

Recommendation 44.2

Gabriel Martinez [REDACTED]

Mon 1/27/2020 3:59 PM

[REDACTED]

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Dear Captain Bailey,

Our office has completed its review of the materials related to Recommendation 44.2 that have been submitted to us as part of the collaborative reform process. This package focused on creating a plan to implement 21st Century Policing and Collaborative Reform Initiative recommendations regarding Community Policing. After reviewing the package and information provided by SFPD, the California Department of Justice finds as follows:

Recommendation 44.2.: The chief of police should empower the deputy chief of the Professional Standards and Principled Policing Bureau to create a strategy and plan to implement, with urgency, the Final Report of the President's Task Force on 21st Century Policing recommendations contained in Pillar Four and the recommendations in the CRI-TA assessment.

Response to 42.2: Chief Scott originally designated Toney Chaplin as the Professional Standards and Principled Policing Bureau Deputy Chief. Executive Director Catherine McGuire now oversees that bureau, which is tasked with creating strategies and plans to implement collaborative reform recommendations.

On June 14, 2017, SFPD issued Department Bulletin 17-135, establishing the San Francisco Police Department Community Engagement Division. The Community Engagement Division created a Community Policing Strategic Plan (Strategic Plan) with extensive community input. The Strategic Plan furthers the recommendations in Pillar Four of the President's Task Force on 21st Century Policing (Community Policing and Crime Reduction) as well as the Collaborative Reform Initiative for Technical Assistance recommendations. Those recommendations included, among others: (1) developing policies that reinforce the importance of community engagement in managing public safety; (2) infusing community policing throughout the culture of SFPD; and (3) working with neighborhood residents to implement meaningful solutions for the community. The Strategic Plan, in various parts, focuses on each area. The Strategic Plan also categorizes all CRI community-policing recommendations by the Strategic Plan's twenty-one community-policing objectives. On August 5, 2019, SFPD issued Department Bulletin 19-165 implementing the Strategic Plan.

The Strategic Plan contains provisions regarding implementation, including requiring each SFPD division and district to create annual Community Policing Action Plans, and one community-policing metric tracks DOJ community policing recommendations as part of ongoing self-reflection and external

review. The Executive Sponsor Working Group also compiled extensive suggestions and strategies for implementation in Appendix A to the Strategic Plan. While SFPD currently collects and reports on data sources – e.g., time spent meeting with community members, numbers of community policing trainings and attendees, and survey responses of community perceptions of police – SFPD also proposes expanding to new data sources, including developing community engagement logs and new internal and external surveys.

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

[REDACTED]
[REDACTED]
[REDACTED]

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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 # 44.2 The chief of police should empower the deputy chief of the Professional Standards and Principled Policing Bureau to create a strategy and plan to implement, with urgency, the Final Report of the President's Task Force on 21st Century Policing recommendations contained in Pillar Four and the recommendations in the CRI-TA assessment.

Recommendation Status	Complete	Partially Complete	In Progress
	Not Started	No Assessment	

Summary

As part of the SFPD's RFI response, Compliance Measures 1, 2, 3, 4 and 5 have now been met. The San Francisco Police Department created the Community Engagement Division and the division created a Community Policing Strategic Plan with community input. The department's strategic plan is consistent with Pillar Four of the Final Report of the President's Taskforce on 21st Century Policing and supports the work of the Professional Standards Unit, which has been given the task of overseeing implementation of all 21st Century Taskforce recommendations. The department previously identified a process for ensuring the 21st Century Taskforce recommendations are instituted. In addition, the community policing plan has identified a process for obtaining input from officers and the community as a means of review, but the department should seek to determine additional means of review as the identified review process tends to use surveys globally as the review method. The team will continue to monitor implementation to ensure practices are institutionalized.

Compliance Measures		Status/Measure Met
1	Evidence of designation of PPSB deputy chief.	v Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2	Tasked with strategy and implementation plan.	v Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
3	Plan includes implementation of Pillar four recommendations in 21 st Century Task Force.	v Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
4	Plan includes implementation of recommendations in Report.	v Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
5	Evidence of review or audit process to track progress of implementation effort.	v 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 #44.2 The chief of police should empower the deputy chief of the Professional Standards and Principled Policing Bureau to create a strategy and plan to implement, with urgency, the Final Report of the President's Task Force on 21st Century Community Policing recommendations contained in Pillar Four and the recommendations in the CRI-TA assessment.

RFI Response Date: 8/8/19

Executive Summary:

Based on the recommendation of the DOJ/CRI assessment, a Community Engagement Division (CED) was established to oversee Community Policing goals and objectives. As such, CED will be responsible for creating a strategy and establishing a plan to implement training on the recommendations from the Final Report of the President's Task Force on 21st Century Community Policing. Department Bulletin DB-216 was issued mandating the reading of the Final Report of the President's Task Force on 21st Century Policing as well as encouraging supervisors and captains to continue conversations on the report through roll calls, in-service training, and community meetings.

Compliance Measures:

1) Evidence of designation of PPSB deputy chief.

Compliance measure met.

2) Tasked with strategy and implementation plan.

Compliance measure met.

3) Plan includes implementation of Pillar four recommendations in 21st Century Task Force.

The Community Policing Strategic Plan was developed and implemented. The five goals and 21 objects all come together to support Community Policing and Crime Reduction which is Pillar four of the President's Task Force on 21st Century.

- Department Bulletin 19-165 Community Policing Strategic Plan.



Collaborative Reform Completion Memorandum

4) Plan includes implementation of recommendation in Report.

- Implementation section (Pages 16-19) of the Community Policing Strategic Plan outlines the Department's Plans of Action for implementation and auditing.
- Memo is attached to show the departments overall plan for implementing the Community Policing Plan that support pillar four in 21st Century Task force.

5) Evidence of review or audit process to tracking progress of implementation efforts.

It is the department's plan to utilize the expansion of existing data sources and development of new data sources for review and auditing as outlined in the Implementation section of the Community Policing Strategic Plan.

- See documents in CM4.

Requested Documents	Responsive Documents(s) and Why
Strategic Plan that includes identifying community policing as the guiding philosophy; how it will be accomplished.	Documents: -Department Bulletin 19-165 is included to show the implementation of the Community Policing Strategic Plan that contains goals and objective that support pillar four of the President's Task Force on 21 st Century Policing.
Plan for implementing the recommendations of the CRI-TA report.	Documents: -The Implementation section of the Community Policing plan and memo are included to show the Department's plan for implementation and auditing.
Audit or review plan that works to ensure the strategic plan and implementation plan are accomplished.	Documents: -See Implementation section of Community Policing Plan.