

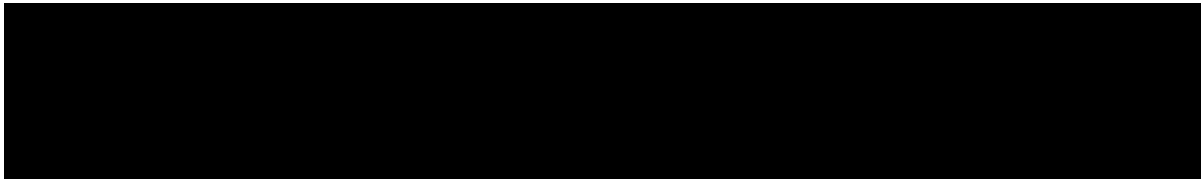
Recommendation 44.3

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GM

Gabriel Martinez [redacted]
Wed 2/17/2021 8:22 AM



To:



+9 others

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Dear Acting Captain Altorfer,

Our office has completed its review of the materials related to Recommendation 44.3 that were submitted to us as part of the collaborative reform process. This package focused on SFPD adequately staffing the Professional Standards and Principled Policing Bureau to reflect community diversity and engage in coordinated and monitored community policing. After reviewing the package and information provided by the Department, the California Department of Justice finds as follows:

Recommendation 44.3: The SFPD should adequately resource the Professional Standards and Principled Policing Bureau to reflect the diversity of the community it serves and the officers of the SFPD in order to effectively coordinate community policing efforts throughout the city.

Response to 44.3: On July 21, 2017, SFPD issued Department Bulletin 17-166, "Restructure of Command – Community Engagement Division." The Bulletin restructured the command hierarchy for the Community Engagement Division (CED),

placing CED under the Field Operation Bureau with a Commander overseeing its operations. The current Department Bulletin, 19-173 (issued April 29, 2019) continued the restructuring with a designated Commander for Community Engagement, and Department Bulletin 19-093 (issued April 29, 2019) defines the units and programs that the CED Division oversees.

In 2019 and 2020 SFPD conducted a staffing and resource assessment of CED, which found that the 21 personnel assigned to CED was adequate staffing. Certain events and programs require additional staff for short periods of time, and CED assigns Project Coordinators to request additional officers to be detailed and assist with those events and programs. For example, for SFPD's involvement in the Camp Mather Teen Outdoor Experience in 2019 (a 4-day overnight summer camp), CED requested that 3 CED and six additional non-CED officers attend the event.

The assessment found that the San Francisco population is approximately 33% Asian, the staff in CED was 38% Asian, and SFPD officers as a whole are 22% Asian. It found that the San Francisco population is 6% Black, the staff in CED is 33% Black, and SFPD officers as a whole are 10% Black. It found that the San Francisco population is 15% Hispanic, the staff in CED is 10% Hispanic, and SFPD officers as a whole are 17% Hispanic. And finally, it found that the San Francisco population is 48% White, the staff in CED is 10% White, and SFPD officers as a whole are 48% White. While the demographics do not track to the City population percentages or SFPD officer populations exactly, it appears that CED is drawing on diverse perspectives to serve the community. CED staff can speak several languages, including Cantonese, Spanish, Farsi, German, and Toishan.

To ensure that community policing efforts are coordinated and monitored, SFPD has designated a Community Liaison Officer for each district station to monitor the ten district station community policing efforts. The Community Liaison Officers meet with the CED Sergeant monthly to coordinate community policing efforts and submit forms to the CED sergeant for each event so that the CED sergeant can monitor the various events

across district stations. The forms include the event description, mission and objectives, and department resources and assignments. SFPD solicits feedback through surveys after events, and additional event surveys, as well as survey results, are now available on the SFPD website at <https://avanan.url-protection.com/v1/url?o=https%3A/www.sanfranciscopolice.org/community/community-surveys&g=ZmFjMTdmZTY0ZWYwYTY3OA==&h=YWQxMTZmODBmOGJjZWFjNzYwYWVmNjQwYzY2NDQwYzNiMzk2ZDEyYmIyZWRjNDA4M2JjMmNiYWZmZmZmZWQxYTZhOA==&p=YXAzOnNmZHQyOmF2YW5hbGpvZmZpY2UzNjVfZW1haWxzX2VtYWlsOjYyY2Q2NThjYjc4MTg4NWRhYmZkMzBhMzYwMmQyMmJmOnYx>.

