training Program for Level I Reserves.

The Office of Information Technology: This unit is the liaison between the Academy and the Department's Technology Division. Staff is responsible for training members in the use of new information systems and technological advances, most notably the new eMerge payroll system and the smartphone. In August, eMerge replaced many of the City's existing payroll systems. Between September and October, IT staff trained 639 Department supervisors on the use of the new system, staying open as late as 1:00 am to accommodate members who work night shifts. With the deployment of smartphones in the field, over 1,400 members were trained in their use by the IT staff.

The Video Production Unit (VPU): The unit is in charge of managing, creating, and producing our Department's multimedia. Whenever there is a large event, Lynn Hayakawa, Omied Far, and Tom Dean will be there with cameras to capture the moment. This year, VPU created 16 videos including EVOIC Interceptor, Domestic Violence Cases for victims with Limited English Proficiency, Tourism Safety, Chief Messages, Youth Engagement Radio Code 421, Fund Raising, Graduations, Terrorism Liaison Officer training, roll call, and report writing videos.



THE CRIME INFORMATION SERVICES DIVISION

The Crime Information Service Division (CIS) provides a variety of support to members of the Department, as well as to the public and partner agencies. The current Commanding Officer of the Crime Information Services Division is Captain John J. Feeney who is responsible for the efficient and effective operation of four units including, Records Management, Crime Analysis, CompStat, and Property Control.

The Records Management Unit's primary responsibility is to receive, scan, and distribute all incident reports. The majority of these incident reports are prepared by members. However, outside agencies working in San Francisco also submit reports, and members of the public are able to prepare and submit reports via the Department's online reporting tool. All incident reports are entered into a database, and the information is made available for statistical purposes as well as by request from members of the public. The Records Management Unit processed nearly 140,000 incident reports during 2013.

The Crime Analysis Unit (CAU) provides support to Department members through mapping, collecting, analyzing, and disseminating information on crime pattern detection, crime/suspect correlations, target profile analysis, and forecasting potential crime trends and patterns. The CAU also compiles and analyzes data received from the Records Management Unit for a variety of requests and reports. Staff provides statistical data for the monthly and annual state and federal reports, including to the California Department of Justice and the FBI for inclusion in the Uniform Crime Reporting annual report.

Among the nearly one thousand requests fulfilled by the unit this year included public safety information for 29 different colleges and universities under the Federal Jeanne Clery Act. In total, the CAU fulfilled over 300 requests for crime information for these schools. Colleges and Universities are mandated to provide this information to the students, their families, and anyone requesting such data.

The CompStat Unit compiles criminal and administrative statistical information provided by the Records Management Unit and other sub-units and utilizes this data to prepare profiles used for monthly information sharing meetings. The data assists command staff and captains evaluate the effectiveness of current crime strategies. The information also assists members with examining existing crime issues, as well as helps in the development of new crime reduction strategies and the allocation of resources. Proven and successful strategies are identified and shared with other commands to address similar or overlapping crime problems in other areas of the city.

The Property Control Unit maintains the integrity of all evidence and property entrusted to their care. Additionally, the Property Control Unit oversees the Department's radio inventory, uniforms, and the stars worn by sworn members. The Property Control Unit operates four different locations for the storage of over 300,000 items of evidence.

In 2013, over 58,700 items were booked into evidence including 736 bicycles, 1,464 firearms, 13,000 narcotics evidence envelopes, and over 1,300 prescription medicine items for disposal. Of the 1,464 firearms booked, 539 were from gun buy-back programs. Over 800 various firearms were melted down this year and another 2,900 guns, including older department-issued weapons, are scheduled to be destroyed.

Of the 736 bicycles booked into Property, 264 were booked as evidence, 85 were booked as found property, and the remaining 387 were held for safekeeping for persons who were arrested. The unit continued its practice of donating bicycles to various non-profit organizations through the SF Human Services Agency with over 250 bicycles being donated when efforts to find the owners failed.



FISCAL DIVISION

The Fiscal Division is responsible for the development and oversight of the approximate \$527 million budget, accounting for all revenue and expenditures of the Department. In addition, the Fiscal Division is responsible for assisting in and responding to audits from federal, state, and local agencies. With 14 full-time civilians, the Division is comprised of four units; Budget, Accounting, Grants, and Storeroom.

The Budget Unit is responsible for the overall administration of the Department's budget. Staff monitors revenue and expenditures to ensure compliance with the adopted budget and reviews overtime usage on a bi-weekly basis for compliance as required by City ordinance. Staff completes important, difficult, complex, and sensitive analytical work that has substantive impact on the operations of the Department.

The Accounting Unit is responsible for processing all payments to vendors as well as interdepartmental work orders. The unit also processes all employee reimbursements and is responsible for procuring all equipment and supplies for the Department.

The Grants Unit identifies reviews, prepares, and submits grant proposals to secure additional funding for equipment and personnel. Grant proposals are written and submitted throughout the year in coordination with Command Staff, the Police Commission, and the Board of Supervisors. When grant funds are received, the unit is responsible for implementing, managing, and monitoring compliance with grantor requirements.

The Storeroom Unit manages the procurement of all supplies needed by the department personnel and distributes the items to district stations and specialized units.



FORENSIC DIVISION

Comprised of the Crime Scene Investigations Unit (CSI), the Crime Lab, and the Identification Bureau and staffed by civilian and sworn personnel, the Forensic Division uses technology and science to assist in the investigations and prosecution of criminal cases.

The Crime Scene Investigations (CSI) section supports the investigative needs of the Department through the methodical collection, preservation, and documentation of evidence and crime scenes. CSI members are sworn police officers who have the necessary training and skills to collect and analyze latent fingerprints, conduct firearms trajectory analysis, blood splatter analysis, and DNA collection. CSI includes the Photo Lab, the Video Forensics Unit, Computer/Cellphone Forensics, and the Forensic Sketch Artist. In 2013, the Crime Scene Investigations Unit processed over 50 major crime scenes, identified over 230 individuals through latent prints, produced over 100 composite sketches for investigative purposes, processed over 400 vehicles at the CSI tow yard facility, collected/processed over 300 pieces of video evidence, and forensically examined over 200 cell phones and 100 computers, tablets, and laptops.

The unit successfully completed several projects including partnering with the Crime Lab for the "Introduction to Forensic Science" program for San Francisco students and implemented the web-based calls for service reporting/tracking system. The unit's goals for 2014 include using digital crime scene diagramming technology to reduce on-scene time, the use of video and computer forensic tools to complete examinations, and to improve efficiencies in evidence processing through best practices and technology.

The Crime Lab is staffed by non-sworn personnel who hold college degrees in specialized sciences. The Crime Lab's primary function is the scientific, forensic analysis of evidence in support of the investigation of criminal cases. The Crime Lab is accredited by the American Society of Crime Lab Directors (ASCLD) and conducts analysis in three scientific disciplines: DNA, Firearms Analysis, and Forensic Alcohol. The Crime Lab partners with Department investigators utilizing scientific methodology to identify perpetrators of crimes and supports and evaluates the equipment used in DUI investigations.

This past year, a program was implemented that allowed members of CSI and the Crime Lab to meet regularly to increase communication between those collecting and those examining evidence. This allowed the units to identify opportunities that would increase quality and efficiency, answer questions that come up routinely both in the laboratory and out in the field, and to provide members of each unit with a better understanding of each other's job duties.



The DNA Lab space expansion project undertaken this past year resulted in six additional work stations being added, which improved and increased both the microscope work space and DNA screening area. The sexual assault case turnaround time average improved by almost 50 percent; from 19 weeks to 10 weeks. Outreach in the community included an education extension program, "Introduction to Forensic Sciences," which was provided to local community

high school students. The goal was to provide an opportunity to interact in practical forensic science application and encourage youth in the pursuit of a career in the sciences. In addition, members of the unit fielded a Crime Lab team for the San Francisco Women Against Rape group awareness march/fundraiser, and the Lab's team was the second largest fundraiser for this event.

Identification (ID) Unit is a 24-hour operation staffed by non-sworn personnel with the primary function of management of the Department's criminal history record database. Responsibilities include ensuring the proper collection and reporting of criminal activity/history of individuals through unique, biometric information, implementation and Department-wide deployment of the Automated Biometric Identification System (ABIS), court registration of individuals, the sealing of criminal history records, identification and confirmation of fingerprints for the purpose of identification, and court room testimony.



The unit processed more than 2,400 applicants through LiveScan fingerprinting for the background and hiring process for the Department, as well as for the Sheriff's Office and the Courts, and another 40,000 criminal LiveScans were completed. In addition, the ID Unit processed more than 3,500 sex, arson, and narcotics registrations, which are required by law, and more than 2,000 deceased subjects fingerprinted by the Medical Examiner's Office during the past two years were processed.

The unit completed several equipment and technological upgrades throughout the year. The new biometrics technology, called 3M Cogent ABIS (Automatic Biometric Identification System), was implemented allowing the Forensic Division to begin an extensive advancement in crime-solving possibilities for the Department. The project included the full deployment of the 3M Cogent ABIS in the ID Unit and CSI with four fingerprint repositories for adult and juvenile criminals, permit applicants, and deceased fingerprints. All Identix LiveScans were replaced with 3M Cogent LiveScans with the capability to capture photos, fingerprints, and palm prints. All district station "PID" systems were replaced with the 3M Cogent WEB-ID system making identifications by fingerprint possible in less than 30 seconds. The new techniques now require capturing palm prints of all arrestee's in the interest of helping CSI solve crimes related to latent palm prints. Finally, the AFIS network was connected to rest of the Department's main network system through a secure firewall allowing for mug shots to be available on all computers, laptops, and smartphones.



STAFF SERVICES

The Staff Services Division is responsible for the overall management and direction of Human Resource programs to include consultation and advice to the Chief, Command Staff, and members of the Department of Human Resources while coordinating with the Fiscal and Internal Affairs Divisions on hiring, spending plans, disciplinary processes, and Public Records Act requests. By working in partnership with Recruitment, the Academy, and the Examination Unit, the goal is to ensure adequate staffing levels are met.

The Division is charged with the implementation of the Department's multi-year recruitment and hiring plan for sworn and civilian personnel, including the implementation of the ongoing civilianization efforts. The Division also is tasked with the day-to-day services dealing with managing the complex payroll system and maintaining confidential personnel records and labor relations. This Division is comprised of eight separate sub-units.

The Background Investigations Unit is responsible for conducting extensive background investigations for all employees hired by the Police Department. Although the majority of background investigations are for sworn members, the unit also completes these investigations for civilian members, volunteers, and contractors who will be performing services within Police facilities.

These background investigations are essential to ensure all employees meet the California Police Officer Standards and Training (POST) requirements and measure a candidate's integrity, as well as other relevant factors. In addition to performing background investigations, staff reviews submitted applicant packets, provides orientation information to candidates, conducts triage sessions to determine initial eligibility, and facilitates the processing of new hires.

This past year, the unit reviewed and processed over 1,000 submitted background packets for the positions of sworn police officer and civilian police service aide. As a result, the Department was able to fill three entry-level police officer, two lateral police officer, and one police service aide academy classes - a total of 183 sworn officers and 15 civilian police service aides.

The ADA Coordinator is responsible for the Department's compliance with the provisions of the Americans with Disabilities Act. The ADA Coordinator routinely meets with injured workers who request accommodation under the ADA provisions in liaison with the City Attorney's Office and State of California.

The Behavioral Science Unit (BSU) is a confidential unit which provides and coordinates psychological support and education to all members, as well as their dependents, of the Department. The unit provides crisis intervention, peer counseling, and referrals to a licensed group of police specialty providers. The BSU staff advises and consults with command staff on the impact of psychological issues, mitigates the negative effects of incident trauma on Department members, and assists with the evaluation and rehabilitation of members involved in the Department's General Order 11.11 program. The Peer Support Program is recognized as a national model for law enforcement and provides critical incident debriefings as mandated after officer involved shootings and other critical incidents whenever requested.

The BSU administers and oversees the Employee Assistance Program, the Catastrophic Illness Program, Stress Unit (alcohol and chemical dependency), Critical Incident Response Team, Hostage/Crisis Negotiation Team, Peer Counseling Program, and the Police Chaplains. This past year, BSU was contacted and visited by eight outside law enforcement agencies and one fire district to gather information for their respective departments. Staff trained 34 new Peer Support Team and eight new Critical Incident Team members. Throughout the year, BSU staff responded to 5 critical incident callouts, 16 hostage/crisis negotiations, and made 7,590 contacts and/or referrals to the Peer Support program.



Fleet Operations is tasked with purchasing, outfitting, and maintaining vehicles for both general purposes and emergency operations for the Department. Currently there are 1,290 vehicles in the fleet inventory ranging from black-and-white cruisers, unmarked vehicles, vans, trucks, trailers, motorcycles, bicycles, and water vessels. Fleet staff maintains a motor pool for daily usage and oversees the maintenance, repairs, and refueling of the vehicles, including annual smog checks and registrations.

This past year, Fleet began to implement the vehicle replacement proposals with new marked emergency vehicles. In addition, staff handled 186 collision cases with \$123,408 in collision cost recoveries with the City Attorney's Office and was successful in eliminating the need for passenger vans to be inspected by the CHP for a savings of over \$24,000.

The Injury and Illness Prevention Program (IIPP) is committed to promoting health and safety among all members pursuant to the California Occupational Safety and Health Standards, Title 8, Section 3203. The various tasks of the office are performed in close liaison with the Police physician, the ADA coordinator, the Department of Public Health's industrial hygienist, and representatives from CAL/OSHA. Many of the responsibilities of the IIPP staff are to ensure screenings and vaccinations are completed for Hepatitis B, tuberculosis, and influenza. In addition, staff oversees the distribution and maintenance of AED devices at all Department facilities and conducts workstation ergonomic evaluations when requested.

This past year, IIPP coordinated and implemented a protocol for all police vehicles to store a plastic needle deposit tube. The assigned industrial hygienist and IIPP staff conducted hazards communication and chemical safety training for facility coordinators, vehicle maintenance officers, and Crime Scene Investigations members at the academy. In addition, the unit coordinated the annual flu vaccination clinics at multiple locations for members.

The Medical Liaison Unit monitors work-related employee injuries for all members and acts as a link for Department members with Workers Compensation, the Retirement Board, the City Attorney's Office, and the District Attorney's Office. Staff works closely with command staff, supervisors, the Police physician, and the ADA coordinator regarding medical issues, processing return-to-work requests, and the coordination of any needed reasonable accommodations. The unit also is responsible for coordinating and tracking all modified duty assignments for injured and light-duty members and assists in the coordination of appearances before the duty evaluation committee to determine duty stats.

Throughout the year, staff processed approximately 668 Workers Compensation claims, with 584 members needing medical treatment for their work-related injury, 271 were processed to remain off work for their injury, and 132 needed to be assigned to temporary modified duty positions during recovery from their injuries.

The Payroll Section is responsible for various functions necessary to ensure the accurate compensation for nearly 3,000 Department members. Staff works in conjunction with the City Controller's Office to process the thousands of hours worked by members during their shifts. Although processing payroll is a difficult job for any business, it is especially difficult for a 24-hour emergency operation such as a police agency. Members routinely work overtime, are on call to appear for court duty, and work special assignments; all activities needing to be entered into the system and accurately tracked for accounting purposes.

At the direction of the City Controller, all City agencies were required to implement eMerge as the primary payroll database. Payroll Manager, Belinda Chin, and her staff diligently worked to implement eMerge, with the main training phase beginning in September and a go-live date of April 2014. The Department currently uses a payroll system, HRMS, at all of its stations and sub-units. Currently, when payroll is submitted by the various units, Payroll staff has had to re-enter the hours into the City's main system. The implementation of eMerge will end the need for double data entry which will reduce human error and will eliminate staff overtime in the Payroll Unit as data will only need to be validated from the main payroll database.

The Permit Office processes hundreds of permit applications and is responsible for maintaining thousands of files for permit holders. Once a permit application is submitted, staff works closely with several other City agencies during the permit issuance process to ensure all the necessary approvals are received before a permit is granted at a public hearing. Permit staff administers tow truck and pedicab applicant exams, and conducts hundreds of inspections yearly to ensure compliance of permitted business.

Last year, Permit staff processed 875 applications and took in a total of \$791,821. An email address, sfpdpermits@sfgov.org, was developed to facilitate the permit process and allows for a more efficient tracking of our efforts. The application processing system has been completely overhauled and has effectively streamlined the issuance process.

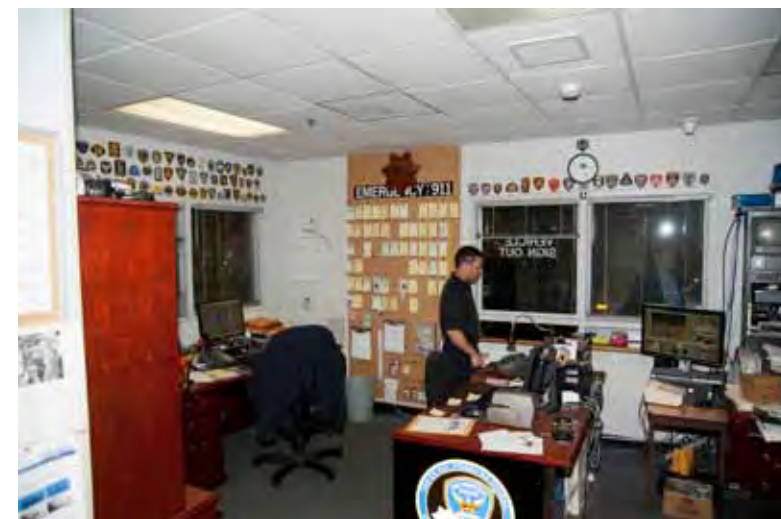
The Police Physician oversees the health of members. The doctor is routinely tasked with coordinating formal responses from private physicians as they relate to industrial and non-industrial injuries and illnesses. The Police Physician reviews medical restrictions of those officers returning to work in a modified-duty capacity and certifies all police officer applicants as medically fit to perform the duties of a police officer, as well as newly promoted employees.

The Personnel Section is responsible for various human resource functions, including processing new hires, promotions, requests for a leave of absence, separations, maintaining personnel files, secondary employment requests, statistical records management, and the distribution and transfer of personnel. Staff participates in and advises management on the negotiation and implementation of the collective bargaining agreements between the City and the various employee groups.

In 2013, Personnel processed 183 sworn new employees, facilitated 112 sworn promotions, completed the separation of 22 sworn employees, and assisted with 161 sworn retirements. In addition, staff processed civilian paperwork including 31 new employees, 11 promotions, reclassification of three positions, separation of nine employees, and assisted with the 10 retirements.

TECHNOLOGY DIVISION

The Technology Division provides all communication and information technology support services to the Department. The major focus this year included the acquisition and deployment of smartphones to officers in the field. However, the Division continues its aggressive approach to identify and implement new technology solutions to improve policing efforts. The Division reviews, researches, and advises Command Staff on a multitude of technology advancements that may be of benefit to the Department.



This year, in addition to providing improvements to existing equipment, both software and hardware, staff members worked on identifying the technological needs for the new Public Safety Building scheduled to open in November 2014. In addition to the issuance of smartphones, staff completed several major projects including implementing new facets to the Crime Data Warehouse such as crime mapping.

A more detailed description of the accomplishments of the Technology Division for 2013 can be found beginning on Page 28.

MAKING *it* HAPPEN AIRPORT BUREAU

As the lead law enforcement agency for the San Francisco International Airport, (SFO), the San Francisco Police Department is dedicated to making SFO the safest airport in the country. The members of SFPD Airport Bureau embody SFO's core value of making Safety and Security our first priority by delivering world class law enforcement services with impeccable customer service to everyone who visits, uses or works at this vital city resource.

San Francisco International Airport is a world transportation hub serving a cosmopolitan and diverse community, consisting of the traveling public, visitors, tenants and employees. The unique and highly visible environment presents a potential target for terrorism and disaster, as well as the challenges of traditional law enforcement.



