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The San Francisco Police Department Strategic Plan 1.0 Rollout and First Steps

Fellow members of San Francisco's finest,

As Chief of our department, I am proud to announce the rollout of our first Strategic Plan in over a decade. In collaboration with more than eighty SFPD members, a dozen community and labor partners and a professional consulting firm, we have created a blueprint that will help us guide our department's direction over the next several years.

A Strategic Plan is designed to set lofty goals for our department to reach for, to create a promise to ourselves and the communities we protect, and to help define who and what we stand for. A good strategic plan can be summarized by every person in an organization in a few brief sentences.

The key to our Strategic Plan is our new Strategy Statement. It states:

	<p>SFPD stands for safety with respect for all. We will:</p> <ul style="list-style-type: none">• Engage in just, transparent, unbiased, and responsive policing• Do so in the spirit of dignity and in collaboration with the community• Maintain and build trust and respect as the guardian of constitutional and human rights
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This Strategy Statement is designed to capture the spirit and intent of our vision, mission and values in a short, easy to memorize statement.

At the heart of the Strategy Statement is "**Safety with Respect**," a motto that the department will implement immediately across all available mediums.

The phrase "**Safety with Respect**" allows every member of the department a touch point to align their day-to-day activities with the higher level strategy and intent of the department.

I ask that you consider how your daily work complies with, and advances, our shared Strategy Statement in whole, and "**Safety with Respect**" in particular.

Our Strategic Plan 1.0 document provides an expanded explanation of the Strategic Statement, and guidance on how the department should move forward to accomplish our goals

All members shall read and become familiar with the Strategic Plan 1.0 document and view the Strategic Plan roll out video.

[Strategic Plan 1.0 document](http://sanfranciscopolice.org/plan) - <http://sanfranciscopolice.org/plan>

Strategic Plan Roll Out Video

The Strategic Plan recommends the creation of 5 Strategic Initiative Clusters. Each cluster will highlight an area of the department that can be improved through focused leadership, thoughtful analysis, smart collaboration and the guidance of the Strategic Plan 1.0 document. The five strategic initiatives are:

- 1) **Collaborate:** Build strong partnerships with the community and City agencies for addressing community-wide challenges that impact **“Safety with Respect.”**
- 2) **Improve Responsiveness:** Improve ability to respond in a timely, informed, unbiased and procedurally just way, and work towards a collaborative resolution.
- 3) **Measure and Communicate:** Align on a shared vision and transparent way of measuring **“Safety with Respect”** in order to work better with each other and our community.
- 4) **Strengthen the Department:** Instill **“Safety with Respect”** into how we organize, evaluate performance, recruit, train, promote, reward, deploy and lead the SFPD.
- 5) **Define the Future:** Develop a future-focused, longer-term strategic plan (Strategy 2.0) for a more modern, evolving, and inclusive SFPD with input from internal and external stakeholders.

Individuals who are interested in volunteering to assist or participate in a particular Strategic Initiative should keep an eye on future emails and communications – a solicitation for volunteers will be forthcoming.

Thank you for your service to the City and County of San Francisco. Together we’re moving forward to build an even better San Francisco Police Department.



WILLIAM SCOTT
Chief of Police

Per DB 17-080, both sworn and non-sworn members are required to electronically acknowledge receipt and review of this Department Bulletin in HRMS.