SFPD also conducted a community survey to obtain feedback on community policing as a whole for the Community Policing Strategic Plan and received responses from 194 community organizations. The responses were grouped to become Strategic Plan goal areas: communication, education, problem-solving, relationship-building, and SFPD organization. Each goal in the Strategic Plan contains specific objectives, including policies, community input, and accountability, to reach the goals. The community survey, its methodology, and results are explained in detail in the Community Policing Strategic Plan Appendices. Cal DOJ found SFPD substantially compliant with its development of the Community Policing Strategic Plan as part of Recommendation 40.1. On August 5, 2019, SFPD issued Department Bulletin 19-165 implementing the Community Policing Strategic Plan. The Strategic Plan created a standardized format for all district stations to follow to create their own community policing strategies, including documenting and analyzing community policing efforts. Additionally, Unit Order 20-04, “Annual Community Policing Strategic Plans,” (September 25, 2020) established a standardized format for District Captains completing their required annual Community Policing Strategy.

Based upon all of the above, the Department of Justice finds that SFPD is in substantial compliance with this recommendation. Please let us know if you have any questions or would like to discuss further. Thank you.

Finding # 44	The Professional Standards and Principled Policing Bureau's mission, role, and responsibilities as they relate to community policing are not clearly defined or implemented.
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Recommendation # 44.3	The SFPD should adequately resource the Professional Standards and Principled Policing Bureau to reflect the diversity of the community it serves and the officers of the SFPD in order to effectively coordinate community policing efforts throughout the city.
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Recommendation Status	Complete Partially Complete In Progress
	Not Started No Assessment

Summary

The San Francisco Police Department assessed department operations resulting in the creation of the Community Engagement Division. The Community Engagement Division is tasked with directing the department's strategic approach to community policing and engagement. While the submitted documents suggest the department's effort may be limited to listing and counting the number and type of events or programs held by each district station, the department's community engagement efforts are greater. Significant engagement includes monthly or bi-annual district station meetings discussing officer-involved shootings, how to commend or file a complaint against an officer, and contemporary topics like procedural justice. While department participation in scheduled events or programs is laudable, the lasting impact of such participation is difficult to measure. Participants in events or programs will have the opportunity to complete an evaluation at the completion of the event. However, long-term assessment of the department's community engagement should include factors identified in the department's community policing strategic plan. The department's work in completing this recommendation is sufficient to be designated as Complete, however, the team will continue to monitor this area to ensure these practices are institutionalized.

Prior to forwarding this recommendation package to Cal DOJ, the following documents need to be added to the packet: include customer surveys, community surveys, and other data sources used to gather information for development of the department's community policing strategic plan.

Compliance Measures	Status/Measure Met
1 Assessment of the staffing and resource needs of the PSPPB. If inadequacies are identified, shortfall is presented to command for decision.	✓ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2 PSPPB staff reflects department and community diversity.	✓ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
3 Practices and protocols directed at community policing efforts coordinated and monitored	✓ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
4 Ongoing review and continuous improvement loop regarding effectiveness of community policing efforts.	✓ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

Administrative Issues

Compliance Issues



Collaborative Reform Completion Memorandum

Finding # 44:

The Professional Standards and Principled Policing Bureau's mission, role, and responsibilities as they relate to community policing are not clearly defined or implemented.

Recommendation # 44.3:

The SFPD should adequately resource the Professional Standards and Principled Policing Bureau to reflect the diversity of the community it serves and the officers of the SFPD in order to effectively coordinate community policing efforts throughout the city.

Addendum Response Date: 10/28/20

ADDENDUM:

On Thursday October 10, 2020, the SFPD received the following email from Lindsey Morgan, Senior Director of Operations for Hilliard Heintze:

Good afternoon all,

Review of documentation provided for Recommendation 44.3 is final; however, please note as described in the summary form that updates to the supporting documentation in the file package in PowerDMS are necessary to meet the outcomes of the prescreening discussion. These updates are necessary prior to submitting this recommendation to Cal DOJ for adjudication.

Status will be pending, following Cal DOJ review.

Supporting documentation indicated on Hillard Heintze Review form was as follows:

Prior to forwarding this recommendation package to Cal DOJ, the following documents need to be added to the packet: include customer surveys, community surveys, and other data sources used to gather information for development of the department's community policing strategic plan.



Collaborative Reform Completion Memorandum

Attached to this addendum are pages from the SFPD Community Policing Strategic Plan "Appendix E Best Practices, Appendix F Survey Methodology, Appendix G Survey Text, Appendix H Community Survey Response Demographics, Appendix I Survey Theme Codebook and Frequency, Appendix J Executive Sponsor Working Group Members".

The attachments outline the best practices and research citations from outside agencies, law enforcement and otherwise, as well as community survey implementation used for development of the community policing strategic plan. Executive Sponsor Working Group members are shown indicated for meetings attended in involvement with the Strategic Plan.

ACT CAPT. ERIC J. ALTORFER #151

Acting Captain Eric J. Altorfer # 151

Professional Standards & Principled Policing Unit