SFO IS A STATE OF THE ART AIR TRANSPORTATION FACILITY

which enjoyed steady growth in passenger traffic in 2013, with total passengers served reaching 44 million. More than 120,000 passengers move through the airport on any given day, served by an around-the-clock work force of 30,000 airport and vendor employees. More than 200 retail locations including bars, restaurants, bookstores, clothing boutiques, high-end electronics, rental car companies, and specialty craft stores conduct business seven days a week on the 5,171-acre facility. On an average day, 1,200 flights are coordinated by the air tower from the 59 airlines operating at the Airport. All sizes of general aviation and commercial aviation aircraft ranging from two passengers to more than 500 passengers per aircraft operate on a daily basis. An additional 40,000 metric tons of U.S. mail and 340,000 metric tons of cargo were processed through SFO in 2013. The airport is linked to the Peninsula and the City of San Francisco via two major freeways, BART, CalTrain, and SamTrans. More than 3.5 million cars used the airport lots and garages in 2013.

As a vital part of San Francisco's economy and critical infrastructure, SFO is considered a high-threat target on the West Coast. The resulting challenge to the Airport Bureau is the prevention of a terrorist incident. By interacting with the public in a professional and courteous manner, staff is able to remain vigilant in recognizing potential threats, and more importantly, increase the level of service provided to our customers. By working together with local, state, and federal agencies, the Bureau processes and monitors information relating to terrorist activity and develops emergency operation plans to deter or eliminate potential threats.



PATROL DIVISION

The Patrol Division has the main responsibility of policing all the buildings and roadways of the 5,171 acres of Airport properties that border three cities. The officers at the Airport Bureau are the first law enforcement officers most travelers come into contact with when they arrive at SFO.

Officers patrol throughout the 3.5 miles of the terminals on foot, bicycle, and Segway. Radio cars and motorcycle officers provide coverage on the approaching and surrounding roadways, the terminal roads, the airfield, and the parking structures and lots throughout the facility. The Patrol Division has twelve highly trained EOD Canine teams conducting daily screenings of U.S. mail, the four terminals, and both parking and cargo facilities.

Officers work closely with the San Mateo Sheriff's Department, the FBI, U.S. Customs and Border Patrol, Drug Enforcement Administration, Transportation and Safety Administration, and other local and federal law enforcement agencies to enforce all applicable laws.

As the largest Category X airport in Northern California and the seventh busiest airport in the United States, the officers assigned to SFO bear the great responsibility of protecting this jewel of San Francisco's infrastructure.

TRAFFIC DIVISION

The Airport Bureau Traffic Division is the first line of defense for the San Francisco International Airport. The Traffic Division has the largest number of personnel of any unit in the Department and the members play a critical role in the safety and security of the traveling public, citizens and employees at SFO. The unit is comprised primarily of uniformed Police Service Aides and their Supervisors. These dedicated individuals ensure the safe and smooth flow of vehicle traffic on the roadways, staff all exterior checkpoints for the airfield, and inspect and control all vendor deliveries to the airport facility. These members are the embodiment of customer service as they work with the public to ensure a smooth flow of pick up and drop offs for passengers. The PSA's also provide the first line of defense for the terminal by monitoring and moving traffic at the curbs, consistently and fairly enforcing safety protocols and TSA regulations with a vigilant eye to preventing a terrorist act.

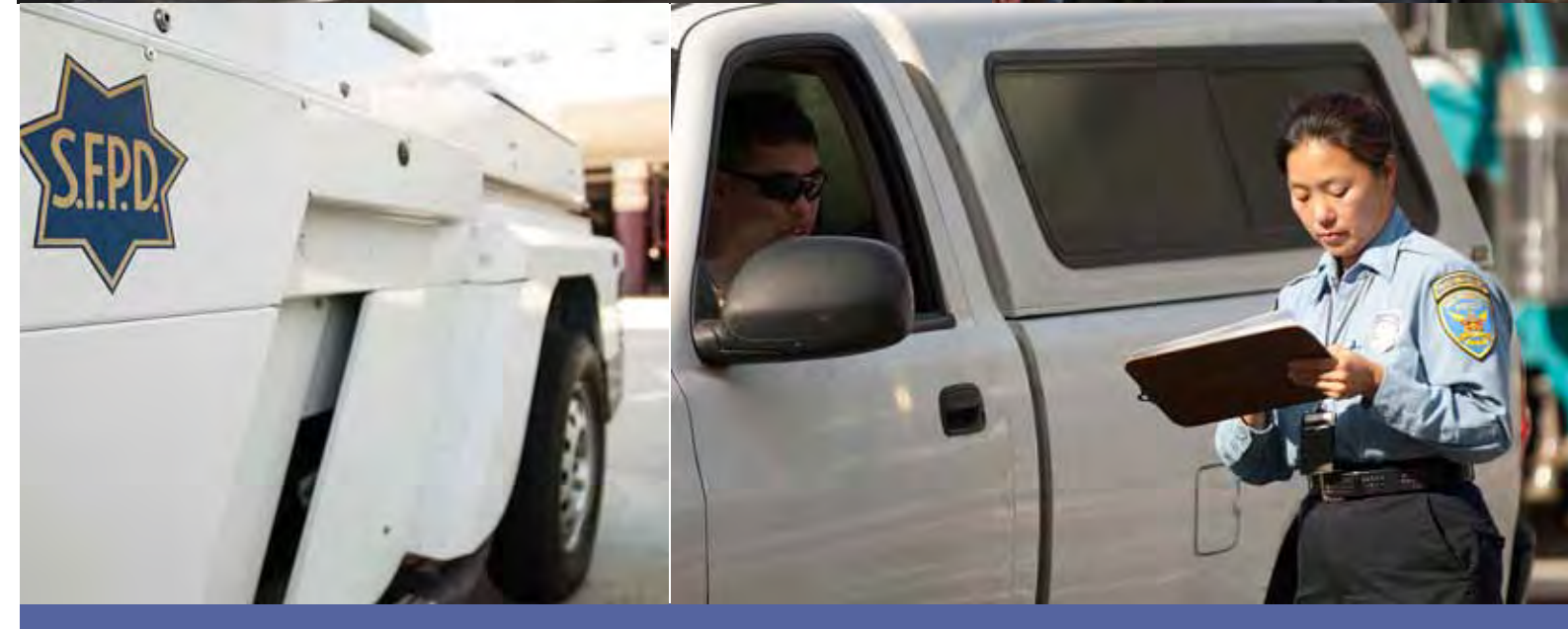
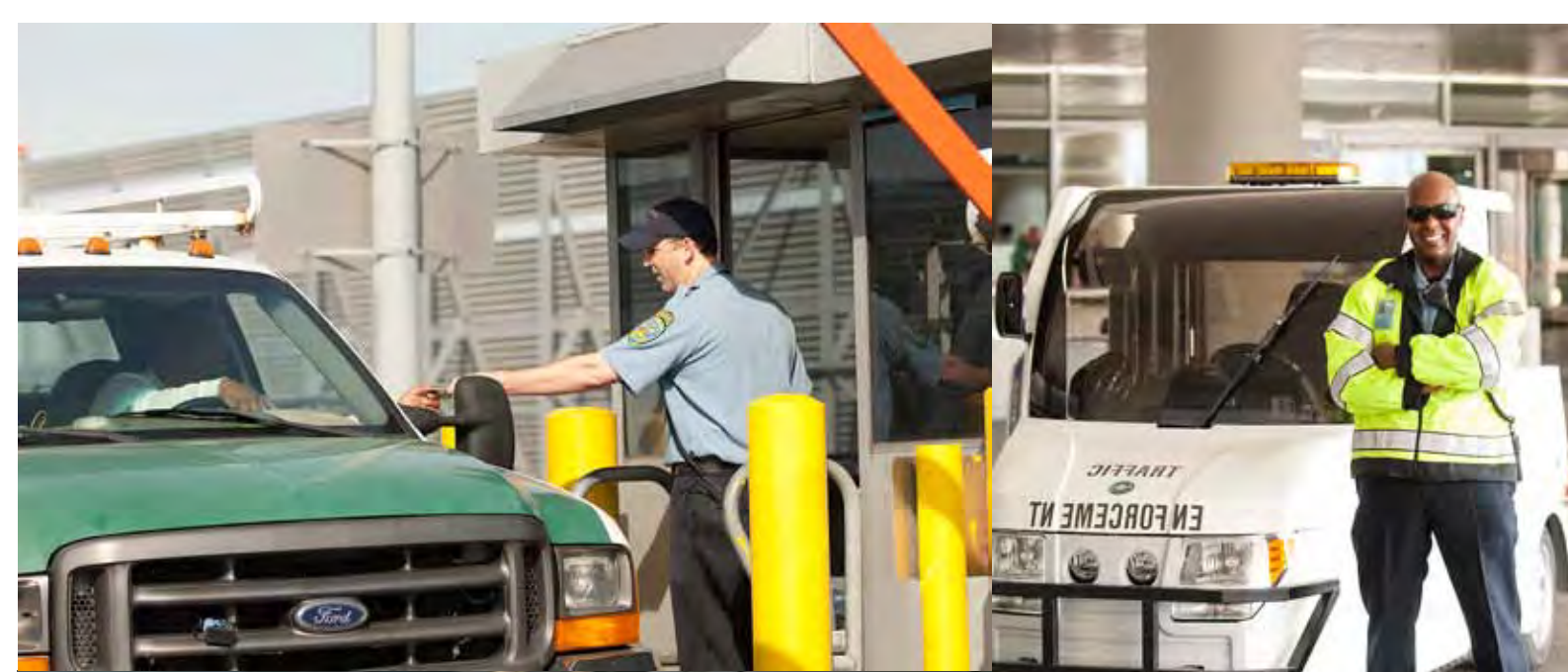
The Police Service Aides are among the most visible enforcement arm at SFO. One of their functions is to ensure that traffic flows at SFO and that there are no violations of safety protocols and TSA regulations especially as regards the approximately 38 million vehicles and their occupants who travel the SFO roadways annually. The Police Service Aides are supervised by a cadre of PSA Supervisors, selected from the PSA ranks for their leadership, experience and knowledge of all facets of the San Francisco International Airport. The current PSA Supervisory staff has a combined experience of over 140 years of service at SFO.

A Solo Motorcycle contingent is assigned to the Traffic Division to ensure the motoring public safely uses the roadways. These motorcycle officers provide rapid response to accidents and congestion points, as well as monitor and assist the flow of traffic on and off airport properties from the adjoining Freeways and City streets. Their duties include collision investigations, enforcement action and escorts for visiting dignitaries. Top priorities for unit enforcement include speeding violations and distracted driving by cell phone use, two behaviors known to contribute to vehicle collisions. Reducing these behaviors on Airport property through directed enforcement creates safer driving conditions throughout the Bay Area.

Unique to the SFPD Airport Bureau are the duties and responsibilities carried out by the officers of the Ground Transportation Unit. The members of this unit perform enforcement actions on unlicensed, unregulated "for hire" vehicles to assure that the traveling public's entire journey is a safe one. In this mission they work closely with the Airport Administration, San Mateo County Sheriff's Detectives, the California Public Utilities Commission and other outside agencies. They perform daily enforcement actions as well as large scale inspection and sting operations.

The combined resources of the SFPD Airport Traffic division work to create a safe and secure environment for the travelling public and employees of the international airport.





ADMINISTRATIVE SERVICES DIVISION

The Airport Police Administrative Services Division is tasked with ensuring that members of the Bureau have the tools, procedures, and plans in place to carry out the safety mission. The Division includes oversight of all facilities, the fleet, and the Airport Range. Policy matters are addressed through drafting and issuing protocols via written directives. Investigations are advanced through the Records officers who provide video review of the Airport's vast video monitoring system. Frequently through patient review of crime reports along with hours of video captured by the Airport, the Records officers locate and identify criminals providing critical leads and evidence. Members of the Administrative Services Division oversee a robust internship program, tailoring a unique and valuable experience for young adults seeking a career in law enforcement.

THE SFPD AIRPORT BUREAU SPECIAL SERVICES UNIT consists of three separate and uniquely different enforcement and investigative teams: the Airport Dignitary Protection Detail, Cargo Task Force, and Drug Enforcement Agency (DEA) Unit.

THE SFPD AIRPORT BUREAU DIGNITARY PROTECTION UNIT

This unit coordinates all dignitary and VIP arrivals and departures involving security protection at SFO.

The unit plans and facilitates the safe movement of all dignitaries, high profile individuals, professional sports teams, individuals under witness protection, and prisoner transports throughout the Airport.

The unit coordinates details with U.S. Secret Service, the U.S. Department of State's Diplomatic Security Service, the U.S. Marshall's Office, FBI, CIA, U.S. Military Forces, the White House, the California Highway Patrol, the Mayor's Office, foreign consulates, and other local law enforcement.

THE CARGO TASK FORCE UNIT

A plainclothes team, the Cargo Task Force Unit is made up of sworn police officers and San Mateo County Sheriff deputies. The team investigates every form of theft related to or that may involve the Airport.

The unit investigates property theft aboard planes, baggage thefts along the carousals, shipment thefts from cargo facilities, and tracks the activities and movement of organized theft rings throughout the Bay Area. The team, in cooperation with the Airline's Corporate Security, conducts sting theft operations and embezzlement investigations.

At the end of 2013, the Cargo Task Force reviewed 412 cases, closing 243 of these. Another 149 cases were actively investigated with 26 cases leading to arrests and prosecutions.

THE DEA TASK FORCE

A multi-agency unit, the DEA Task Force works to interrupt the flow of illicit narcotics and currency moving through the Bay Area by means of commercial transportation.

Department members work in concert with DEA Agents and San Mateo County law enforcement agencies. Task force members use a multifaceted approach in their daily routine including plainclothes operations, protracted sting operations, and consensual contacts with possible narcotic couriers utilizing these transportation centers. The task force keeps an active liaison with train and bus station personnel, hotel employees, storage facilities, and overnight delivery companies in the greater Bay Area in an attempt to identify and locate drug and money couriers.

This year, the Department added an additional K-9 asset to the task force which has proven a highly effective means of interdiction. During the 2013 fiscal year, our Task Force opened 193 cases and seized \$7,336,806 of suspected drug proceeds.

A group of people, including children and adults, are on a white sailboat on a body of water. They are all wearing life jackets and have their arms raised in the air, appearing to be celebrating or cheering. The background shows a city skyline across the water. The text 'MAKING it HAPPEN CHIEF OF STAFF' is overlaid on the top left of the image.

MAKING *it* HAPPEN CHIEF OF STAFF

The Office of the Chief of Staff provides administrative support to the Chief of Police and is responsible for the oversight of the Youth and Community Engagement Unit, Media Relations Unit, and the Risk Management Division.

Youth and Community Engagement

This past year, as a commitment to the Community Policing philosophy and to better serve the public, especially our youth, the Community Relations Unit was restructured into the Youth and Community Engagement Unit (YCEU). YCEU is responsible for building and fostering positive relationships with community and business groups to establish and maintain open lines of communication between police and those we serve. The Unit is divided into five areas: Limited English Proficiency Services, Police Specials, Recruitment, Community and Youth Programs, and Wilderness Program.



YOUTH AND COMMUNITY PROGRAMS

YCEU ensures the Community Policing philosophy is delivered through a myriad of services to our community, concentrating on youth programs. Officers assigned to this specialized unit coordinate and participate in youth-related activities, including the Future Graduates and Summer Interns.

Staff also represents the Department by participating in community-sponsored events relating to promoting the health and safety of our children. The Department remains active in the Mission Education Project (MEPI), the Garden Project, and Operation Dream.

Officers assigned to the Wilderness Program work with at-risk children providing an opportunity to participate in variety of outside activities. This year, over 1,000 children enjoyed outdoor activities sponsored by the Department, including backpacking trips, day hikes, and river rafting. The program is currently overseen by one officer; however, over 100 officers assisted with the planned events, including several multi-day adventures.

LIMITED ENGLISH PROFICIENCY

For nearly 16 years, the San Francisco Immigrant Rights Commission (IRC) has been a champion for the inclusion and integration of San Francisco's immigrant residents and workers.

All City departments are committed to providing monolingual and limited-English proficient individuals with equal access to City services, programs, and timely information in languages other than English. An officer assigned to YCEU ensures compliance with the Language Access Ordinance, which was enacted in 2001, and prepares the annual reporting requirements.



RECRUITMENT UNIT

As a proactive outreach team, Recruitment officers provide information to the public to promote the Department as an attractive and competitive choice for those seeking a career in law enforcement.

In order to meet the goal of the six-year hiring plan, the Department must actively recruit qualified candidates to attend the Department-sponsored police academy. Two officers assigned to the unit coordinated advertising campaigns and participated in over 90 job fairs and community events, both in the city and throughout the state, this past year.

Recruiting efforts focused on high schools, community colleges, technical/vocational institutes, universities, military bases, career expos, veteran hiring events, and community events.

As part of their efforts, the unit uses traditional and social media tools. Advertisements are run in the monthly district stations captain's newsletters which are emailed to thousands of community members.

Starting in November, the City and County of San Francisco started the continuous application process, with over 7,900 applications being submitted the last months of the year.



MEDIA RELATIONS

The focus of the Media Relations Unit (MRU) is to provide police-related information to the various print, television, social, and radio media in a timely manner. The unit strives to establish a positive, professional, and responsible relationship with the media based on honesty, understanding, and trust.

During major incidents and events, staff coordinates press conferences, interviews, and issues press releases in order to meet the deadlines of the various news outlets.

MRU staff is tasked with keeping the various social media and technology sites up to date, and more importantly, instantly during major incidents in an effort to not only provide information, but to seek the public's help whenever it is needed.

Information relating to the Department is accessible on our traditional website, through

Facebook and Twitter, as well as video postings on YouTube and Vimeo. Several cases this past year enlisted the help of the public to locate missing persons or suspects in criminal cases such as assaults and homicides. A suspect in a shooting on a Muni line in August was solved within 24 hours due to video of the suspect being uploaded and broadcasted on social media sites and through traditional television news outlets.

This past year, we were saddened with the loss of Media Relations pioneer retired - Lieutenant Neville Gittens. Lieutenant Gittens worked in Media from August 2002 to October 2008, and was essential in revitalizing and establishing the unit as a vibrant and effective source of information for the public and news media. Much of the protocols and policies instituted by Lieutenant Gittens during his time in the unit are still being used today. We will miss our friend.



RISK MANAGEMENT DIVISION

The Risk Management Office (RMO) oversees the Internal Affairs Division (Administrative and Criminal), the Equal Employment Opportunity (EEO) Unit, the Legal Division, and the Professional Standards Unit,

THE LEGAL DIVISION

Members assigned to the Legal Division are responsible for ensuring the Department complies with all the applicable laws and legal requirements imposed by local, state, and federal mandates. The Division monitors litigation in which the Department, its members, or the Chief is named and works with the City Attorney's Office on civil litigation matters. The Legal Division consists of three sub-units:

Court Liaison Unit: Receives and processes subpoenas and deals with other court-related processes for the Department.

Legal Unit: Provides legal support and guidance to Department members and assists in the defense of lawsuits and claims against the Department.

Brady Unit: The unit is responsible for the review of personnel files and identification of police employees who may have material that is subject to disclosure per Brady v. Maryland.

INTERNAL AFFAIRS DIVISION

Two units within Internal Affairs are responsible for investigating both criminal and administrative allegations against police officers, as well as assists with officer involved shootings. Staff investigates cases that involve officer misconduct and officer-involved shootings.

THE PROFESSIONAL STANDARDS UNIT

To ensure excellence in law enforcement by increasing professionalism and by maintaining high levels of accountability within the Department, the Professional Standards Unit oversees two very distinct units; the Early Intervention Auditing System (EIS) and the Written Directives Unit.

Early Intervention System Unit: As a proactive approach to ensuring accountability, the Department uses the EIS to increase officer performance and strengthen supervision. The EIS approach is consistent with the Community Policing philosophy and contributes to a positive community-police relationship.

Written Directives Unit: Assists in developing, publishing, and distributing policies and procedures issued by the Chief of Police. In 2013, the Unit issued 267 Department Bulletins and amended three General Orders.

The Equal Employment Opportunity Unit: Staff ensures all employees are afforded equality in the workplace. Members are encouraged to come forward when violations occur. This section conducts training on EEO workplace issues for Department members and investigates violations of Department policy under General Order 11.07, "Discrimination and Harassment."

THE OFFICE OF THE CHIEF OF POLICE

As the head law enforcement executive, as well as a City Department Director, the Chief has a staff working directly with him to coordinate his schedule, prepare him for meetings, and to ensure all assignments and deadlines are met.

In addition to civilian administrative assistants, there are three sworn members to provide a secure office environment and who are available to assist visitors and answer telephone calls relating to police services.

In addition to a myriad of responsibilities, these members coordinate the attendance of Command Staff to major events such as the biannual Captains qualification and ensure the Department is represented at various public events including parades and festivals.



