



**San Francisco Police Department  
Professional Standards & Principled Policing Bureau  
Department of Justice Compliance**

<p><b>Individual Recommendation Report</b></p> <p><b>Rec. Number:</b> 92.1</p> <p><b>Assigned To Project Manager:</b> Captain Richard Struckman</p> <p><b>Prepared by:</b> Lieutenant Kirk Yin</p> <p><b>Priority:</b> Low</p>	<p><b>Reserved For PSPPB Only</b></p> <p><input checked="" type="checkbox"/> <b>President's Task Force</b> 1.4, 1.8, 2.5, 5.3, 6.2, 6.3, 6.6</p> <p><input checked="" type="checkbox"/> <b>Blue Ribbon Panel</b> 23, 25, 27, 28, 45, 53, 59-61, 63-66, 71, 78</p> <p><input type="checkbox"/> <b>CJTF SF Bar Association</b></p> <p><input type="checkbox"/> <b>Department of Police Accountability</b></p> <p><input type="checkbox"/> <b>Civil Grand Jury:</b></p>
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**DOJ Recommendation #:** *The SFPD should require the Final Report of the President's Task Force on 21st Century Policing as reading for all promotions.*

**DOJ Objective: Recruitment, Hiring Personnel Practices**

**Executive Summary:**

In December 2014, President Barack Obama signed Executive Order 13684 which established the President's Task Force on 21<sup>st</sup> Century Policing. The Task Force consisted of eleven members from law enforcement, social activism, and academia. In May 2015, the Task Force released its final report. The report outlined six pillars for the future of policing:

1. Building Trust and Legitimacy
2. Policy and Oversight
3. Technology and Social Media
4. Community Policing and Crime Reduction
5. Officer Training and Education
6. Officer Safety and Wellness.

**Purpose:**

The SFPD recognizes the visionary importance of the *Final Report of the President's Task Force on 21<sup>st</sup> Century Policing*. As such, the SFPD released Department Bulletin 16-216 "Mandatory Reading" which directed all members to read the *President's Task Force on 21<sup>st</sup> Century Policing* as well as the *Department of Justice Collaborative Reform Initiative*.

**Policy:**

Pursuant to Department Bulletin 16-216 "Mandatory Reading," the SFPD has already directed all members, sworn and non-sworn regardless of promotive intent, to read the *Final Report of the President's Task Force on 21<sup>st</sup> Century Policing* by January 30, 2017.

**Audit (if applicable):**

Per Department General Order 2.01 General Rules of Conduct – Rule 10 Written Orders, "Members shall obey all written orders, policies and procedures of the Department..." Department Bulletin 16-



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216 is classified as an "A" priority bulletin, the highest classified directive bulletin which was approved by each Deputy Chief and the Legal Division prior to publication. Per Department General Order 3.01 Written Orders, Section Two Department Bulletins, Section C Responsibilities: "Every Member shall...maintain a working knowledge of its contents and comply with its provisions." Lastly, Department Bulletin 15-141 Mandatory Sign-off of Department Issued Documents in HRMS (Human Resource Management System) directed each member to electronically acknowledge receipt and review of "A" priority Department Bulletins.

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### **Written Directive: (D.G.O., Dept. Manual, Bureau Orders, Dept. Bulletins, etc.)**

DB 16-216 Mandatory Reading

DGO 2.01 General Rules of Conduct, Rule 10 Written Orders

DGO 3.01 Written Communication System

DB 15-141 Mandatory Sign-off of Department Issued Documents in HRMS (Human Resource Management System)

### **Supporting Documentation: (Learning Domains, Power points, Lesson Plans, Policies)**

SFPD Intranet "Manuals and Guides" screen shot illustrating the *Final Report of the President's Task Force on 21<sup>st</sup> Century Policing* hyperlink for downloading

SFPD Document Sign Off by Course Report for DB 16-216

Email thread from Lieutenant Kirk Yin to SFPD Human Resources Manager Benjamin Houston to Department of Human Resources Chief of Policy Susan Gard sharing a link to the *Report*

### **Implementation, training & records (How to prove we did what we said?)**

To ensure that the *Final Report of the President's Task Force on 21<sup>st</sup> Century Policing* was easily accessible to all Department members, the Staff Services Division partnered with the Technology Division to upload the report to the SFPD intranet.

Additionally, the SFPD complied with the DOJ's recommendation that the *Final Report of the President's Task Force on 21<sup>st</sup> Century Policing* be shared with the Department of Human Resources. On May 11, 2017, DHR Chief of Policy Susan Gard acknowledged our email where we shared a link to the *Report*.

On May 22, 2017, Professional Standards and Principled Policing Bureau Officer Graig Wells created the attached Department Bulletin sign-off training compliance report. Over 92% acknowledged DB 16-216 which declared the *Final Report of the President's Task Force on 21<sup>st</sup> Century Policing* as mandatory reading. A review of those not in compliance consist primarily of Recruit Officers without HRMS sign-off access, civilians, and members on medical or personal leave.

The Academy now has a procedure in place where all recruits will comply with DB 16-216 prior to graduation. Additionally, our Medical Liaison Sergeant and/or Department Physician will remind any members returning from leaves in excess of 30 days (Parental Leave, Family Medical Leave Act, Military Leave, Disability Leave, Suspension, etc.) to review all department bulletins that were issued during their absence, including DB 16-216.