

Community Policy Working Groups Overview



CITY & COUNTY OF SAN FRANCISCO

Police Department

August 26, 2025

Department General Order



- San Francisco Police Department's **most authoritative and permanent** written directives.
- A **guiding policy** used to set the direction of the organization that is consistent with legal requirements and the overall objectives of the City and County of San Francisco.
- Per *SF Charter Section 4.109*, these policies are **adopted by the Police Commission** at a public hearing.
- SFPD officers must be familiar with the content of 123 DGOs & an avg. 180 Department Notices issued each year.

SFPD Policy Development Division Overview

Policy Development Division

First centralized policy hub within SFPD

Policy Development Unit

Responsible for policy writing and development.

Working Group Unit

Responsible for managing the Community Policy Working Group process.

Written Directives Unit

Responsible for tracking status for all written directives and issuing to members.

Established in May 2023

DGO 5.23: History

- Department of Police Accountability (DPA) convened a Working Group in early **2018**.
- Cal. Dept. of Justice (DOJ) reviewed a draft in **2019** as part of Collaborative Reform Initiative.
- DPA Working Group reconvened in **January 2020** to review DOJ edits.
- SFPD Leadership reviewed/commented on the DPA Working Group draft in **June 2020**.
- DPA provided the department with a revised draft in **July 2020**.
- Police Commission adopted in **September 2020**.

CHALLENGES

Managed by an outside city department.

Unclear/undefined policy development process.

Lack of transparency for Working Group & SFPD members, causing frustration.

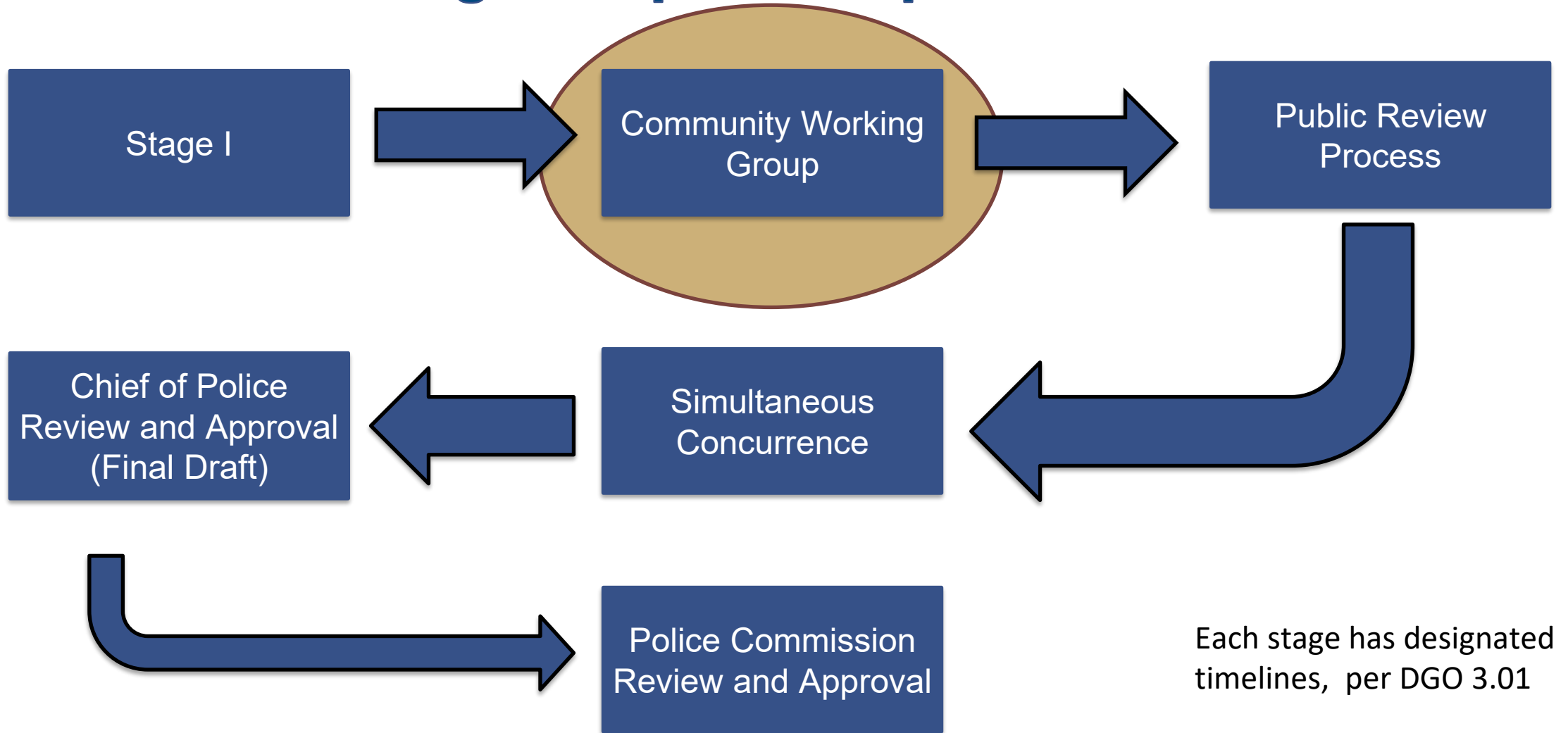
Resulted in a heavily detailed DGO, difficult to remember in the field.

2025 Working Group Opportunities



- SFPD manages this policy development process, timelines and working group communications.
- Facilitate a robust dialogue between community members and patrol officers.
- Create a clear and concise DGO that is easy to reference in the field.
- Collaborate to update language and remove outdated terminology or technology references.
- Address community feedback relating to current public safety concerns.

Working Group DGO Update Process



Each stage has designated timelines, per DGO 3.01

Working Group Member Expectations

Attendance – Regular attendance is expected.

Punctuality – Please be on time.

Preparation– Review materials provided by the Department before meetings.

Take Space, Make Space – Participate actively in discussions without dominating them.

Say What You Mean, But Don't Say It Mean – Maintain honest, respectful, and professional communication during the meetings.

Abide by Open Meeting Laws – No substantive communication with a majority of working group members outside of posted meetings.

Thank you!

**Please direct any questions you may have to
the SFPD Working Group Unit at
SFPD.WorkingGroups@sfgov.org.**

**SAN FRANCISCO
POLICE DEPARTMENT**