MAKING *it* HAPPEN SPECIAL OPERATIONS

The mission of the Special Operations Bureau is to provide support to the basic patrol functions of the Department through the deployment of supplemental Tactical, Traffic, Homeland Security, Honda, Mounted, and Marine assets, as well as serving as the command center for planned and unplanned events. The Bureau contains the Municipal Transportation Administration/Traffic Company, the Tactical Company, the Homeland Security Unit, and the Department Operations Center. The Bureau also acquires and manages grant-funded equipment and training, which enables the Department to meet its obligation to prevent and respond to terrorist acts, as well as assists the City in recovery from natural and man-made disasters.



THE DEPARTMENT OPERATIONS CENTER



Central to the support that Special Operations provides is the daily work carried out by the staff of the Department Operations Center (DOC). The DOC serves as the nerve center for the Department. Officers and non-sworn staff who are trained in National Incident Management Systems (NIMS) protocols monitor Field Operations Bureau activities and worldwide events 24 hours a day. On a daily basis, they provide immediate notification to Command Staff of developing field situations, as well as requesting and deploying supplemental investigative or scene management resources.

During 2013, the members of the DOC set up a Unified Command for multiple special events as well as for planned and unplanned civic demonstrations. Utilizing NIMS, DOC provided coordination among multiple local, state, and federal agencies, along with private sector partners, to provide command, control, and

communications over complex events. DOC regularly hosted representatives from the Northern California Regional Intelligence Center (NCRIC), the San Francisco Fire Department, the San Francisco Sheriff's Department, DPT, DPW, the U.S. Coast Guard, the FBI, and the CHP, as well as local law enforcement agencies from throughout the region.

Among the exciting events managed under DOC's Unified Command in 2013 were the Bay-to-Breakers Race, the America's Cup Racing, and Critical Mass, as well as crowd management for large-scale celebrations, parades, and rallies. While simultaneously managing daily operations, DOC sets up a fully functioning Command Center to coordinate federal, state, and local assets in order to ensure events are safely staffed without sacrificing coverage of regular patrol.

HOMELAND SECURITY UNIT

The Department's Homeland Security Unit (HSU) provides the planning, analysis, and training necessary to ensure the City is prepared to prevent and respond to terrorist events, as well as natural disasters. On a day-to-day basis, this involves conducting site analysis of critical infrastructures, such as transportation and communication hubs, working with the Department of Emergency Management to improve radio interoperability, and planning for and managing the deployment of resources for large-scale public events.

The Department's Marine Unit also falls under the HSU. The Marine Unit consists of eight boats and four personal water crafts. The unit employs advanced technology including 3D side sonar, gyrostabilizer infrared scanners, and vessel-mounted radiation detectors. The Marine Unit patrols seven days a week safeguarding critical maritime infrastructure and key resources. The HSU also provides police services along the San Francisco waterfront to decrease the vulnerability of Port properties to crime and natural disasters. In their broad scope of duties, the members of HSU work to implement strategies that will mitigate the impact of man-made and natural events, such as tsunamis and earthquakes, thereby allowing the City to recover rapidly from these incidents.

During 2013, the members of the HSU conducted various site inspections of newly identified critical infrastructures throughout the City. The Terrorism Liaison Officer (TLO) Program routinely interacted with each district station and the San Francisco International Airport, expanded the number of TLOs to 70, regularly delivered terrorism alerts, and instituted bimonthly meetings for all TLOs.

The HSU acquired grant funding to purchase assets including a 44-foot jet propelled Moose Boat. "Marine 10" was part of the Marine Unit's full deployment for America's Cup as well as various law enforcement operations, rescue operations, and joint training exercises with local, state, and federal agencies. Another grant award was our newest Mobile Emergency Operations Center (MEOC), a 38.5 foot command van, with state-of-the-art interoperability technology that allows us to communicate with essentially any other jurisdiction. Grant funds were also acquired to purchase portable cameras that provided a direct feed to the DOC during New Year's Eve, Bay-to-Breakers, America's Cup racing, and Urban Shield training. These cameras greatly enhanced DOC's ability to make resource deployment decisions by providing real-time site pictures.



URBAN AREA SECURITY INITIATIVE (UASI)

The San Francisco Police Department is partnered with the San Francisco Bay Area Urban Area Security Initiative (UASI) as a member of the West Bay Hub. Our mission is to prepare for, prevent, protect against, respond to, and recover from acts of terrorism or other man-made or natural catastrophes. Working with the Field Operations Bureau, planning, risk assessment, training, and equipment needs are identified and funds are sought.

The Department not only addresses the needs of the City and County of San Francisco, but also has a role in supporting our law enforcement partners throughout the region. We are prepared to respond as mutual aid when requested. During 2013, the UASI Captain managed over \$3 million in grant funding, drafting and submitting requests for new monies while ensuring that the procurement, acquisition, and deployment of equipment and training met federal and state requirements. By year's end, all 2011 and 2012 grant funds were allocated, with delivery of items finalized by the first quarter of 2014.





THE TRAFFIC DIVISION (Traffic Company)

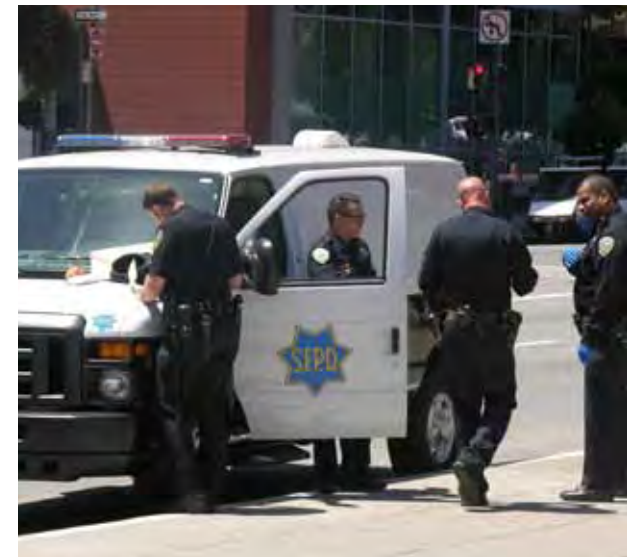
As part of the Municipal Transportation Agency, Traffic works collaboratively with other personnel within the agency to review collision data and employ strategies that increase traffic safety for pedestrians, cyclists, and motorists.

In 2013, the Traffic Company initiated the “Focus on the Five” traffic enforcement campaign that targets the five primary factors responsible for collisions. The Traffic Company staff participated in the Avoid/Sobriety/DUI Program that helped to decrease the number of drunk driving incidents from the previous year. The Traffic Company also participated in the “Safe School Corridor Program” ensuring child pedestrian safety in school zones citywide.

In addition, members of the Traffic Company provided escorts for high-ranking dignitaries including the President, Vice-President, and other Heads of State. Traffic management was also provided at eight parades and 33 scheduled civic events.

In 2014, the Traffic Company will continue the “Focus on the Five” traffic enforcement campaign and place greater emphasis on increasing citation issuance percentages related to these violations. In addition, the Traffic Company will be participating with other City and private entities to realize “Vision Zero,” a program sponsored by the Mayor’s Office with a goal to reduce pedestrian fatalities to zero in 10 years.

The investigators of the Traffic Collision Investigations Unit (TCIU) provided immediate and follow-up investigations for all traffic collisions, traffic fatalities, maritime fatalities, and construction fatalities in San Francisco.



MUNICIPAL TRANSPORTATION AGENCY AND TRAFFIC COMPANY



Under the Direction of Commander Mikail Ali, the Department’s Municipal Transportation and Traffic Company resources work to increase safety for the pedestrians, cyclists, and motorists who use the city’s streets. Education and enforcement strategies are deployed throughout the city.

The Department’s Municipal Transportation Division includes MRT (MUNI Response Team), MTF (MUNI Task Force), and MUNI EOD K-9’s.

Through successful collaboration with the SFMTA and the utilization of Homeland Security

Grants, this Division has reduced robberies within the MUNI system by over 80%. This has been accomplished by saturating the MUNI system with uniformed officers through the “MUNI SURGE” operations. Since its inception in October 2013, these officers have made over 200 felony and misdemeanor arrests and issued over 7200 citations for fare-evasion. As a result of the additional personnel hours allotted to the transit system we have seen a 50 percent-plus reduction in violent crimes and other crimes against persons.

This Division has partnered with the SFMTA and the University Academy of Art

on a robbery prevention campaign in order to educate MUNI patrons on robbery prevention awareness through students creating art that will be displayed on all MUNI equipment throughout the City.

MTF is consistently enforcing the pirate limo/taxi violations that are occurring in the City. In 2013, they have made over 100 arrests and issued over 250 citations.

The MTA EOD K-9 Unit is called out daily in order to investigate suspicious packages and to conduct security sweeps for special event venues.

THE TACTICAL COMPANY

The Tactical Company (TAC) includes the members of SWAT, the Bomb Squad, the Honda Unit, the Canine Unit, and the Mounted Unit and is a resource to Patrol and Investigative units. The Tactical Company assists with crowd control and management for planned and unplanned events, high-risk search warrants, zone deployment, and other enforcement efforts.

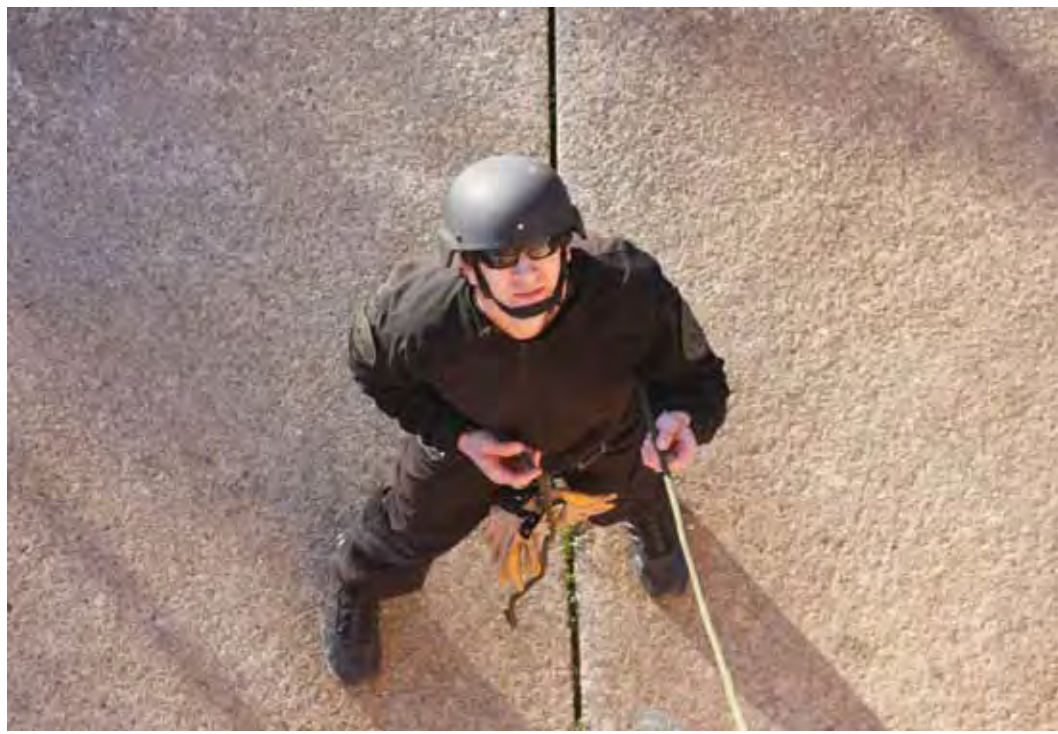
TAC is a resource to the Police Academy providing training to the recruit classes and veteran officers through Advanced Officer/Continued Professional Training (AO/CPT) classes. TAC provides training in crowd control techniques, gas deployment, and an introduction to tactical operations. The unit has also hosted POST courses in Water Bourne Deployment and Operations, a Rappel Master Course, and Mobile Field Force.

In 2013, SWAT was deployed to 51 planned and unplanned demonstrations, as well as to 18 critical incidents with the assistances of the Specialist Team. SWAT conducted 52 high-risk search warrant entries at the request of Patrol and Investigations and also conducted multiple high-risk search warrant service for local outside agencies.

The SWAT entry team was called out to 18 critical incidents. The Specialist Team (sniper) and Hostage Negotiations Team (HNT), comprised of officers regularly assigned to patrol, also responded and assisted in the safe outcome of these incidents. At the request of the U.S. Secret Service, the Tactical team provided dignitary protection services on six occasions this past year, including for President Barack Obama.

The Tactical Unit responded to the Occupy Movement's sit-in, the "Farm Takeover," and quelled the situation by removing numerous protesters from their tree-sitting positions. TAC teams also assisted the Airport Bureau during the Asiana jetliner incident at SFO.

SWAT also participated in Best of the West SWAT competition and Urban Shield.



THE HONDA UNIT

The Honda Unit continues to be one of the most pro-active and versatile crime-fighting tools available to the Department. This unit supports the ten district stations with additional and targeted patrol. Their versatility makes them an essential crime fighting tool when deployed to areas of high crime. The Hondas are utilized in zone enforcement patrol assignments, which can change daily. They focus on quality-of-life issues in-and-around the Golden Gate Park neighborhood and conduct beach patrol.

THE EOD/BOMB SQUAD

The EOD/Bomb Squad responded to 83 calls of suspicious packages and/or items located by members of Patrol and conducted 242 bomb sweeps. As a result of their intensive training and experience, EOD members teach at the academy, providing instruction to both recruit and AO/CPT classes.

THE TACTICAL CANINE UNIT

Unit officers and their canine partners conducted 207 building searches and 94 narcotic searches. These dogs, along with their handlers, were used in 220 EOD searches and on 50 high-risk search warrants. These dogs are trained to detect explosive devices and narcotics, as well as how to search buildings and apprehend suspects.

THE MOUNTED UNIT

This unit primarily patrols Golden Gate Park and the surrounding area. The unit also is utilized in specific areas, such as in Union Square for the "Safe Shopper" program during the holiday season. They perform at various community functions and are used for parades and funeral details. Recognized by the public as the most beloved unit of the SFPD, the mounted unit is a great asset to our overall community policing mission.

DEPARTMENT OF EMERGENCY MANAGEMENT LIAISON

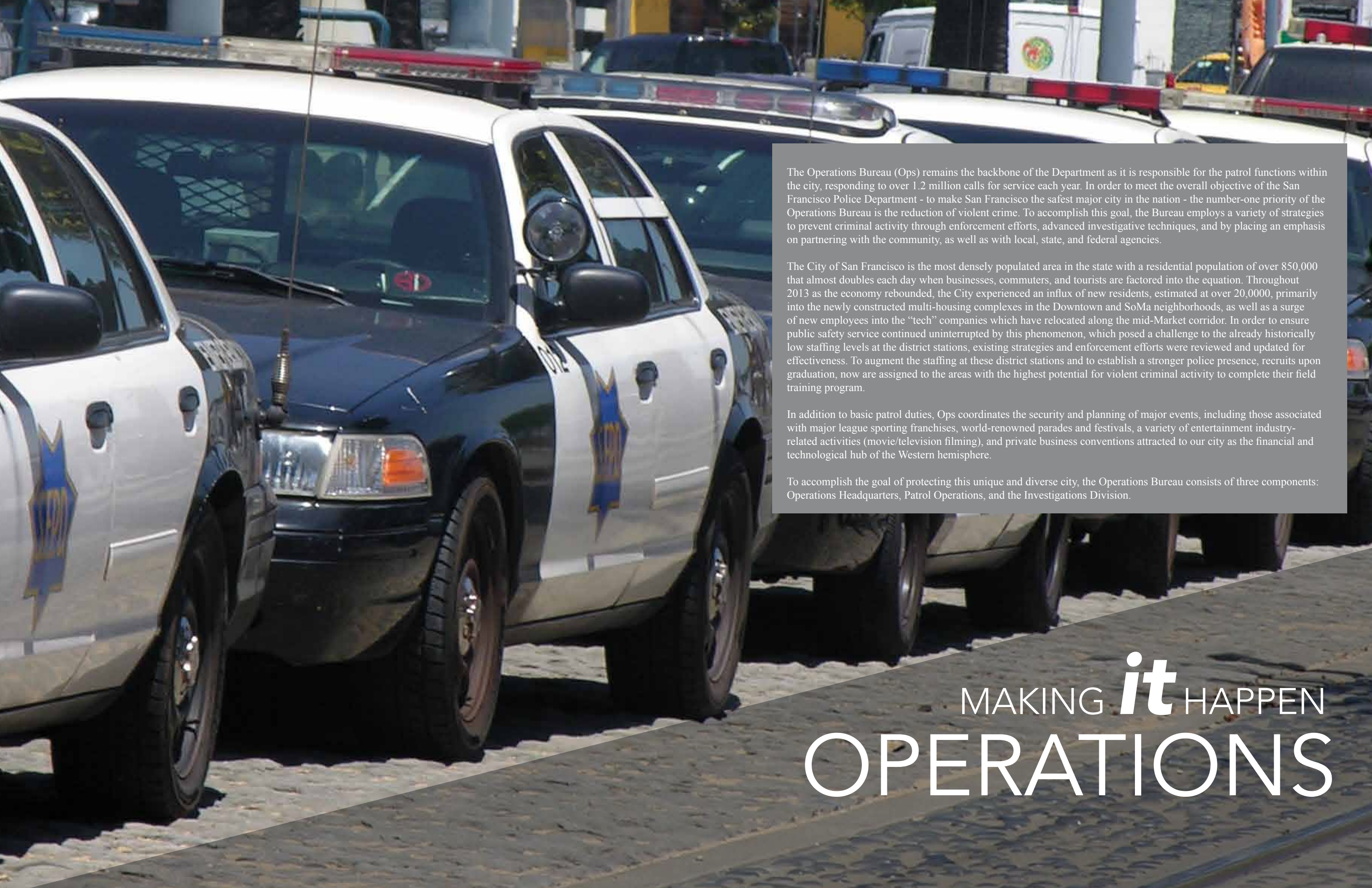
The lieutenant assigned to the City's Department of Emergency Management (DEM) provides a critical link to ensure policy and procedural issues are resolved quickly. The DEM liaison has primary responsibility for staffing the Law Branch during any opening of the City's Emergency Operations Center (EOC) which occurs during emergency and/or critical public safety situations, and is responsible for ensuring that the Department is represented during drills or disaster response. Over the course of 2013, the DEM liaison worked EOC mobilization during Bay-to-Breakers, America's Cup, and the 49ers Playoff.

During 2014, the DEM Liaison will review and update the call-sign structure, institute a ride-along program for DEM personnel, and work on the planning of citywide radio replacement in anticipation of the migration to 800 MHz radio frequency.

SAN FRANCISCO PUBLIC UTILITIES COMMISSION LIAISON

The San Francisco Public Utilities Commission is responsible for the storage, quality control, and distribution of the area's drinking water. With miles of pipeline and multiple collection and storage sites, the PUC relies on the Department's liaison to provide site inspections and make recommendations which safeguard the most essential resource needed to sustain life.





The Operations Bureau (Ops) remains the backbone of the Department as it is responsible for the patrol functions within the city, responding to over 1.2 million calls for service each year. In order to meet the overall objective of the San Francisco Police Department - to make San Francisco the safest major city in the nation - the number-one priority of the Operations Bureau is the reduction of violent crime. To accomplish this goal, the Bureau employs a variety of strategies to prevent criminal activity through enforcement efforts, advanced investigative techniques, and by placing an emphasis on partnering with the community, as well as with local, state, and federal agencies.

The City of San Francisco is the most densely populated area in the state with a residential population of over 850,000 that almost doubles each day when businesses, commuters, and tourists are factored into the equation. Throughout 2013 as the economy rebounded, the City experienced an influx of new residents, estimated at over 20,000, primarily into the newly constructed multi-housing complexes in the Downtown and SoMa neighborhoods, as well as a surge of new employees into the “tech” companies which have relocated along the mid-Market corridor. In order to ensure public safety service continued uninterrupted by this phenomenon, which posed a challenge to the already historically low staffing levels at the district stations, existing strategies and enforcement efforts were reviewed and updated for effectiveness. To augment the staffing at these district stations and to establish a stronger police presence, recruits upon graduation, now are assigned to the areas with the highest potential for violent criminal activity to complete their field training program.

