Organizational Structure

1.01.01 PURPOSE

This order outlines the organizational structure of the San Francisco Police Department, including rank hierarchy and reporting responsibilities. This is to provide a better understanding to members of the roles and responsibilities of other units within the department, as well as the organizational structure of the Department as it relates to both sworn and non-sworn professional staff members.

1.01.02 POLICE COMMISSION

The Police Commission, pursuant to Charter Section 4.109, is composed of seven members. Four members are appointed by the Mayor and confirmed by the Board of Supervisors. Three members are appointed by the Board of Supervisors. The Commission has the authority to organize, reorganize, manage, and set policy for the police department. The Police Commission adopts rules and regulations to govern the department, approves the annual department budget, and performs other functions as required by law.

1.01.03 RANK HIERARCHY

A. Order of Sworn Members by Rank

1. Chief of Police
2. Assistant Chief
3. Deputy Chief
4. Commander
5. Captain
6. Lieutenant
7. Sergeant/Inspector
8. Police Officer

B. Order of Non-Sworn Professional Staff Managers

1. Executive Director
2. Director
3. Manager

1.01.04 ORGANIZATION

Chief of Police - The Chief of Police is the highest-ranking officer of the Department. As the Department Head of the San Francisco Police Department, the Chief of Police is responsible for
the planning, efficient administration, and day-to-day operation of the Department under the authority of the Police Commission.

The following organization units and members shall report directly to the Chief of Police:

A. Assistant Chief – Office of Chief of Staff
B. Assistant Chief – Office of Operations
C. Executive Director - Strategic Management Bureau

A. **Assistant Chief – Office of Chief of Staff** is the co-equal second highest ranking officer of the Department. The Assistant Chief of Staff reports directly to the Chief of Police and oversees and directs the activities of sworn and non-sworn professional staff members assigned within their office.

The following organization units shall report directly to the Assistant Chief of Staff:

1. **Administration Bureau** - Responsible for all units performing primarily administrative services and activities within the Police Department. These units include the Administration Division, Training Division, Crime Information Services Unit, and the Staff Services Division.
2. **Labor Relations Office** - Responsible for representing the Department on matters related to collective bargaining, meet and confer for General Orders and policies, and initiatives related to police reform.
3. **Policy and Public Affairs Office** - Responsible for supporting police reforms, promoting community policing, and multiple violence intervention initiatives both within the Department and to the greater San Francisco Community.
4. **Risk Management Office** - Composes of all divisions of the Department responsible for identifying and mitigating risk for both the department and the public. These units include the Internal Affairs Division (IAD), Investigative Services Detail (ISD), Legal Division, Body Worn Camera Unit, Early Intervention System (EIS), and Court Liaison.
5. **Strategic Communications Office** - Responsible for composing official department communication (both internal and external) to present a consistent, transparent, and comprehensive message.
6. **Policy Development Division** – Responsible for researching/drafting policy updates, managing policy working groups, tracking stakeholder discussion/agreements, and finalizing/issuing policy to Department members.

B. **Assistant Chief – Office of Operations** is the co-equal second highest ranking officer of the Department. The Assistant Chief of Operations reports directly to the Chief of Police and oversees and directs the activities of sworn and non-sworn professional staff members assigned within their office.
The following organizational units report directly to the Assistant Chief of Operations:

1. **Field Operations Bureau (FOB)** - Composes of all units that focus primarily on uniformed district station patrol and plainclothes operations. Also coordinates related citywide initiatives and events.

   The following organizational units are part of the Field Operations Bureau:

   a. **Metro Division**
      Central (Co. A), Southern (Co. B), and Northern (Co. E) Stations

   b. **Golden Gate Division**
      Bayview (Co. C), Park (Co. F), Richmond (Co. G), Ingleside (Co. H), and Taraval (Co. I) Stations. Also oversees the Night Captains.

   c. **Mid-City Division**
      Mission (Co. D) and Tenderloin (Co. J) Stations.

2. **Investigations Bureau** - Composes of units within the department that investigate crimes committed citywide.

   The following organizational units are part of the Investigations Bureau:

   a. Forensic Services Division
   b. General Crimes Unit
   c. Major Crimes Unit
   d. Special Investigations Division
   e. Special Victims Unit
   d. Strategic Investigations Unit

3. **Special Operations Bureau (SOB)** - Composes of units that support the Department by providing specialized expertise and equipment, as appropriate and necessary.

   The following organizational units are part of the Special Operations Bureau:

   a. Homeland Security Unit (HSU)
   b. Municipal Transportation Agency (MTA) - Oversees Traffic Company and MTA related units
   c. Tactical Unit
   d. Urban Area Security Initiative (UASI)

4. **Airport Bureau** - Composes of units that work collaboratively with Federal agencies, other local police agencies, and the airport authority to provide police and security services for the San Francisco International Airport (SFO).
The following organizational units are part of the Airport Bureau:

a. Airport Administration Division
b. Airport Patrol Division
c. Airport Traffic Division

5. **Crime Strategies Division** - Responsible for performing complex crime analysis for the Department and provides a critical resource to recognize crime patterns utilizing data driven policing.

6. **Community Engagement Division** - Responsible for overseeing youth, community, and police ambassador programs in addition to the Homeless Street Operation Center (HSOC).

C. **Strategic Management Bureau** - Composes of units responsible for fiscal, technology and reform efforts of the Department.

The following organizational units are part of the Strategic Management Bureau:

1. Fiscal Division
2. Professional Standards & Principal Policing Division
3. Technology Division