In addition to basic patrol duties, Ops coordinates the security and planning of major events, including those associated with major league sporting franchises, world-renowned parades and festivals, a variety of entertainment industry-related activities (movie/television filming), and private business conventions attracted to our city as the financial and technological hub of the Western hemisphere.

To accomplish the goal of protecting this unique and diverse city, the Operations Bureau consists of three components: Operations Headquarters, Patrol Operations, and the Investigations Division.

MAKING *it* HAPPEN
OPERATIONS

OPERATIONS HEADQUARTERS

ALCOHOL LICENSING UNIT

The Alcohol Licensing Unit (ALU) administers the provisions of the State's Alcoholic Beverage Control (ABC) Act, working in conjunction with the City's Entertainment Commission to foster growth and economic development while protecting the health, safety, welfare, and economic well being of people within the city.

The number-one industry in San Francisco is entertainment, and monitoring the issuance and compliance of on-sale and off-sale alcohol licensing is a monumental task. With over 280 festivals and events annually, the ALU is an integral part in assuring that these events are properly licensed and regulated which is essential to reducing alcohol-related incidents, noise, public disturbances, and other quality-of-life problems.

THE HOUSING TEAM

The Housing Team works with the San Francisco Housing Authority to provide supplemental services to housing developments in the city; Alemany, Alice Griffith, Bernal Dwellings, Hayes Valley, Hunters Point East and West/Westbrook Apartments, Hunters View, Plaza East, Potrero Terrace and Annex, Sunnydale, and Valencia Gardens.

Members assigned to the unit provide law enforcement services to these developments, which pose unique challenges to the Department due to the concentrated number of units in the neighborhoods. Housing officers are committed to provide the residents the same level of police service that all San Francisco residents receive and work to establish positive relationships with the residents and property managers.



THE POLICE LAW ENFORCEMENT SERVICES UNIT

The PLES Unit is responsible for managing the members assigned to work as security as outlined in the San Francisco Administrative Code, Chapter 10B. This program allows for any person, corporation, firm, or organization to request additional police enforcement services above and beyond what is part of the normal service provided to the community, at a cost to the requesting party. Examples of 10B services include major sporting events, security at local clubs, and traffic control at major construction sites.

The unit manages and monitors this program in an effort to provide responsive and professional service to its private users, and to ensure monies due to the City are collected. In addition, oversight of the hours worked by members ensures the Department's policies are strictly enforced so there is no impact on an officer's ability to perform normally assigned duties.

THE SERIAL INEBRIATE PROGRAM (SIP)

This program started in May and is modeled after the program developed by the San Diego Police Department. This is a service-oriented program with the goal of seeking out habitual inebriates and providing them with quality-of-life services. It is designed to encourage the serial inebriates to accept treatments being offered with the hope of saving lives rather than continuing the vicious cycle.

Since the program began, contact has been made with 296 individuals who were under the influence and were either referred to the Sobering Center (initial step to participate in the SIP program) or booked at County Jail because they were not eligible to stay at the center. Of those 296 individuals, 133 are currently in the SIP program. Members assigned to the unit primarily work with the serial inebriates; however, they also look for any criminal activity along their beat.

In addition to interacting with the serial inebriates, these officers have made 68 felony arrests and issued 388 quality-of-life citations.

NIGHT CAPTAINS

During 2013, the team of Night Captains was transferred from the Special Operations Bureau to the Operations Bureau to more effectively manage and monitor citywide operations throughout the graveyard shift; 7:00 pm through 5:00 am.

They are responsible for tracking and reallocating staffing throughout the city, inspecting district stations and line-ups, monitoring directed enforcement deployment, and ensuring any personnel matters that develop during the night are handled promptly and appropriately. They respond to any critical incidents, assuming command as necessary to resolve the situation.

INVESTIGATIONS



The primary goal of the Investigations Division is the reduction of violent crime through thorough and complete investigations. The Commander of Investigations oversees the Division, and with a team of captains, lieutenants, sergeants, and inspectors housed at the Hall of Justice, a cooperative relationship with each district's Station Investigations Teams (SIT) has been established. There are three major components of the Division: Major Crimes Unit (MCU), Special Victims Unit (SVU), and Special Investigations Detail (SID), as well as other smaller support units.

Although the Division's primary responsibility is to conduct thorough follow-up investigations leading to the arrest and conviction of criminals, there is an emphasis on the prevention of crime as well. Through an integrated approach, and in collaboration with other City departments and outside agencies, the Division strives to reduce violent crime through predictive policing. By using the groundwork established in the Interrupt, Predict, and Organize (IPO) strategic plan implemented by the Mayor's Office, members of this Division attend meetings, and gather pertinent crime information from our officers in the field, contacts within the community, and through technology such as the Crime Data Warehouse. The information is reviewed and shared among our associates in law enforcement, our City partners, and state and federal colleagues and directed enforcement activities are planned for areas in which there may be a propensity for criminal activity.

Efforts to prevent gun violence by effectively deploying resources, based on real-time data, to hot spots to conduct targeted enforcement operations has met with success. The violence reduction plan is focused on three basic strategies: prevention, intervention, and enforcement. Gun seizures, as well as participation in gun buy-back programs, successfully eliminated over 1,200 deadly weapons from our neighborhoods during this past year.

MAJOR CRIMES DIVISION

The Major Crimes Unit consists of the Violence Reduction Team, Criminal Investigation Unit/Robbery Task Force, Homicide (including the Cold Case Unit), Gang Task Force, Narcotics/Fugitive, and the Violence Reduction Teams.

THE HOMICIDE UNIT

Over the past five years, San Francisco continues to experience the lowest homicide rate in over 50 years, finishing 2013 with 48. The last time San Francisco experienced such historic lows was in the early 1960s. In addition, over the last decade, the Homicide Unit has steadily increased its clearance rate; in other words, the number of cases solved in relation to the number of murders that have occurred.

This success is part of a shift to a teamwork concept within the Department. Better communications through updated technology has allowed outside jurisdictions and units within the Department to share information more effectively. The shift away from compartmentalized units in patrol, specialized units, and Investigations has greatly benefited the Homicide Unit. Integrating the talents and knowledge of the Station Investigations Teams (SIT) has created a direct link to the officers on the street. The use of Department-assigned cell phones, capable of an internet connection, email, and social media websites for video sharing, has allowed the Unit to share and receive information from units in the field quickly.

This teamwork approach was exemplified in July during a shots-fired call for service at 888 Brannan Street at the “JewelryMart and GiftCenter” in which two store employees were killed and the business owner critically injured. Within minutes of the initial call, close to 100 officers from the SFPD, including the entire Homicide Unit, California Highway Patrol, FBI, and University Police, responded to what was considered an active shooter incident, using all training and techniques available to contain this type of situation. The resulting response and coordinated efforts was an excellent orchestrated example of teamwork and mutual-aid assistance which led to the location of a suspect followed by a successful and thorough investigation into the incident by members of the Homicide Unit.

Another prime example of this cooperation followed the shooting of a San Francisco State University student as he exited a Muni Light Rail near his home. Police investigators immediately went into action, reviewing the video surveillance from the train. The video showed the shooter standing on the train, and nearby, the victim could be seen. It was obvious the two had no contact whatsoever along the route leading investigators to believe this may be a random act of violence. In the grainy footage, it appeared the subject may have had a dark object in his hand. Because of this and other unusual circumstances, investigators believed someone may have noticed something. The video was released to the public via media outlets with a plea for help in identifying the shooter.

Tips came into the Department, including one providing a possible location of the subject’s residence. On September 24, within 24 hours of the incident, investigators arrested a 30-year-old man in front of his home in the Oceanview District, down the street from the shooting.

For the coming year, the goals of the Homicide Unit will be to improve our knowledge of technological solutions, exploit our new capabilities to inform and communicate information with field units, continue training of the digital social landscape, and provide outreach to families of homicide victims.



THE COLD CASE UNIT

The Cold Case Unit continues to investigate unsolved crimes with the help of a federally-funded DNA grant. Staff, including veteran inspectors, contributed to the identification of several suspects in cold cases.

A major accomplishment came on October 8, 2013, when a local church deacon, James Lee Mayfield, was found guilty of the rape and murder of 29-year-old Jenny Read - a crime that occurred 37 years earlier on May 19, 1976. The victim was found in her Potrero home residence by a friend with her arms bound behind her back, sexually assaulted and stabbed multiple times. A young budding artist and sculptor, Ms. Read did not know her attacker.

Mayfield, a felon convicted of multiple robberies and rape, was required to submit DNA samples as part of his criminal status. As the Cold Case Unit began looking at this decades-old case, members worked closely with the Department’s Crime Lab to identify evidence gathered and preserved. Criminalists Cherisse Boland and Mignon Dunbar were responsible for the management of the evidence, the analysis, and confirmation of the process which resulted in a DNA hit with a CODIS match linking Mayfield to the crime. As a result of this diligence, Jenny Read’s family and friends have the closure they deserve.

THE NARCOTICS UNIT

The Narcotics Unit has continued its participation in several regional task forces by partnering with the Drug Enforcement Administration, High Intensity Drug Trafficking Area, San Mateo Narcotics Task force, U.S. Postal, and Homeland Security investigators. As resources have dwindled, the Narcotics Unit continues to focus on interdiction and asset forfeiture investigations. The investigations and partnerships with outside agencies have resulted in the seizure of more than 1,000 pounds of illicit drugs and over \$3 million in drug-related currency.



GANG TASK FORCE

The Gang Task Force (GTF) is comprised of approximately 20 dedicated team members who are responsible for investigating criminal cases that have a known or suspected criminal street gang member as either a suspect or a victim. GTF works closely with patrol officers and investigators at our district stations, as well as with other units including Homicide, Special Victims, and Narcotics when one of their cases has gang overtones.

GTF investigators often work closely with local law enforcement agencies, as well as with federal agencies including the FBI, the Department of Homeland Security, and the Bureau of Alcohol, Tobacco, Firearms, and Explosives. Although the focus is to reduce gang-related crime, a strong emphasis is placed on the prevention of this type of criminal activity. One of the ways this is accomplished is to focus on areas within the city in which known gang members like to congregate and to saturate these areas with a greater police presence. Another way is to educate youngsters before being recruited into a gang through gang awareness presentations conducted at schools and recreational facilities throughout the city.

GTF investigators specialize and have developed an expertise in various criminal street gangs including motorcycle, prison, Asian, Latin, and African American gangs. When a crime can be attributed to a known gang member and it is established that the suspect committed the crime in furtherance of the gang, GTF investigators work closely with the District Attorney’s Office Gang Unit to ensure a gang enhancement charge is added, which could result in a much stiffer penalty. Cases filed by GTF are also prosecuted by the United States Attorney’s Office in Federal Court.

Because many gang cases involve crimes in which a firearm was used, the Gang Task Force has consistently seized firearms while executing search warrants, probation searches, and parole searches of known gang members, their vehicles, and their residences.

VIOLENCE REDUCTION TEAM

The Violence Reduction Team (VRT) is the enforcement unit for the Investigations Division. Members perform a variety of plainclothes and uniformed assignments, including narcotics buy/bust operations, fugitive operations, zone enforcement and saturation patrols, Department of Justice Prohibitive Persons Firearms investigations, Operation Gun Stop, robbery abatement and decoy operations, crowd control, and mobile field force response.

VRT operations have been instrumental in preventing and suppressing violent crime. Since its inception in August 2011, the efforts of VRT resulted in over 2,000 arrests, including 27 for homicide. The majority of these homicide arrests were not random rather strategic actions based on specific information about the likelihood of violence that may be perpetrated by known individuals or gangs which may occur at specific locations - predictive policing at its best.

The majority of these 2,000 arrests were made in neighborhoods that have been adversely impacted by violence, including over 1,000 arrests in the Tenderloin and SoMa areas, 350 arrests in the Mission District, and 400 in the Bayview and Western Addition.



Members assigned to VRT are the Department’s representatives participating in the Mayor’s Office multi-department plan, Interrupt, Predict, and Organize (IPO). Following a major uptick of violence in the summer of 2012, this plan to ensure public safety was drafted as an effective street violence response to any neighborhood impacted by a critical violent incident and/or homicide. Members from VRT work with other City agencies to accomplish the goals of the IPO by participating in community meetings and executing enforcement action plans based on the analysis of criminal activity to stop violence before it occurs.

SPECIAL VICTIMS UNIT

The Special Victims Unit (SVU) was formed in 2011 to better meet and serve the needs of victims by consolidating the efforts of several units and outside partners under one umbrella. The investigators assigned to the unit handle a wide variety of cases with one common thread; serving our most vulnerable community members. SVU provides professional service to victims and witnesses of domestic violence, sexual assault, human trafficking, child abuse, child exploitation, including internet crimes against children, and elder abuse, both physical and financial. In addition, SVU handles and coordinates missing person investigations and is home to the Stalking and Psychiatric Liaison investigators. SVU is committed to serving, preventing, intervening, and solving crimes committed against the most vulnerable members of our community. “The best investigating the worst” is one of the common phrases heard when someone mentions the members of the Special Victims Unit and the crimes that are investigated.

This year due to retirements, there was a large turnover of staff assigned to the unit, including veteran inspectors, a classification which has been replaced with the position of sergeant. In order to avoid a disruption of service to victims, the members assigned to SVU now are cross trained to investigate the different crimes unique to SVU.

CHILD ABUSE

As one of the first steps to creating a community that keeps our children safe, the Department partners with the Children’s Advocacy Center to put a stop to all forms of child abuse. SVU investigators work daily with the City Attorney, the District Attorney, the Human Services Agency, the Department of Public Health’s Child and Adolescent Support Advocacy and Resource Center, and the University of California, San Francisco. This partnership has successfully led to identifying and prosecuting countless subjects that have preyed on the young and vulnerable.

Another component of the Child Abuse Unit is the investigation of Internet Crimes Against Children (ICAC). This criminal act is one of the most difficult to investigate because countless hours of reviewing evidence is crucial in having a successful prosecution. The dedicated investigators have prepared and served hundreds of search warrants and made countless arrests for crimes being committed on defenseless victims.

DOMESTIC VIOLENCE UNIT

The majority of cases that are investigated by SVU are related to domestic violence, a type of crime that cannot be ignored due to the volatile nature of the incidents. Every member of SVU understands the importance of fully investigating these cases in order to protect the victims and their families.

The Department has a unique relationship with one of our partner agencies, La Casa De Las Madres, which has victim advocates on site at the Hall of Justice to provide services and assistance to the families of domestic violence. The goal of this teamwork approach to providing services to the victims and their families is to end the circle of violence.

THE STALKING UNIT

Members assigned to this unit identify and investigate patterns of harmful behavior that intimidates and terrorizes individuals over a long period of time.

A recent case investigated by the unit involved a suspect that conducted a 10-year reign of terror against his victim. This suspect even built an elaborate rock labyrinth depicting the victim’s image. “The Labyrinth Lout” was convicted and currently is in federal custody.

THE FINANCIAL CRIMES UNIT

Cases investigated by this unit include financial crimes and elder abuse cases. As elder abuse cases can be either financial or physical, and sometimes both, investigators work daily with Adult Protective Services and members of the Institute on Aging to identify possible abuse and investigate the allegations.

This year, suspects were arrested in a series of “blessing scams” where community members were beguiled and targeted because of their age and ethnicity. These victims were coerced into giving money to the perpetrator with the belief that if they paid, their family would experience good fortune.

As a result of our thorough investigations and community outreach, the public was educated about these scams, and how they are perpetrated on our vulnerable community members. This outreach, which included passing out reusable bags warning of the scam, resulted in greater community awareness and successful prosecution of the suspects.



THE HUMAN TRAFFICKING UNIT

The goal of this unit is to concentrate efforts on identifying and investigating crimes associated with the human trafficking trade.

In April of 2013, two under-aged females were located by members of Central Station when it appeared that they were acting as escorts. A preliminary investigation revealed inconsistencies in the girls’ stories, and human trafficking was suspected. SVU interviewed the females and determined they were victims of human trafficking. One of the females was kidnapped outside of San Francisco and trafficked throughout the Bay Area. After an extensive investigation, the case was reviewed and charged by the District Attorney’s Office. This was one step to combat the poly-victimization of our vulnerable youth.

On March 11, 2013, the Department’s Special Victims Unit, along with members of the Richmond District Station and the FBI agents, arrested a suspect who recruited a juvenile for the purpose of commercial sex. The suspect agreed to meet the juvenile at 48th Avenue and Point Lobos in San Francisco. The suspect, along with another subject, drove to the arranged location, where officers were waiting. The first suspect, Jaquain Young, a 39-year-old San Francisco resident, was charged with human trafficking, pandering, pimping, participating in a criminal street gang, and conspiracy; all felony charges. The second suspect, Ijeoma Ogbuagu, a 25-year-old San Francisco resident, was charged with participating in a criminal street gang, conspiracy, and an outstanding felony warrant.

THE PSYCHIATRIC LIAISON

Investigators specializing in mental health issues are available to provide assistance to officers in the field when coming into contact with those who may be in need of mental and/or medical health assistance. The information provided by the liaison is instrumental in determining the appropriate services that are available.

THE MISSING PERSON’S UNIT

The Missing Persons Unit investigates cases involving at-risk individuals, including children and the elderly, as well as those in which foul play is suspected. Additionally, these investigators assist the District Attorney’s Office in parental child abduction cases.

As required by law, any time an agency receives a call of a missing person, a report must be taken, no matter where the individual resides. As San Francisco is a destination for many runaways, the number of missing person reports is prolific. Each report is treated as a possible missing person, and all cases are investigated until the person is found or it is determined to be a voluntary missing adult.



THE SEXUAL OFFENDER UNIT

All Sexual Assaults are investigated by investigators assigned to SVU. Sexual assaults are very difficult investigations, and the need for evidence is crucial to a successful prosecution. Members of SVU work daily with the Crime Lab and Crime Scene Investigations (CSI) to fully identify, seize, and process evidence.

The teamwork of these different units was exemplified during the investigation of a sexual assault survivor who defended herself during the attack injuring the suspect. CSI processed the crime scene, SVU sergeants identified the most probative evidence, and the Crime Lab processed the DNA evidence which identified a suspect. Within one month, the suspect, who lived in the East Bay, was arrested and the case was charged by the District Attorney’s Office.

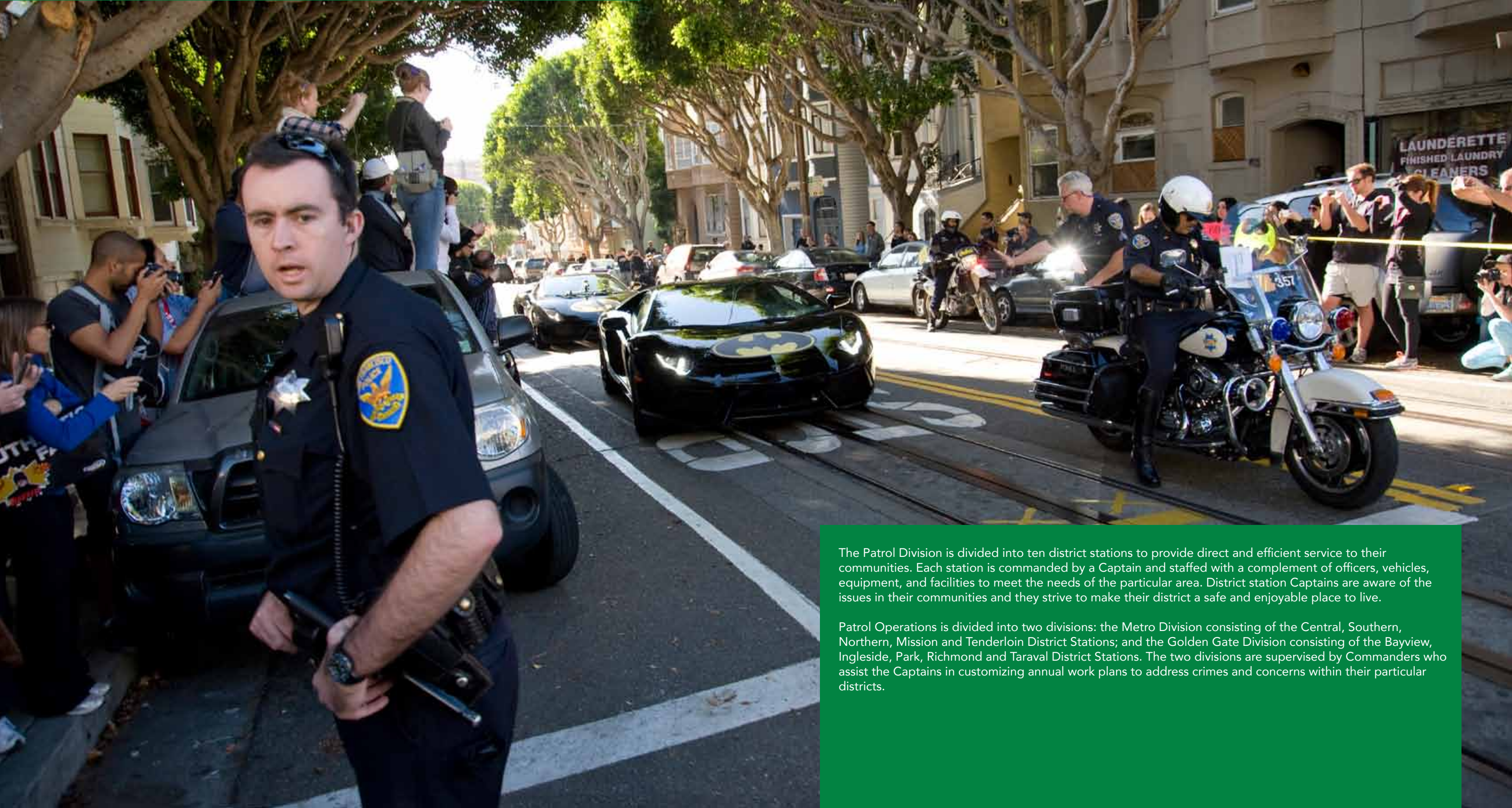
THE SEXUAL OFFENDER UNIT

Members assigned to this unit monitor court-recognized sexual offenders and investigate crimes committed by these registrants. As many of the crimes committed by these offenders include predatory-type offenses, it is essential that those required to register as a sexual offender remain in compliance with their terms of release.

SPECIAL INVESTIGATIONS DETAIL

The Special Investigations Division (SID) conducts criminal investigations involving arson and explosives, hate crimes, metal thefts, threats involving public officials, and other sensitive investigations. SID also is responsible for protection of foreign and domestic dignitaries including providing protection for the Mayor of San Francisco. To accomplish its mission, SID works in partnership with many City agencies along with outside state and federal law enforcement agencies such as the U.S. State Department, CHP, U.S. Capitol Police, U.S. Secret Service, U.S. Marshal Service, FBI, and the Bureau of Alcohol, Tobacco, Firearms, and Explosives.

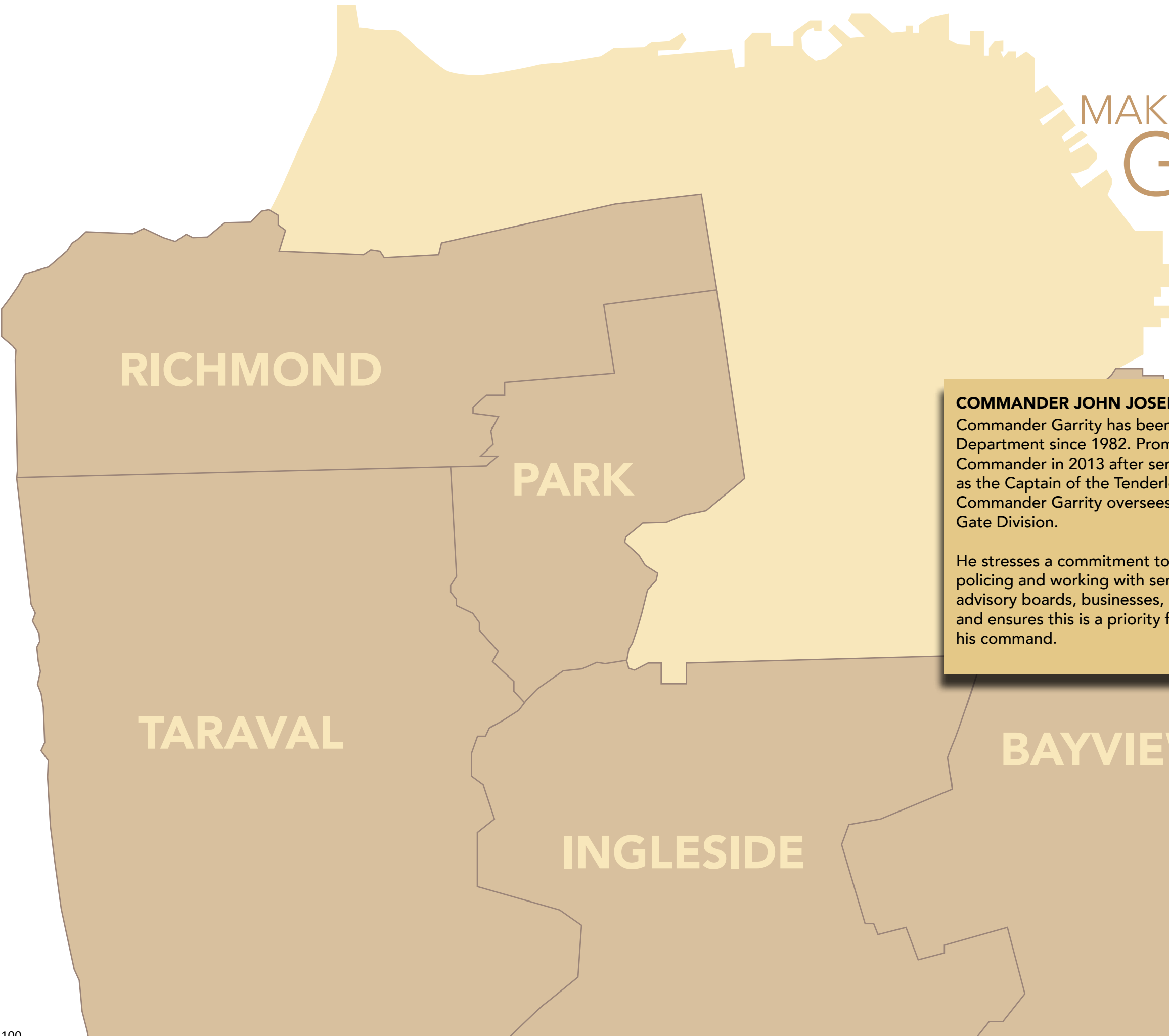
PATROL DIVISION



The Patrol Division is divided into ten district stations to provide direct and efficient service to their communities. Each station is commanded by a Captain and staffed with a complement of officers, vehicles, equipment, and facilities to meet the needs of the particular area. District station Captains are aware of the issues in their communities and they strive to make their district a safe and enjoyable place to live.

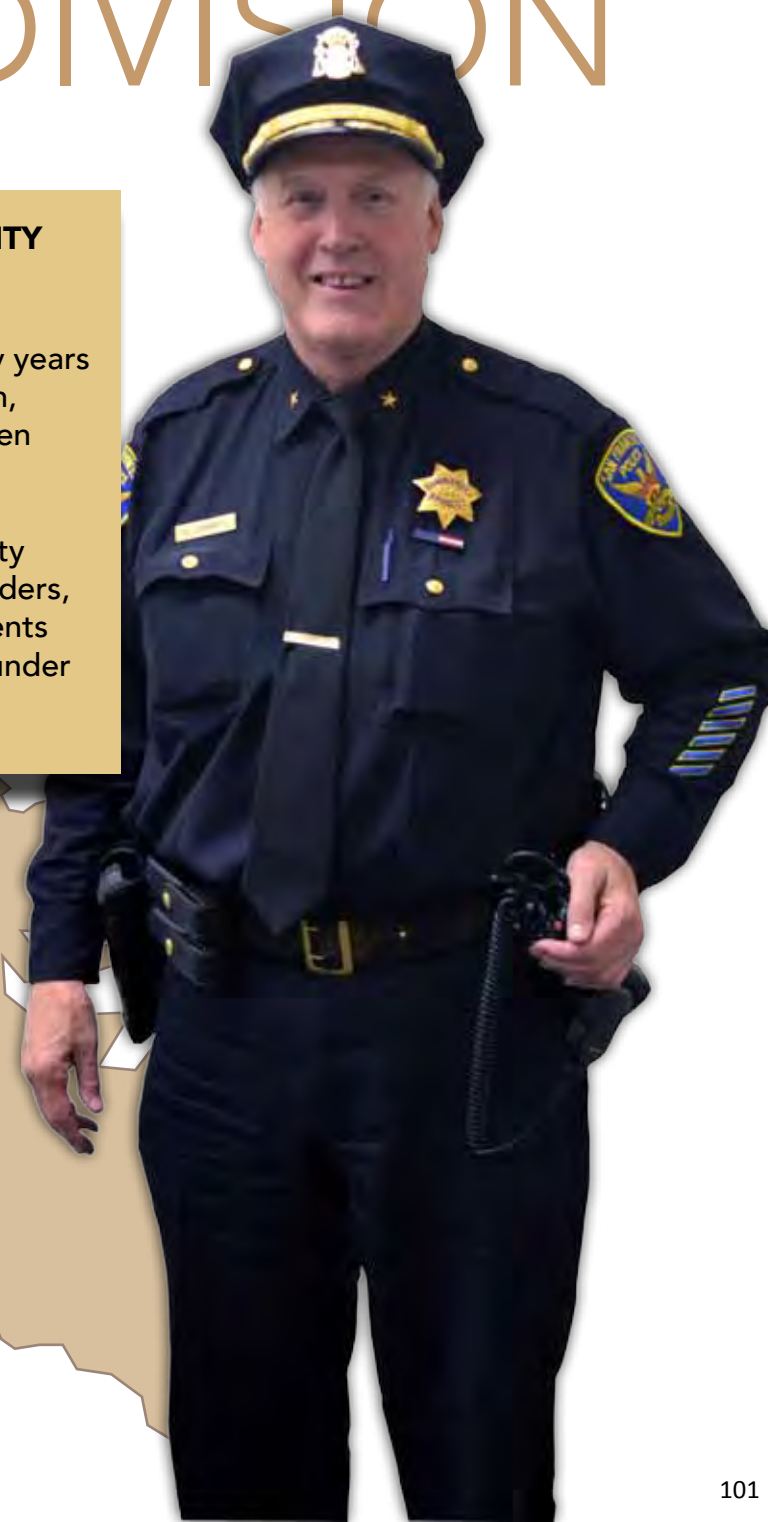
Patrol Operations is divided into two divisions: the Metro Division consisting of the Central, Southern, Northern, Mission and Tenderloin District Stations; and the Golden Gate Division consisting of the Bayview, Ingleside, Park, Richmond and Taraval District Stations. The two divisions are supervised by Commanders who assist the Captains in customizing annual work plans to address crimes and concerns within their particular districts.

MAKING *it* HAPPEN
GOLDEN
GATE
DIVISION



COMMANDER JOHN JOSEPH GARRITY
Commander Garrity has been with the Department since 1982. Promoted to Commander in 2013 after serving many years as the Captain of the Tenderloin Station, Commander Garrity oversees the Golden Gate Division.

He stresses a commitment to community policing and working with service providers, advisory boards, businesses, and residents and ensures this is a priority for those under his command.



MAKING *it* HAPPEN BAYVIEW STATION

GOLDEN GATE DIVISION, COMPANY C 201 WILLIAMS STREET (415) 671-2300 SFPD.BayviewStation@sfgov.org

The members of the Bayview District Station are committed to making this District a safe place by enhancing the quality of life for everyone who lives, works, and chooses to visit our community and neighborhoods. We work closely with a number of diverse organizations to ensure that the community's concerns are prioritized and addressed in a timely manner. Interacting with our youth is a main priority, and I encourage all members to take the time to make a difference in a child's life.

Captain Robert O'Sullivan



Crimes Against Persons	2013	+/-	Property Crimes	2013	+/-
Homicide	12	-6 ↓	Burglary	452	-157 ↓
Rape	23	5 ↑	Vehicle Theft	732	54 ↑
Robbery	379	14 ↑	Arson	36	-16 ↓
Aggravated Assault	569	60 ↑	Theft (All)	2153	394 ↑
Total Person	983	73 ↑	Total Property	3373	275 ↑
Total Part 1 Crimes			4356	348 ↑	

**Difference in the number of reported cases in 2013 compared to 2012/ Source CompStat*



As one of the largest areas, the Bayview Police District encompasses 9.1 square miles of the southeastern portion of the City, stretching from the San Mateo County line north to Channel Street and from the San Francisco Bay to the eastern edge of McLaren Park. The district is home to over 80,000 residents spread across a number of neighborhoods, including Potrero Hill, Dogpatch, Hunter's Point, the Portola, and Executive Park. Once an area dominated by the shipping and meat industries, the Bayview has a number of small businesses owned and operated by residents of the community, as well as restaurants, technology companies, and clothing stores along the 3rd Street, San Bruno Avenue, and Potrero Hill commercial corridors. A growing number of newly constructed multi-family housing projects, including the University of California at San Francisco and Mission Bay Campus, is the centerpiece of the redevelopment of the northern part of the Bayview in the China Basin area

The Bayview District is a racially diverse area and home to a large number of foreign-born residents, with 23 percent of the population being under the age of 18. With so many young people, Bayview's numerous elementary, middle, and high schools are often the center of activity.

BEST PRACTICES MODEL

Bayview Station personnel interact on a regular basis with neighborhood associations, business groups, City agencies, non-profit organizations, and schools. The Community Team interacts daily with residents of the four public housing complexes within the district. In addition, sergeants are responsible for a number of organizations and act as liaisons between the community and the Department. The sergeants solicit feedback from community members, prioritize needs, and enlist the help of their officers to participate in community-based events. Currently, Bayview personnel meet with over 60 organizations on a regular basis.

Engaging and encouraging youth is a cornerstone of our daily routine. Members interact with the youth in our community through a variety of programs in collaboration with several major organizations including the YMCA and the Boys and Girls Club. Working with local organizations and various City agencies, activities are planned and executed in an effort to provide positive opportunities for children that will give them the tools necessary for a successful future.

BEST PRACTICES IN ACTION

In October, an example of the teamwork approach utilized by Bayview unfolded following a simple traffic stop. Officer Alvaro Mora and Michael Hara stopped a vehicle with false registration stickers. During the stop, the officers could smell a strong odor of marijuana coming from inside the vehicle. Upon searching the vehicle, a loaded 9mm semi-automatic handgun was located under

the driver's seat, as well as over four pounds of dry marijuana and small plant-clones. A handwritten note was found which read, "Dear residents, we are fully aware and extremely concerned of your pot growing operation. Please remove it immediately or else we would have no option other than to alert the proper authorities. There will be no other warning after this! Thank you in advance. The Bayview Community."

The officers relayed the information to the plainclothes team. Sergeant Sean Griffin and Officer Ochoa obtained a search warrant for the driver's address listed on his California license records. The warrant was served that night, and a dismantled marijuana grow was located in the basement. However, it appeared the suspect no longer lived at the address. Information gathered at the scene allowed officers to write a second warrant for another address.

The following day, a warrant was served at the second address, and over 800 marijuana plants and growing equipment were seized. Additional information was located for a third possible location for this suspect. While conducting surveillance at the third address for an additional search warrant, a co-conspirator was detained. During the search of this property, a revolver, an assault weapon, over \$6,000 in U.S. currency, several pounds of dry marijuana, over 150 marijuana plants, and a money counter were seized, and a second suspect was arrested in the case. With assistance from the Narcotics Unit, a subsequent search warrant was served on a safe deposit box and over \$70,000 was seized.



MAKING *it* HAPPEN PARK STATION

GOLDEN GATE DIVISION, COMPANY F 1899 WALLER STREET (415) 242-3000 SFPD.ParkStation@sfgov.org



It is my intention to make every neighborhood in the Park Police District safer and to enhance the quality of life of every resident. I will do this with whatever resources are available.

Captain Greg Corrales

Crimes Against Persons	2013	+/-	Property Crimes	2013	+/-
Homicide	1	-2 ↓	Burglary	520	7 ↑
Rape	19	7 ↑	Vehicle Theft	341	-130 ↓
Robbery	178	7 ↑	Arson	17	14 ↑
Aggravated Assault	144	32 ↑	Theft (All)	2024	232 ↑
Total Person	342	44 ↑	Total Property	2902	123 ↑
Total Part 1 Crimes			3244	167 ↑	

*Difference in the number of reported cases in 2013 compared to 2012/ Source CompStat

The Park Police District, with a population of 67,472, comprising 3.0 square miles, consists of the area bordered by Geary Boulevard, Steiner, Market, Portola, 7th Avenue, and the vast east end of Golden Gate Park. The members of Park Station serve the communities of Cole Valley, Haight Street, the Western Addition and Twin Peaks, the Duboce and Castro areas.

Built originally as quarters for the Mounted Unit, the station was reopened in 1995 after a complete refurbishing, maintaining the original 1910 Mission style facade with its stucco walls and tile roof. The station is now an efficient, functional, and secure place for officers, as well as a non-intimidating building for the residents and visitors of the surrounding neighborhoods.

BEST PRACTICES MODEL

The Park District Station continues its tradition of community policing by staffing foot and bicycle patrols within Stanyan Meadows, around Alford Lake, and the Upper Haight Street corridor, as well as on the Divisadero Street corridor.

Officers assigned to these beats maintain a high-visibility presence within the community and encourage positive contact with the public and the Department. These officers provide a vital link between the public and the Department. The officers' interaction with the community generates improved lines of communication which in turn results in usable information that successfully aids investigations and leads to arrests. The constant presence of the knowledgeable and well-trained beat officers helps to reduce crime in the neighborhood that he or she watches over.

BEST PRACTICES IN ACTION

Drug sales and drug use by individuals in the Upper Haight Street Corridor continue to lead complaints from merchants and community members. Park Station is continuing its enforcement efforts in the Stanyan Meadow, around Alford Lake, and at the horseshoe; located at the foot of Haight Street, the east entrance to Golden Gate Park.

Park Station conducts pedestrian safety enforcement throughout the Park District weekly. By partnering Park Station officers with motorcycle officers from Traffic Company, we are able to enforce traffic laws and educate drivers and pedestrians on pedestrian safety with the goal of reducing serious and fatal pedestrian injuries in the Park District.

Park Station welcomes members of the SF PAL Cadet program who volunteer their time, six total hours a month, at the station assisting officers with office duties. During events such as the recent National Night Out, cadets assisted officers at our local Boys and Girls Club. Cadets spent the day working with the children on skills and playing games with the children.

During the summer months, many events come to the Park District. The Bay-to-Breakers winds its way through the district during a weekend in May. In June, the Haight Street Fair, which stretches from Stanyan Street to Masonic Street, where the summer of love never seems to end, brings music and authentic San Franciscan cuisine to the area. These events attract people from all over the city as well as the Bay Area, and the diligent planning, in which district personnel work closely with organizers, has resulted in extremely successful and violent-free events.



MAKING *it* HAPPEN

RICHMOND STATION

GOLDEN GATE DIVISION, COMPANY G 1461 6TH AVENUE (415) 666-8000 SFPD.RichmondStation@sfgov.org

The officers of the Richmond Police District are committed to the community we serve. The District is comprised of a rich blend of culture and ethnicity reflected in our diverse business and residential community. The District is home to many of San Francisco's treasures such as Golden Gate Park, the de Young Museum, and the Legion of Honor. We welcome visitors from near and far and patrol areas that are tourist Meccas. The members of the Richmond Station work tirelessly to serve and protect our residents and visitors. We strive to deliver service to our community, to prevent crime, and to maintain the quality of life enjoyed by our neighbors and visitors in the Richmond community.

Captain Sharon Ferrigno



Crimes Against Persons	2013	+/-	Property Crimes	2013	+/-
Homicide	0	-1 ↓	Burglary	519	70 ↑
Rape	18	13 ↑	Vehicle Theft	466	18 ↑
Robbery	145	45 ↑	Arson	12	4 ↑
Aggravated Assault	118	19 ↑	Theft (All)	2142	442 ↑
Total Person	281	76 ↑	Total Property	3139	534 ↑
Total Part 1 Crimes		3420	610 ↑		

*Difference in the number of reported cases in 2013 compared to 2012/ Source CompStat

The Richmond Police District is the fourth largest in the city, encompassing 5.7 square miles with an estimated population of 101,208 residents. Its communities consist of the Outer Richmond, Presidio Heights, Inner Richmond, Lone Mountain, Pacific Heights, Laurel Heights, Jordan Park, Sea Cliff, and the Lake areas.

The Richmond Police District's major business corridors include Geary Boulevard, Clement Street, Sacramento Street, and California Street; each is represented by its individual merchants' association, all of which work closely with station personnel to ensure a safe environment for all. Golden Gate Park and its attractions are visited by many residents and tourists alike. These attractions include the Academy of Sciences, de Young Museum, Japanese Tea Garden, Music Concourse, and the many meadows and gardens that are host to concerts, social gatherings, and sporting events throughout the year.

The Richmond District is a highly diverse multi-cultural community comprised of a variety of nationalities, economic levels, religious beliefs, residential, commercial, and recreational areas. Officers patrol five distinct sectors, Golden Gate Park, and foot/bicycle beats in the main commercial areas of Geary Boulevard, Clement Street, California Street, and the Laurel Village area.

BEST PRACTICES MODEL

Richmond Station continues to embrace the Community Policing model that has served it so well in past years. The captain and staff, as well as officers working in specialized positions, meet and coordinate constantly with district Supervisors, representatives of community groups, merchants, school administrators, and residents to ensure that the community's needs are met and that problems are identified and solved.

BEST PRACTICES IN ACTION

In January 2013, in direct response to the tragedy at Sandy Hook Elementary School, Captain Sharon Ferrigno developed a template to respond to school crises. A working group was initiated including law enforcement experts, local school personnel, members of the Unified School District, and the FBI's Law Enforcement online (LEO) to develop a model for emergency response to school violence. As a result of this work, the Federal Department of Homeland Security selected three Richmond District schools out of 100 schools nationwide to conduct an in-depth security assessment completed by Argonne National Laboratory to assist our schools in strengthening their security. Captain Ferrigno's model was selected as the template for preparedness by the FBI/LEO which has now been shared City-wide, as well as among other law enforcement agencies.

This year, Richmond Station used technological advances to command large events through the use of grid maps of Golden Gate Park. Both law enforcement and medical personnel working the events were able to respond faster and more effectively by using the grid to locate persons in need of assistance. Members conduct safety seminars and crisis response training with our local college, museums, schools and religious centers. School Resource Officers provide ongoing curriculum to students surrounding the dangers of gang involvement, violence prevention, cultural awareness, bullying, and other topics of concern.

Interacting with local kids is what community policing is all about. Members participated in the first Middle School PAL Basketball Jamboree which was held in November at the Gene Friend Recreation Center at 6th and Folsom Street. The officers played side-by-side with our local youth. Everyone enjoyed the day and the opportunity to forge bonds making the event a smashing success.



MAKING *it* HAPPEN

INGLESIDE STATION

GOLDEN GATE DIVISION, COMPANY H 1 JOHN V. YOUNG LANE (415) 404-4000 SFPD.InglesideStation@sfgov.org



At the beginning of the year, I wrote upon the message board in the station, "Our goal is to make the Ingleside District the safest to live in, work in, and visit in all of San Francisco."

Nothing has changed. The people of the Ingleside District are well served by a group of dedicated law enforcement professionals, who continue to work at reducing crime, improving pedestrian, bicyclist, and motor vehicle safety, and who partner with community groups and other City agencies to address public safety issues.

Captain Timothy Falvey

Crimes Against Persons	2013	+/-	Property Crimes	2013	+/-
Homicide	8	-10 ↓	Burglary	504	2 ↑
Rape	22	7 ↑	Vehicle Theft	1183	12 ↑
Robbery	393	9 ↑	Arson	17	-15 ↓
Aggravated Assault	383	1 ↑	Theft (All)	1999	256 ↑
Total Person	806	7 ↑	Total Property	3703	255 ↑
Total Part 1 Crimes			4509	262 ↑	

**Difference in the number of reported cases in 2013 compared to 2012/ Source CompStat*

The Ingleside Police District serves the 6.5 square miles of largely residential neighborhoods, a few very busy commercial areas, and major transit corridors. With over 30 schools and 20 parks and playgrounds, this is home to 124,000 residents. District members speak Spanish, Cantonese, Mandarin, Basque, Russian and Tagalog to serve the richly diverse neighborhoods of Noe Valley, Glen Park, Diamond Heights, Miraloma Park, Portola, St. Mary's Square, Sherwood Forest, Westwood Park, the Excelsior, Crocker Park, Mission Terrace, Sunnyside, Cayuga Terrace, Holly Park, Precita Park, St. Francis Woods, South Hill, Westwood Highland, Monterey Heights, Mt. Davidson, Silver Terrace, and Bernal Heights. The district boundaries are formed on the north by Cesar Chavez Street, on the east by Bayshore Boulevard, on the south by the City's border with Daly City, and on the west by Portola Street and Monterey Boulevard.

Each year, there are several special events in the Ingleside District. The events range in size from 100 people to 25,000. Our larger events are Easter Sunrise at Mt. Davidson, Sunday Streets, the Excelsior Street Fair, the Cruzada Guadalupana, "Jerry Day" in the Jerry Garcia Amphitheater in McClaren Park, and National Night Out.

BEST PRACTICES MODEL

The members of Ingleside Station have strong ties to the community groups in our district. Some of the groups with whom we meet and work are the Ingleside Station Community Police Advisory Board, SF SAFE, Excelsior Action Group, Sunnyside Neighborhood Association, New Mission Terrace Improvement Association, Outer Mission Merchants and Residents Association, Cayuga Improvement Association, District 11 Council, Excelsior District Improvement Association, Excelsior Boys and Girls Club, Upper Noe Neighbors, Glen Park Association, Bernal Heights Neighborhood Center, the Public Housing Working Group, Miraloma Park Improvement Club, and the Diamond Heights Neighborhood Association.

During 2013, we partnered with the Bernal Heights Neighborhood Center to engage the youth of the district. Officers from Ingleside Station participated in a "Youth Summit" where officers and youth wrote and acted out skits depicting contacts with the police. The purpose was to improve communication and understanding between officers and the youth of the district. After each skit, the officers and youth would discuss how the scenario unfolded and explain certain police procedures to help foster trust between the youth and the police.

BEST PRACTICES IN ACTION

A positive example of how Ingleside Station addressed community concerns and crime analysis trends was the implementation of the Pedestrian Safety program and the Red Light and Stop Sign Safety campaigns. The program yielded a 10 percent reduction in collisions in the Ingleside Police District for the year.



MAKING *it* HAPPEN TARAVAL STATION

GOLDEN GATE DIVISION, COMPANY I | 2345 24TH AVENUE (415) 759-3100 SFPD.TaravalStation@sfgov.org

Although the majority of calls for service we receive are crime-related, at times, we find ourselves handling a situation which is not a criminal or police matter. I want our officers to always try to help, knowing that many times we, as police officers, can resolve the situation and make the person's life a little better. We can always do something.

Captain Curtis Lum



Crimes Against Persons	2013	+/-	Property Crimes	2013	+/-
Homicide	3	-1 ↓	Burglary	555	-133 ↓
Rape	20	8 ↑	Vehicle Theft	588	116 ↑
Robbery	234	45 ↑	Arson	19	-5 ↓
Aggravated Assault	214	16 ↑	Theft (All)	2238	213 ↑
Total Person	471	58 ↑	Total Property	3400	191 ↑
Total Part 1 Crimes		249 ↑			

**Difference in the number of reported cases in 2013 compared to 2012/ Source CompStat*

Spanning from Balboa Terrace to the Sunset District area, the Taraval Police District is the largest geographical police district in San Francisco. It is over a quarter of the city, 10.8 square miles. Although it is mostly residential, there are commercial corridors throughout the district and a large state university. Lincoln Boulevard, Sloat Avenue, and Sunset Boulevard are major traffic corridors for vehicles. With over 30 residential neighborhoods, there are approximately 163,000 people living in the district, with an additional 40,000 students who attend San Francisco State University.

BEST PRACTICES MODEL

To reduce criminal activity, Taraval Station offers residents home and personal safety presentations. If residents can get a few neighbors together, a uniformed officer will go to the house and discuss what they can do to keep their homes and themselves safe. Our goal is to help connect the neighbors together and ultimately form a neighborhood watch group.

Working in conjunction with the community, including volunteers and various City agencies, members strive to coordinate efforts to improve the quality of life in the district. Community involvement is key to the success of our projects and programs. An emphasis on youth engagement was prevalent throughout our efforts this year.

BEST PRACTICES IN ACTION

The College Opportunity Program (COP) was developed by Lieutenant Cornelius Johnson of Taraval Station, the SF Unified School District, and the Institute of the Academy of Art. The goal was to encourage more at-risk youths to go to college. The program is aimed at familiarizing area youth with the college application process and the path needing to be followed to go to and be successful in college. At-risk students were selected from Lincoln, Balboa, and Galileo high schools for the four-week program during the summer. The students attended San Francisco State College and were taught leadership skills and educated about college life.

The program exposes students to different types of careers, and speakers including the Chief of Police, FBI agents, computer designers, attorneys, nurses, and military personnel took time to address the group about their careers. The students learned about team building, researching, leadership skills, public speaking, and the financial-aid process. Once the students graduated from COP, they were placed in paid, summer internships at companies in which the students expressed interest. Many businesses and organizations were involved in these efforts, and the members of the Taraval Station were the driving force behind this program participating every day as facilitators and instructors.



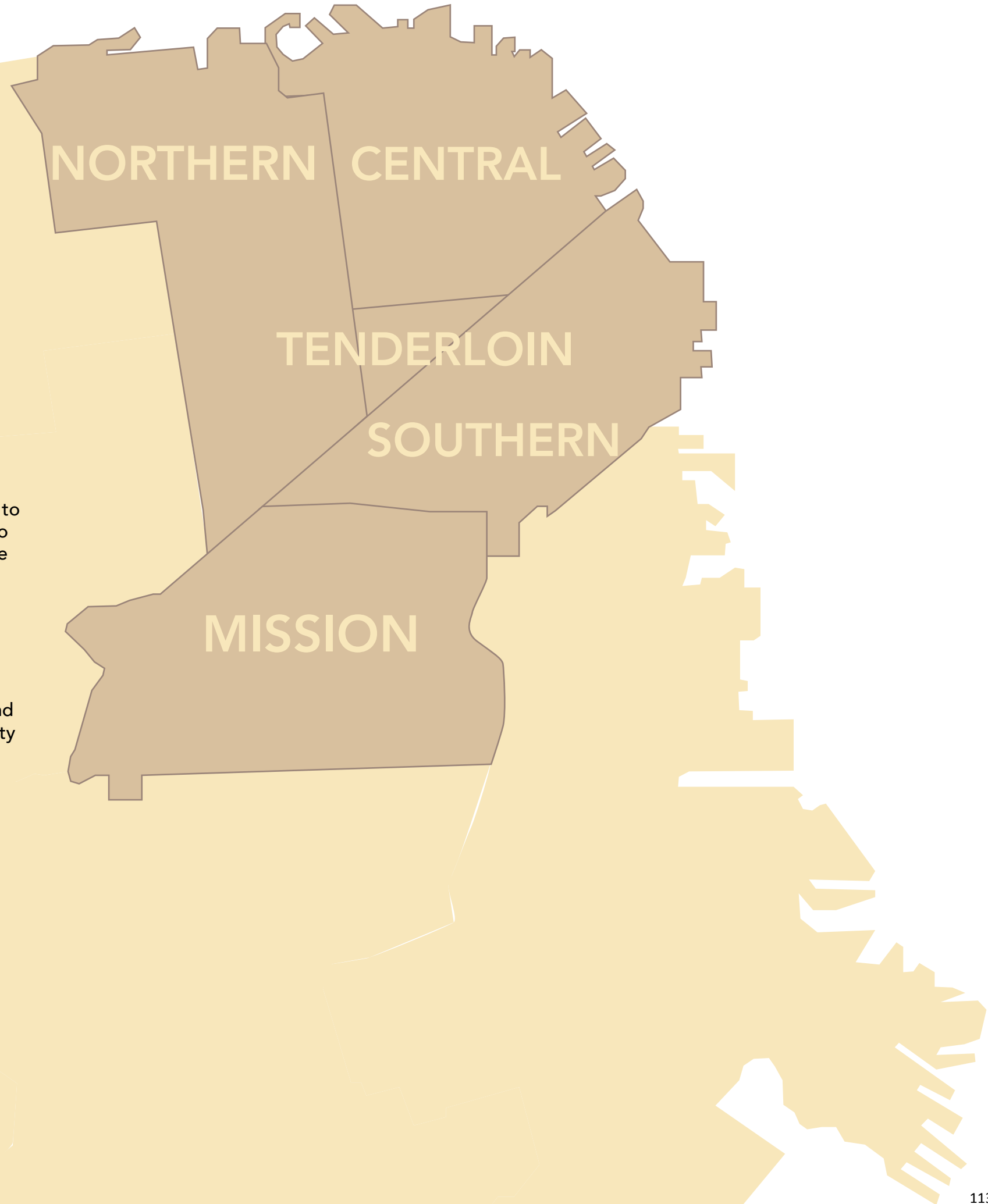
MAKING *it* HAPPEN
METRO
DIVISION



COMMANDER CHARLIE ORKES

Commander Orkes joined the Department in 1989. During his career, he has served in several assignments, being promoted to the Commander of the Metro Division after serving as the Captain of the Southern Station.

Commander Orkes expects those under his command to be committed to serving and protecting the community in a professional and courteous manner.



MAKING *it* HAPPEN CENTRAL STATION

METRO DIVISION, COMPANY A 766 VALLEJO STREET (415) 315-2400 SFPD.CentralStation@sfgov.org



Successful delivery of police services requires relationship building, communications, and strategic planning. Here in the Central District, community policing and problem solving is a philosophy, management style, and an organizational strategy. Our policing model promotes public-private-community-partnerships to educate the public with the common goal of making our city a safer place. We strive to deliver the best police services to our clients; the residents and visitors of San Francisco. This is accomplished by public-private partnerships, educating the community and private sector, strategic planning, police foot beats and bicycle patrol, and constitutional policing.

Captain Garret Tom

Crimes Against Persons	2013	+/-	Property Crimes	2013	+/-
Homicide	0		Burglary	603	11 ↑
Rape	22	7 ↑	Vehicle Theft	409	-34 ↓
Robbery	351	-7 ↓	Arson	19	5 ↑
Aggravated Assault	292	31 ↑	Theft (All)	4799	623 ↑
Total Person	666	31 ↑	Total Property	5830	605 ↑
Total Part 1 Crimes			6496	636 ↑	

**Difference in the number of reported cases in 2013 compared to 2012/ Source CompStat*

The Central Police District serves a population of 75,000 people in a 1.8 square mile area. On any given weekday afternoon, the population swells to 350,000 because of tourists, daily workforce/commuters, shopping areas, and the majority of major hotels in the district. We are home to the Financial District, the Embarcadero, Nob Hill, Russian Hill, and Telegraph Hill. In addition, we have seven of the top ten tourist destinations in San Francisco; Union Square, Chinatown, Fisherman's Wharf, Alcatraz Island, Pier 39, Lombard Street, Coit Tower, and the Cable Cars.

Our district is host to over 100 planned and unplanned events a year, including presidential visits, demonstrations, labor protests, festivals, street fairs, and parades. Some of our biggest events include Fleet Week, the Italian Heritage Parade, Chinese New Year's Celebration and Parade, the 4th of July Celebration along the waterfront, and the New Year's Eve festivities along the Embarcadero. These events bring in over a million spectators making crowd management and crime prevention vital. We are a world-class destination with a world-class police force.

BEST PRACTICES MODEL

Positive community engagement is the blueprint for success in our community policing model. Here in the Central, we not only serve the community, but we are a part of the community. Our members have fostered strong relationships with over 30 community groups, non-profits, and business organizations making us a model of a true public-private-community partnership. Many of these groups meet on a regular basis to provide education, crime trends, current issues, and crime prevention planning. We speak eleven different languages at Central Station, making us as diverse as the community we serve.

Central Station officers patrol the heart of the city, and these officers have big hearts as evidenced by their contribution of over \$25,000 to this year's Combined Charitable Campaign. This is the third year in a row that Central Station led the way finishing first among all stations and bureaus in monetary contributions to various worthwhile charities. Our community policing philosophy and management style promote proactive problem solving and community engagement.

BEST PRACTICES IN ACTION

In the past two years, San Francisco and major cities with large elderly Chinese populations continued to be terrorized by numerous organized crime rings from China in what was known as the Asian Blessings Scam. By exploiting primarily elderly Chinese-speaking women, the criminals convinced their victims they were cursed. Only a skilled doctor, one of the criminals, possessed the skills to chase away the evil spirits by blessing the victim's entire life savings in cash and jewelry. This happened 63 times in San Francisco, 22 times in the Central District, resulting in \$1.6 million in cash being stolen and another \$400,000 in jewelry. Most of these victims lost their entire life savings.

A Central Station task force worked closely with the Financial Crimes Unit, sharing information globally, and Chinese-speaking plainclothes officers canvassed the district for clues and evidence to capture these con-artists. In addition, a huge education program was launched including an innovative idea borrowed from Hong Kong. Thousands of reusable shopping bags that warned people about the scams were printed and distributed to senior centers; a strategy made possible by private donations from Chief Suhr, Captain Tom, the District Attorney investigators, and the Asian Police Officers Association.

The Police Department made thirteen arrests. Through the collaboration of law enforcement agencies across the globe, community outreach, and education through the media, many of the suspects have been taken into custody. There have not been any new cases since April of 2013.

Anti-Crime Unit

The Central Station's partnership between the SIT team and elite plainclothes unit has created one of the top anti-crime units in the city. The unit has increased its arrests for burglaries by 34 percent and arrests for auto theft have increased a whopping 179 percent. In addition to constant arrests for auto burglary, the unit has also dismantled eight fencing rings. These fencing rings would buy stolen goods from active burglars who broke into cars and homes. The fences pay cash (usually ten cents on the dollar) for the stolen items. Numerous arrest and search warrants were obtained by the station investigators and hundreds of cell phones, computers, tablets, cameras, and nearly \$90,000 in cash were recovered. In addition, nearly \$2 million worth of stolen merchandise was recovered.



MAKING *it* HAPPEN SOUTHERN STATION

METRO DIVISION, COMPANY B 850 BRYANT STREET (415) 553-1373 SFPD.SouthernStation@sfgov.org



As the Commanding Officer of Southern District Station, I am strongly committed to the partnerships between the community and the Police Department. My goal is to encourage residents, merchants, and visitors to be actively engaged with their Police Department in making their community a safer place.

Captain Michael Redmond

Crimes Against Persons	2013	+/-	Property Crimes	2013	+/-
Homicide	7	-3 ↓	Burglary	830	164 ↑
Rape	39	18 ↑	Vehicle Theft	421	-63 ↓
Robbery	743	7 ↑	Arson	30	8 ↑
Aggravated Assault	582	82 ↑	Theft (All)	8613	1213 ↑
Total Person	1371	104 ↑	Total Property	9894	1322 ↑
Total Part 1 Crimes			11,265	1426 ↑	

**Difference in the number of reported cases in 2013 compared to 2012/ Source CompStat*

The Southern Police District is divided into five patrol sectors within the City and one sector on Treasure Island. The district covers approximately 2.9 square miles with a daily population ranging from 26,145 to over 300,000. Southern Station is home to the Central Market Public Safety Hub on 6th Street which opened in March 2013.

The Southern District is the hub for the City's public transit systems, including Muni, BART, AC Transit, Golden Gate Transit, Greyhound, SamTrans, CalTrain, and ferry boats. The retail outlets, Westfield Mall, hotels, and other local attractions along the Market Street corridor allure visitors and tourists from all corners of the world.

The Southern District hosts many events each year including Giants baseball games, the World Baseball Classic, Kraft Fight Hunger Bowl Game, Oracle World, Dream Force convention, Israel in the Gardens, St. Patrick's Day Parade, Martin Luther King Day Parade, and the Gay Pride Parade. The district has managed many dignitary visits including the President of the United States. In addition, the district sees a variety of labor and political related First Amendment demonstrations throughout the year.

BEST PRACTICES MODEL

The Southern Police District is one of great diversity which runs the gamut from the homeless population to the affluent rich; from small business owners to the powerful tech corporations. As the City's hub for transportation, retail, tourism, and employment, the South of Market Area (SoMa) is a collaboration of cultures, lifestyles, dreams, and desires. As this lucrative and prosperous district attracts so much good, it also attracts an illicit criminal element. Southern officers are therefore tasked with the prevention, protection, and service within the community.

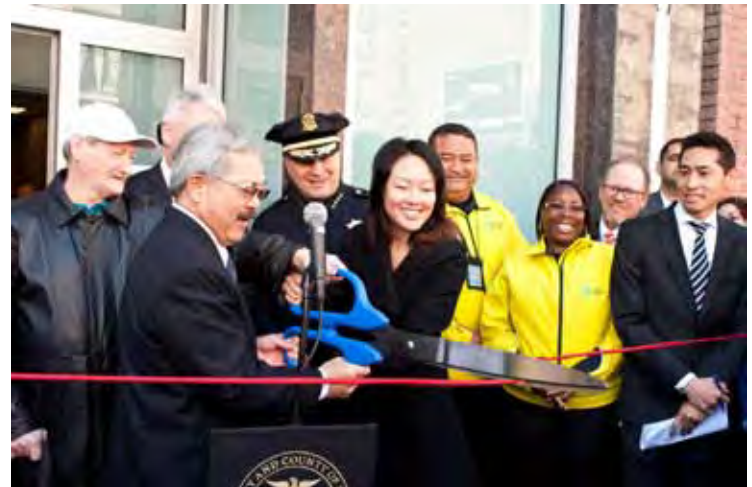
The dynamics of the Southern District require the application of various approaches to law enforcement and the utilization of the vast resources and programs of the City. Overwhelming involvement in community policing by interaction with residents, merchants, community members, neighborhood associations, and other City agencies help build a safer community. Teamwork and collaboration between these entities is used to prevent crime, address quality-of-life issues, and foster neighborhood development. Outreach to our local schools and youth promote trust and faith rather than fear or anxiety. Tackling the criminal element is a combination of crime analysis, station investigators, Mid-Market foot beats, plain clothes units, and hard-working street cops combating and preventing crime on a daily basis.

BEST PRACTICES IN ACTION

The officers at Southern Station, and specifically the foot beat officers, have partnered with all of the stakeholders in the Mid-Market area. Following the opening of the Public Safety Hub in March of this year, officers have transformed this area into its own highly effective community policing office. The Mid-Market beat has been broken down into smaller sections, and officers are assigned to specific areas. Their daily contacts with the residents, businesses, non-profit groups, and youth programs have effectively provided a safer environment along with reducing neighborhood crime.

Sergeants work directly with the Community Benefit and Business Improvement Districts on a daily basis in order to promote community interaction on a much larger scale. They have hosted many community meetings and have united local community groups and businesses together for the common goal of bridging the gap that exist between police and the community to improve the safety in their neighborhood. One such result is a popular monthly event called, "Coffee with the foot beats." This town-hall style meeting encourages everyone in the area to visit the Public Safety Hub and provides a forum to address community concerns with each other.

Southern Station shares the Public Safety Hub with members of other City agencies including the SF Homeless Outreach Team, Adult Probation, the District Attorney's Office, Homeless Connect, Community Guides, and Community Ambassadors. This collaboration between the police officers, organizations, and community has had overwhelming success along the 6th Street corridor. Success has included reduction in crime, improvement in the quality of life for both residents and merchants, and a better relationship between all involved stakeholders.



MAKING *it* HAPPEN MISSION STATION

METRO DIVISION, COMPANY D 630 VALENCIA STREET (415) 558-5400 SFPD.MissionStation@sfgov.org



My goal is to challenge our officers to improve the level of service to the community by promoting an environment that fosters community policing. We strive to provide policing which results in long-term change, rather than short-term solutions to neighborhood problems. By working with the community, we can establish partnerships that allow us to solve problems while effectively utilizing our resources.

Captain Robert Moser

Crimes Against Persons	2013	+/-	Property Crimes	2013	+/-
Homicide	7	-2 ↓	Burglary	535	-11 ↓
Rape	38	10 ↑	Vehicle Theft	741	-81 ↓
Robbery	699	144 ↑	Arson	25	10 ↑
Aggravated Assault	619	42 ↑	Theft (All)	4074	550 ↑
Total Person	1363	194 ↑	Total Property	5375	468 ↑
Total Part 1 Crimes		6738	662 ↑		

**Difference in the number of reported cases in 2013 compared to 2012/ Source CompStat*

The Mission Police District is known as “Corazon de la Ciudad,” translated to the Heart of the City. The district is rich in cultural and architectural heritage and is home to the oldest settled area of the city as well as the first landmark of San Francisco, Mission Dolores.

The Mission Police District is approximately 2.7 square miles with 104.8 road miles, a population estimated at 103,690, and is centrally located between the downtown area and the outlying residential neighborhoods. The district boundaries cover the region east of Twin Peaks to the James Lick Freeway, and south of Market Street to Cesar Chavez Street. The Mission District is comprised of three, very distinct neighborhoods of the Castro, the Mission and Noe Valley.

Historically, the Mission is a district of important crossroads and is a major transportation hub for BART with stations at 16th and 24th Streets. The commuter-rail system provides a link from the Mission to the Financial and shopping districts, as well as to the cities of the East Bay and Peninsula. Residential land use is defined by densely developed blocks serving all socio-economic levels. District neighborhoods include Noe and Eureka Valleys, Castro, Dolores and Diamond Heights, Mission Dolores, Upper Market and Castro, Lower 24th Street, Shotwell and 25th Street, and Cesar Chavez.

The intensified commercial corridor of Mission Street extends from north of 16th to Cesar Chavez and is known as the “Mission Miracle Mile.” This corridor is a major-retail strip and is an alternative to Market Street businesses and has evolved into a citywide business district.

The Mission District is host to approximately 216 annual special events. Staffing resource is derived from in-house as well as outside district stations to prepare for crowds of +/- 300,000 attendees. Our major events include Carnival, Castro Street Fair, Cesar Chavez Parade and Festival, Cinco De Mayo Festival, Dia de los Muertos, Dyke March, Halloween, International Workers Day, La Cocina Street Food Festival, Pink Saturday, Pride Parade, and Trans March.

Our business owners and residents of the Mission District command the highest level of law enforcement service we can provide. To this end, law enforcement personnel from supervisors to patrol officers worked as a cohesive team to problem solve crime issues and neighborhood complaints and concerns by proactive enforcement compounded with the utilizing of intra-city resources not limited to, Department of Public Works, Bureau of City Inspections, Department of Public Health, and Fire to improve the quality of life.

Continuity is an element of our staffing of car sectors, foot and bicycle beats, as well as school resource officers. The result is greater ownership, responsibility and accountability of neighborhood problems via direct, frequent, and ongoing community engagement with merchants and residents. Officers document their complaints, implement an enforcement approach, and initiate contact to resolve conflicts or complaints while providing resource information.

BEST PRACTICES MODEL

Mission Station officers are passionate about their commitment to serving the highest-risk youth and their families. Officers serve as positive role models to promote and foster community partnerships and develop social awareness while cultivating positive changes in the community. We commend our officers for their selfless and dedicated efforts to empower youth to reach their highest potential.

BEST PRACTICES IN ACTION

During this year, Mission Station officers engaged in youth programs ranging from working with high-risk youth at Valencia Gardens to participating in a summer reading program. Officers served as assistant coaches of basketball, baseball, and football at local schools. Officers mentored 14 low-income students and provided an educational opportunity with the Close-Up

Foundation for a historical tour of Washington, DC, with expenses provided by sponsors of the community procured by the efforts of the officers. Officers served the Mission community during the holiday season through their endeavors with the Christmas Toy Drive and Give-Away. Approximately 850 children per year attend this event.

Officers David Sands and John Cathey collaborated with District Supervisor David Campos to develop a community-based program identifying youth at risk and provided job training and employment opportunities. Station officers designed and implemented a second preventative program as an outreach to target vulnerable youth from gang recruitment. The root of this effort started as a pilot program at James Lick Middle School to engage youth and their families as a means to disrupt gang recruitment.



MAKING *it* HAPPEN NORTHERN STATION

METRO DIVISION, COMPANY E 1125 FILLMORE STREET (415) 614-3400 SFPD.NorthernStation@sfgov.org



At the forefront of policing in the Northern District is the philosophy of committed community engagement. I firmly believe that a collaborative relationship between the fine members of Northern Station and the surrounding community is what is paramount for our success. Without this relationship, we cannot be effective, and without this relationship, both the Police Department and the community will suffer. Each day we strive for further engagement, conscious that our commitment to this partnership brings our community closer together and builds for safer and supportive neighborhoods.

Captain Greg McEachern

Co E - Northern

Crimes Against Persons	2013	+/-	Property Crimes	2013	+/-
Homicide	5	2 ↑	Burglary	821	-59 ↓
Rape	39	17 ↑	Vehicle Theft	685	76 ↑
Robbery	447	-5 ↓	Arson	28	8 ↑
Aggravated Assault	380	25 ↑	Theft (All)	5621	1164 ↑
Total Person	871	39 ↑	Total Property	7155	1189 ↑
Total Part 1 Crimes			8026	1228 ↑	

**Difference in the number of reported cases in 2013 compared to 2012/ Source CompStat*

The Northern Police District encompasses 5.3 square miles of the city with nearly 100,000 residents. The district is bordered by Larkin Street on the east, Steiner Street to the west, Market Street to the south and the water's edge of the Marina District to the north. This is home to communities of various cultures and demographics, including the Lower Haight Ashbury, Hayes Valley, the Western Addition, the Lower, Middle, and Upper Polk communities, Japan Town, Lower Russian Hill, Pacific Heights, Cow Hollow, and the Marina. The District is also home to some of the most vibrant commercial corridors in the city including the Lower Hayes Valley, Japan Town, Upper Fillmore, Polk Street, Union Street, and Chestnut Street shopping areas. At night, the Northern District turns into a destination spot for night life with lively restaurant and entertainment venues spanning all areas of the district from the Lower Haight, to the Polk Street corridor, to the Marina District.

Each year, the Northern Police District is the host for hundreds of events, both small and large, which offers a glimpse of the communities and culture made famous in San Francisco. The events include festivals and galas throughout the year at Civic Center Plaza, City Hall, the Bill Graham Event Center, the Opera House the Symphony, and the San Francisco Jazz Center. The District is also home to many community events and street fairs including the Gay Pride Celebration, the Walk for Life, Juneteenth in the Fillmore, the Cherry Blossom and Nihonmachi Festivals in Japan Town, Fleet Week, America's Cup Boat Races, the Fillmore and Polk Street Jazz Festival's, and the Union Street Fair just to name a few.

Sworn personnel are assigned to patrol five sectors in the district, foot beats, plain clothes, investigations, school resource, homeless outreach, and special events. The unbelievable civilian support at Northern Police Station includes public service aides, fleet maintenance, and clerical staff.

BEST PRACTICES MODEL

Engagement and interaction with the youth of our community is a priority of the San Francisco Police Department and especially here at the Northern Station. We believe engagement with children at a young age sets a solid foundation for their success and demonstrates a positive role model and values for our officers. The officers are encouraged to contact and participate in youth activity and engagement at all times, and many activities which occur here in the Northern District involve cooperative participation between youth and our officers.

BEST PRACTICES IN ACTION

In 2013, Northern Station officers had the unique opportunity to engage with youth in our community with an added element to our involvement. By joining together with the Police Academy recruits, members participated in numerous activities with the youth in our community. The philosophy behind the partnership with our officers, our new recruits in training, and our youth was twofold. First, our community youth were joined in their activities with not only officers from Northern Station, but with more than thirty recruit officers in training. Combined, this allowed the youth to see not only more officers at an event, but also allowed our youth to see and talk to the recruits about their newly chosen profession. Moreover, it allowed the youth to get a glimpse of young officers engaged in the community in a positive environment which was impactful for our youth. Second, and of great importance to our philosophy of community engagement, our new recruits were introduced to the community values and engagement expected of officers in our Department. By instilling this value in new recruits at the beginning of their career, our Department accomplished not only the vision for community engagement success, but the wisdom for our new officers that we are part of the community and the community is part of us.

Some of the events in which our officers and recruits engaged the youth of our community throughout 2013 included afterschool programs with the local YMCA and Mo' Magic. At these events, officers and recruits engaged in activities such as festivals, parties, parades, and in programs such as after school reading, writing, and homework club. The culmination of our events occurred in early August when one of the Academy recruit classes participated in the backpack give away where over two thousand backpacks were distributed to the needy youth of our community.



MAKING *it* HAPPEN

TENDERLOIN STATION

METRO DIVISION, COMPANY J 301 EDDY STREET (415) 345-7300 SFPD.TenderloinStation@sfgov.org



The foundation of Community Policing lies in partnerships. The Tenderloin possesses a cross-section of residents, merchants, and service providers that recognize they have a real and active role in public safety. Like the countless service providers who work in the Tenderloin, the officers of this station choose to be here because this is where they are needed the most. I have the privilege of working with a group of officers who engage in 21st Century ethical policing that values quality service, compassion, professionalism, and personal accountability

Captain Jason Cherniss

Crimes Against Persons	2013	+/-	Property Crimes	2013	+/-
Homicide	4	2 ↑	Burglary	222	1 ↑
Rape	34	20 ↑	Vehicle Theft	98	43 ↑
Robbery	424	45 ↑	Arson	15	5 ↑
Aggravated Assault	447	122 ↑	Theft (All)	1775	216 ↑
Total Person	909	189 ↑	Total Property	2110	265 ↑
Total Part 1 Crimes			3019	454 ↑	

**Difference in the number of reported cases in 2013 compared to 2012/ Source CompStat*

The Tenderloin Police District covers .03 square miles and is a triangular area bordered by Larkin, Geary, Stockton, and Market Streets. Just over 20,000 people call the district home. With people shopping in the Lower Union Square area or staying at the Hilton, Hotel Nikko, or Parc 55, that number swells to 37,000 on a daily basis. The Tenderloin is close to the heavily traveled public transit lines on Market Street and contains parts of Little Saigon, the Hyde Street Corridor, and a portion of the Theater District.

The service providers in the Tenderloin are the most inspired and committed throughout the city. The district has a wide array of non-profit organizations providing services to vulnerable populations including families, youths, and seniors. Tenderloin's own Glide Church and Saint Anthony's continue to serve food to thousands of people every day. The two schools that serve a portion of the several thousand children living in the Tenderloin are the De Marillac Academy Grade School and the City Academy; both kindergarten through 8th grade.

New housing, office space, and restaurants have been created in the Tenderloin District to accommodate the new demographic of technology firms in the Mid-Market area.

BEST PRACTICES MODEL

While we recognize that problem-solving efforts (through partnerships, education, and intervention) offer more long-term results in public safety, enforcement remains an important component in our efforts to keep the community safe. We do this by maintaining a highly visible uniform presence, undercover operations, and by working with other City agencies and law enforcement entities. The Tenderloin District Community Police Advisory Board, service providers, residents, and merchants continue to be our strong partners in public safety. Our focus has been to address environmental issues that give rise to crime and disorder in the Tenderloin through programs and advocacy. Outreach strategies are designed to heighten our community's awareness of programs that are working and our community's expectation for public safety.

BEST PRACTICES IN ACTION

In 2013, Tenderloin's plainclothes team, Southern Station personnel, and the Federal Drug Enforcement Agency formed a task force to target prolific drug dealers in our neighborhood. The arrests that resulted from the several months-long operation sent shockwaves through the district and made a positive impact on the level of narcotic trafficking in our community.

Tenderloin Station is spearheading a comprehensive Crime Prevention Through Environmental Design (CPTED) study on every brick-and-mortar structure with an address in the Tenderloin. The effort is being staffed by volunteers and assisted by the Tenderloin Community Benefits District. Officers are working with property owners, businesses, and tenants to improve lighting, surveillance, and business practices. This, coupled with our tenacious outreach, has the community working more with the police and Safety Awareness for Everyone (SF SAFE) to keep the police involved in organizing public safety groups and targeting improvements.

Successful "Take Back" programs have been initiated in the Tenderloin where groups organize in public safety efforts to disrupt criminal activity. The groups engage in coordinated wash-downs of their block, sending the message that the people who work and live in the area care about the Tenderloin. We have recently formalized our problem-solving efforts and initiated a liaison program to measure our success and offer a specific police contact for ongoing issues.

The Tenderloin Police District is a challenging and exciting place. Through these best practices initiatives, Tenderloin Police Station continues the work of making the Tenderloin a safer, healthier community



MILESTONES 2013



AWARDS AND RECOGNITIONS

The following members were honored at the annual Medal of Valor Awards Ceremony on September 4, 2013

SILVER MEDAL OF VALOR

Lieutenant Toney Chaplin
Sergeant Domenico Discenza
Officer Mary Godfrey
Officer Patrick Griffin
Sergeant Ronald Liberta
Officer Michael Simmons
Officer Constantine Zachos

BRONZE MEDAL OF VALOR

Sergeant Damon Jackson
Sergeant Ja Han Kim
Sergeant Martin Lalor, Jr.
Sergeant Dion McDonnell
Sergeant Andrew Meehan
Sergeant Matthew G. O'Leary
Sergeant Shaughn Ryan
Sergeant Jason Sawyer

Officer Luis DeJesus
Officer Jay Dowke
Officer Douglas Farmer
Officer Aaron Foltz
Officer David A. Goff
Officer Patrick Griffin
Officer Stephen Hampton
Officer Joshua Hinds
Officer Victor Hui
Officer Wendell Jones
Officer Thomas MacMahon
Officer Nathaniel Manalang

Officer Brendan O'Connor
Officer Michael Palada
Officer Adrian Payne
Officer Jason Robinson
Officer Kelvin Sanders
Officer Peter Schlegle
Officer Thomas Smith
Officer Robert Toy
Officer Michael Wolf
Officer Nelson Wong
Captain Michael Moran



ACADEMY GRADUATIONS 2013

ACADEMY 232



Kevin Adams	4256	Timothy Hundley	4309
David Aschwanden	4257	Kostyantyn Ivanov	4283
Kevin Brady	4258	Nathan Lee	4285
Jose Calvo-Perez	4259	Ryan Liu	4286
Oswaldo Campos	4260	Dylynn Misner	4287
Joseph Clark	4261	Jiries Naser	4289
Miguel Cortez	4262	Lawrence Ng	4290
Kevin Cuadro	4263	Kohl O'Keefe	4291
Blake Cunningham	4264	Matthew O'Leary	4292
Susie Der	4265	Sondra Reynolds	4293
Zachary Donohue	4266	George Santana	4295
Desmond Dun	4267	Rudy Sebastian	4296
Valerie Durkin	4268	Cameron Stokes	4307
Kevin Fong	4270	Kenneth Syring	4297
Derrick Gonzales	4272	Giselle Talkoff	4298
Michael Gordon	4274	Nghia To	4299
Kendall Graham	4275	Dominic Vannucchi	4300
Michael Graham	4276	Calvin Wang	4301
Bret Grennell	4277	Domingo Williams	4308
Richard Gutierrez	4280	Kyle Wren	4302
Shyrle Hawes	4281	Bryan Zahn	4303
Matthew Hom	4282	Nicholas Zerga	54
Irvin Huerta	4284	Erik Ziegler	4306

ACADEMY 234



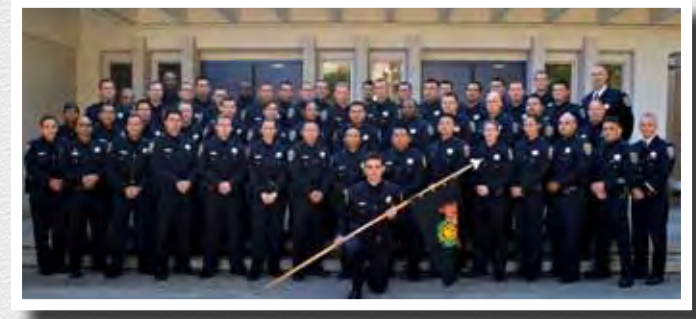
Colby Austin	4316	Martin Kilgariff	1459
Jordan Barry	4317	Elia Lewin-tankel	4343
Daniel Burns	4319	John Li	4344
Frank Busalacchi	4330	Abigayle Lin	4345
Oliver Calupad	4320	Laurie Loftus	21
Samuel Chan	4321	Chase McKay	4346
Joseph Clemente	4322	Jesse Montero	1588
Kevin Clifford	4323	Robert Navarro	4347
Brian Conway	454	Kevin Nestor	183
Jarron Cross	4324	Christopher O'Brien	184
Tyler Dove	4326	Bridget O'Connor	4349
Derick Dragon	4327	Denis O'Connor	4350
Daniel Dudley	1497	Eric Pan	4352
Jamel Ellison	4329	Michelle Quema	2117
Kenneth Esson	4331	Justin Rice	4353
Ilya Faynshteyn	4332	Aislin Roche	4354
Christopher Galligan	860	Michael Scott	4356
Edward Gamble	1839	John Silvestri	4357
Steven Gramling	4334	Claudia Valle	4358
Nikolaos Hawes	4335	Joshua Wang	4359
Shawn Imhoff	4340	David Wasserman	4360
Matthew Jew	4341	Robert Wheeler	4361
Brian Kelly	1019		
Daniel Kelly	211		

ACADEMY 235



Alvaro Abaunza	4239	John O'Brien	4273
Anthony Bautista	4279	Michael Pardini	4369
Dominic Busalacchi	530	David Perez	4305
Michael Canning	2269	Budiman Poespowidjojo	4373
Brian Carew	4269	Christopher Prescott	1605
Daniel Casey	4139	John Quinlan	2256
Tadhge Conway	34	Ronald Quock	2339
Patrick Cummins	4310	Thomas Redmond	1857
Therese Deignan	4363	Brandon Rock	2392
Rene Duenes	4364	Nicholas Rose	2395
Christopher Hardy	4370	Matthew Ryan	179
John Hoge	4371	Marco Sanchez-Zamudio	2399
Mark Holland	4372	Dan Stark	4366
Matt Kabanuck	4385	Gregory Sutherland	2404
Kimberly Kulstad	321	Andre Taylor	2422
David Lee	398	Hung Truong	2472
Thomas Lee	2479	Dustin Tsang	878
Adam Lobsinger	4374	Albert Tuipulotu	2486
Wayne Lok	4375	Eric Wang	4095
Bary Marshall	4124	Marcus Wells	1564
Hava McCarter-Ribakoff	4187	Nicole Whear	4117
Nadia Mohamed	4254	Robby Willkom	4172
Frankey Nava	4294	Gilbert Wong	4222

ACADEMY 237



Cory Barone	1524	Patrick Macchi	1598
Michael Basurto	711	Robert Maligaya	1637
Raymond Biagini	1533	Brandon Martin	1445
Nicholas Billings	1638	Brent McCord	1042
Nicholas Buckley	529	Jose Medina	2044
Cristina Busalacchi	2495	Thomas Mora	1359
David Daneluz	783	Mary Opler	1239
Kevin Daniele	93	James Puccinelli	1894
Jason Dungca	1003	Rene Romero	826
Daniel Faulkner	1744	Michael Rotschi	1514
Douglas Finigan	1325	Richard Schiff	1968
Jamie Garon Fermo	1684	Yasar Shah	2065
Grace Gatpandan	1661	Christopher Simpson	2137
James Gay	1084	John Siracusa	1438
Nicole Gilliam-Bowden	1075	Sam Snadow	1644
Curran Gong	1837	Jeremiah Swangler	1593
Jabari Jackson	1877	John Tyler	1675
Michael Juan	1462	Paul Vainshtok	2135
Juan Lara	1582	Justin Webster	934
William Levy Jr.	1333	Brendan Williams	1695
Horace Liu	882	Nicholas Wise	1542
David Lucchetti	1471		

ACADEMY 236

LATERAL

Joel Aguayo	706	Scott Mallon	856
Rick Andreotti	104	Edward Markey	867
Joel Aylworth	480	Manuel Ochoa	386
Curt Barr	961	Mazi Sadiki	803
Nicholas Barrera	1108	Nicholas Sepulveda	892
Shane Blatz	215	Brent Sullivan	312
Josh Cabillo	1014	Christopher Tabela	1911
Joseph Cariffe	332	Justin Tatlow	1871
Francisco Chicas	390	Kyle Thomas	1130
Ken Gallo	1060	Jason Zimiga	879
Patrick Gerrans	624		
Matthew Hackard	617		



PROMOTIONS 2013



RETIREMENTS 2013



DEPUTY CHIEF

John J. Loftus 01.12.2013

COMMANDER

John J. Garrity 05.11.2013
Hector M. Sainez 01.12.2013

LIEUTENANT

Walter D. Cuddy 06.22.2013
Luke T. Martin 06.22.2013
Brian T. Philpott 06.22.2013
Dean R. Ries 06.22.2013
Scott F. Ryan 06.22.2013
Christopher D. Creed 06.22.2013
Brian E. Devlin 06.22.2013
Pamela M. Hofsass 06.22.2013
Charles F. Limbert 06.22.2013
Edward T. Yu 06.22.2013

SERGEANT

David A. Almaguer 06.22.2013
Val Altamirano 06.22.2013
Donald D. Anderson 06.22.2013
Erick A. Anderson 06.22.2013
Christopher Beauchamp 06.22.2013
Joaquin F. Borromeo 08.31.2013
Gary G. Buckner 08.31.2013
Angus M. Chambers 08.31.2013
Magnus J. Chow 08.31.2013
Maria Ciriaco 08.31.2013
Alejandro Cortes 08.31.2013
Andrea L. Creed 08.31.2013
Joan M. Cronin 06.22.2013
Timothy K. Davis 06.22.2013
Michelle D. Day 06.22.2013
Christopher Del Gandio 06.22.2013
Julius T. Dempsey 06.22.2013
Laxman S. Dharmani 08.31.2013
Alice Dicroce 08.31.2013
Maria T. Donati 06.22.2013
Matthew J. Dudley 08.31.2013

Matthew W. Elseth 06.22.2013
Flint T. Paul 06.22.2013
Lydia M. Faidiga 08.31.2013
Douglas N. Farmer 08.31.2013
Jesse T. Farrell 06.22.2013
David Frias 08.31.2013
Sean D. Frost 06.22.2013
Jason C. Garden 08.31.2013
Maris W. Goldsborough 08.31.2013
Esther Gonzalez 06.22.2013
Phillip M. Gordon 08.31.2013
Brian P. Greer 06.22.2013
Patrick T. Griffin 08.31.2013
Peter D. Hamilton 06.22.2013
Clayton A. Harmston 08.31.2013
Thomas D. Harvey 06.22.2013
Jennifer Hennessey Jones 06.22.2013
Sherry E. Hicks 08.31.2013
Joshua D. Hinds 08.31.2013
Scott B. Hom 06.22.2013
Kevin M. Horan 06.22.2013
Victor Hui 06.22.2013
Carla Lee Hurley 06.22.2013
Amy L. Hurwitz 06.22.2013
Jamie J. Hyun 08.31.2013
Romina A. Izaguirre 08.31.2013
Nicole H. Jones 06.22.2013
Joseph D. Kavanagh 06.22.2013
John R. Keesor 08.31.2013
Chahmal R. Kerow 08.31.2013
Scott M. Kiesel 08.31.2013
Robert C. Kobold 06.22.2013
Alexander Y. Kwan 08.31.2013
Jimmy Lee 06.22.2013
Kevin Lee 08.31.2013
Kin Yau King Lee 08.31.2013
Michael Lee 06.22.2013
Candiece L. Lewis 08.31.2013
Thomas S. Ly 08.31.2013
Monica E. MacDonald 08.31.2013
Thomas P. MacMahon 08.31.2013

Thomas J. Maguire 06.22.2013
Jennifer A. Marino 06.22.2013
Michele A. Martinez 06.22.2013
William M. McCarthy 08.31.2013
Chandra B. Medina 06.22.2013
Michael K. Moody 08.31.2013
Charlie K. Ng 08.31.2013
Darren J. Nocetti 08.31.2013
Timothy D. O'Connor 08.31.2013
Jonathan T. Ozol 06.22.2013
John J. Pai 08.31.2013
Nicolas A. Pena 06.22.2013
Sean P. Perdomo 08.31.2013
Michael D. Petuya 06.22.2013
Adam J. Plantinga 08.31.2013
Christopher R. Porter 08.31.2013
Anthony L. Ravano 06.22.2013
Lynn M. Reilly 08.31.2013
Gabriel J. Rivera 08.31.2013
Bernadette Robinson 08.31.2013
Angela Rodriguez 06.22.2013
Josey Russell 06.22.2013
Kelvin A. Sanders 08.31.2013
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Christopher M. Servat 08.31.2013
John B. Shanahan 08.31.2013
Mari E. Shepard 06.22.2013
Kevin G. Stancombe 08.31.2013
Brian G. Stansbury 08.31.2013
Matt D. Sullivan 08.31.2013
Conroy H. Tam 06.22.2013
Liza D. Tiffe 08.31.2013
William K. Toomey 06.22.2013
Andrea L. Weyl 06.22.2013
Angela M. Wilhelm 08.31.2013
Mark A. Yesitis 08.31.2013
Michael S. Young 06.22.2013
Michael Y. Zhang 08.31.2013

DEPUTY CHIEF

James I. Dudley 01.12.2013

COMMANDER

John F. Murphy 05.11.2013

CAPTAIN

Louis A. Cassanego 05.11.2013
Daniel J. Mahoney 06.22.2013
Denis F. O'Leary 04.27.2013

LIEUTENANT

Robert L. Armanino 06.29.2013
Kurt J. Bruneman 02.02.2013
Thomas M. Buckley 07.06.2013
James A. Calonico 06.29.2013
Michael J. Favetti 06.22.2013
Thomas P. Feledy 06.29.2013
Joseph T. Finigan 01.20.2013
Phyllis A. Ford 02.02.2013
Liam F. Frost 04.18.2013
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David W. Johnson 12.28.2013
Frank Lee 08.31.2013
Arthur Stellini 06.21.2013
Peter A. Thoshinsky 06.28.2013

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Joseph K. Allegro 06.01.2013
Raymond A. Beazley 06.13.2013
Robert R. Bohanan 06.01.2013
Ann M. Bower 03.30.2013
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Kyle K. Ching 05.04.2013
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Peter Dacre 06.01.2013
Robert G. Daniele 02.01.2013
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Kim H. D'Arcy 12.07.2013
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Rachel A. Karp 06.01.2013

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Stephen M. Roche 06.01.2013
Mark D. Shea 06.01.2013
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Patrick J. Tobin 06.01.2013
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Rowland Wing 06.01.2013
Randall T. Young 06.01.2013
Tom Yuen 06.01.2013

INSPECTOR

Susan C. Bachman 08.31.2013
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Richard McNaughton 05.31.2013

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Phillip K. Wong 06.08.2013
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OFFICER

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Gary M. Castel 06.01.2013
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Alan F. Hom 09.01.2013

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Jeffrey Roth 10.29.2013
Louis Rue 11.09.2013
Kenneth V. Sanchez 12.21.2013
Carol A. Scatena 06.05.2013
Charles G. Simpson 02.08.2013
Leon E. Sorhondo 06.01.2013
Harry A. Soulette 02.15.2013
Shawn T. Wallace 06.21.2013
Donald R. West 04.02.2013
Kevin M. Whalen 11.23.2013

CIVILIAN

Martha A. Blake 08.17.2013
Igor N. Berenboim 06.29.2013
Lorna G. Binaley 04.27.2013
Faalai C. Leao 11.23.2013
Darryl C. Leung 06.14.2013
Jayne M. Matsui 03.01.2013
Marshall B. Robles 06.25.2013
Victor R. Rothenberg 01.05.2013
Sonia V. Tadana 06.29.2013
Darrell P. Victor 12.07.2013
Alice B. Villagomez 06.29.2013
A. Vinzon-Salcedo 06.29.2013
Michael Yeung 12.31.2013



CHIEF CORNELIUS 'CON' MURPHY
August 24, 2013

Chief Cornelius Murphy joined the San Francisco Police Department in on July 7, 1952, rising through the ranks, including time spent in Bureau of Inspectors and the Helicopter Unit, until January 8, 1980, when he was appointed as Chief of Police by then-Mayor Dianne Feinstein. Born and raised in San Francisco, Chief Murphy worked for the Department for 32 years, six years as the Chief, before retiring on January 16, 1986. Chief Murphy is known for his efforts in diversifying the ranks of the department in the years following the assassinations of Mayor George Mascone and Supervisor Harvey Milk. In his six years as Chief, the make-up of the force changed from 82 percent white males to having over 33 percent women and minorities. Chief Murphy had a wonderful sense of humor and was well respected by those around him. Chief Suhr remembered him as a "cop's cop and a gentleman." He leaves his wife of 53 years and four children, including Eileen, who currently works for the Department.

ASSISTANT CHIEF MORRIS TABAK
August 22, 2013

Assistant Chief Morris Tabak joined the San Francisco Police Department in June 26, 1978. Chief Tabak worked through the ranks, including heading up the Investigations Bureau, and was appointed as the Assistant Police Chief on November 14, 2009, a position from which he retired in 2010 after a distinguished 30-year career.

Officer Norman L. Rice, Jr. #1727
Served February 6, 1995 to August 31, 2013

Officer Michael Howard, #1813
Served January 29, 1990 to November 18, 2013



- Bryan D. Tuvera - December 23, 2006
- Nick-Tomasito Birco - July 26, 2006
- Darryl Takeo Tsujimoto - May 1, 2006
- Isaac Anthony Espinoza - April 10, 2004
- Brian Dominic Olcomendy - July 26, 2003
- Jon Clifton Cook - June 12, 2002
- Kirk B. Brookbush - January 11, 2000
- James Francis Dougherty - January 11, 2000
- James Louis Guelff - November 14, 2000
- Isiah Nelson, III - April 14, 1990
- John J. Blessing - November 14, 1989
- James William Bloesch - August 2, 1988
- John S. Macaulay - July 6, 1982
- Vernon Mcdowell - February 21, 1981
- Robert E. Hooper - February 9, 1978
- Douglas E. Gibbs - November 23, 1977
- Joseph Boswell - May 3, 1977
- Michael W. Herring - September 10, 1974
- Code W. Beverly, Jr. - January 28, 1972
- John Victor Young - August 29, 1971
- Arthur D. O'guinn - July 30, 1971
- Charles D. Logasa - February 11, 1971
- Harold Hamilton - October 19, 1970
- Richard Radetich - June 19, 1970
- Brian V. McDonnell - February 18, 1970
- Eric A. Zelms - January 1, 1970
- Joseph Brodnik - May 1, 1969
- Rene G. Lacau - April 15, 1969
- Peter F. Mcelligott - June 19, 1968
- Herman L. George - November 13, 1967
- James J. Mancusi, Jr. - June 18, 1965
- William C. Long - August 31, 1958
- Barry Ronald Rosekind - August 14, 1958
- Robert J. Morey - August 8, 1958
- Joseph Lacey - December 30, 1956
- Gordon Oliveira - December 30, 1955
- Henry Joseph Eidler - May 27, 1955
- Thomas John Guzzetti - January 26, 1955
- Dennis Bradley - October 8, 1953
- Robert Edward Walters - September 26, 1952
- Richard Scholz - September 18, 1948
- William Lawrence Bowman - January 4, 1948
- Phillip Farshman - February 2, 1946
- Timothy Ryan - February 1, 1943
- Vincent P. Lynch - August 30, 1941
- Walter O. Salisbury - January 2, 1939
- Waldemar L. Jentzsch - December 25, 1937
- Cornelius Brosnan - November 15, 1937
- Albert W. Argens - February 17, 1937
- Edward F. Flagler - February 8, 1937
- James H. Mann - February 26, 1934
- Michael J. Mcdonald - August 26, 1933
- Mervyn A. Reardon - June 9, 1932
- William E. Manning - January 2, 1932
- Elmer C. Thoney - December 31, 1931
- Charles W. King - June 7, 1931
- Charles Rogerson - November 23, 1930
- John Malcolm - April 29, 1930
- Frederick N. Spooncer - November 24, 1928
- Frederick Nuttman - December 31, 1927
- John J. Driscoll - June 28, 1927
- George Campbell - April 11, 1925
- Michael J. Brady - October 5, 1924
- Joseph G. Conroy - November 5, 1923
- Thomas S. Kelly - June 4, 1923
- Benjamin G. Root - April 1, 1923
- Timothy Bailey - August 3, 1922
- Joseph Walsh - July 4, 1922
- Thomas Hanna - January 23, 1923
- Miles M. Jackson - December 5, 1920
- Lester Dorman - December 5, 1920
- James W. Horton - September 19, 1920
- Antone Schoembs - November 19, 1919
- John B. Hurd - January 28, 1918
- William F. Sheehan - June 25, 1917
- Martin Judge - December 14, 1916
- John Joseph Moriarty - May 26, 1916
- Peter Hammond - May 12, 1916
- Thomas Deasy - January 8, 1916
- Frederick Cook - November 24, 1915
- Edward Maloney - April 19, 1915
- Harry L. Sauer - March 10, 1914
- Byron C. Wood - May 4, 1913
- Charles H. Bates - July 26, 1912
- John J. Nolan - March 19, 1912
- Thomas Finnely - November 27, 1911
- Charles F. Castor - November 26, 1911
- Theodore Canham - December 11, 1909
- Hammersly McMurray - October 15, 1909
- Anton Nolting - January 8, 1909
- William J. Biggy - November 30, 1908
- William H. Heins - June 4, 1908
- Edward T. McCartney - September 3, 1907
- P. O'Connell - November 16, 1906
- James S. Cook - September 6, 1906
- Max Fenner - April 18, 1906
- Eugene C. Robinson - January 21, 1902
- William L. Burke - March 23, 1898
- Alexander Grant - September 11, 1891
- Edjar J. Osgood - December 17, 1886
- John Nicholson - January 16, 1884
- John J. Coots - June 12, 1878

STANDING TALL

SAN FRANCISCO POLICE FOUNDATION



San Francisco stands tall as a city of tolerance and respects that values community service as do all members of the Police Department.

Founded in 2011 by community members, the San Francisco Police Foundation supports Department members in their efforts to provide exceptional service to our community. Members of our Department willingly volunteer countless hours to a variety of worthy causes including Make-A-Wish and Special Olympics. In addition, officers routinely mentor children through programs at local non-profit organizations such as the YMCA and the Boys and Girls Club. They participate in sporting events as coaches, tutor kids in basic skills such as reading and writing, and assist at-risk children find employment opportunities.

Two years ago, in support of the Department's efforts to provide for youth in our community, the Foundation established its cornerstone programs; Future Graduates and the Summer Intern Program. These programs encourage students to not only finish high school, but provide a means for these youth to experience real-world job training. In collaboration with the San Francisco Union School District and private businesses, especially through the sf.citi partnership, community youth are afforded the opportunity to be placed in paid internships.

Over the past two years, over 600 teenagers were placed in jobs with San Francisco-based technology firms, the Garden Project, SF Recreation and Parks, SF Department of Public Works, the YMCA, and the Boys and Girls Club.

**In support of these efforts
tax deductible contributions can be made to:**

San Francisco Police Foundation

465 California Street, Suite 500

San Francisco, CA 94104

Telephone 415-438-4515

sfpolicyfoundation@yahoo.com

A non-profit 501(c)(3) organization

SAN FRANCISCO POLICE DEPARTMENT
2013 Annual Report

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San Francisco, CA 94103
(415) 553-1551
www.sanfranciscopolice.org

The San Francisco Police Department would like to thank those who contributed to this report:

2013 Annual Report Committee

Deputy Chief Lyn Tomioka
Sergeants Danielle Newman, Cristina Franco, Tadao Yamaguchi
Officers Maria Oropeza, Raymond Padmore, Kathy L. Fong, Chaigne Stokes
Rowena Carr, Linda Sin, Risa Tom, Christine Fountain

Contributors

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Officers Daniel Chui, Henry Ha, Wilson Ng, Michael Rivera, Raphael Rockwell
Directors Maureen Gannon, Susan Merritt
Staff Members Bernie Macgee, Erika Crowder, Gina Gendotti, Vaughn Gregory,
Vinnie Lew, Sylvia Padilla, Jeffrey Taylor, Carolyn Welch, Nora Wong

Photography

Officer Kenny Sanchez
Tom Dean, Omied Far, Lynn Hayakawa
Sean Melody, Matthew Perez

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Bekah Grant, Venture Beat
Jose Marin Photography (City Scenes)
San Francisco Chronicle (Newsfeed Photos)
Deborah Svoboda, Photojournalist (Bay-to-Breakers)

Special Recognition

Lisa Ang, Mayor's Office
Matt Suhr, Kid Monarch
Brent Sverdloff, SF SAFE

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