Annual Community Policing Plan

Policy Development Division

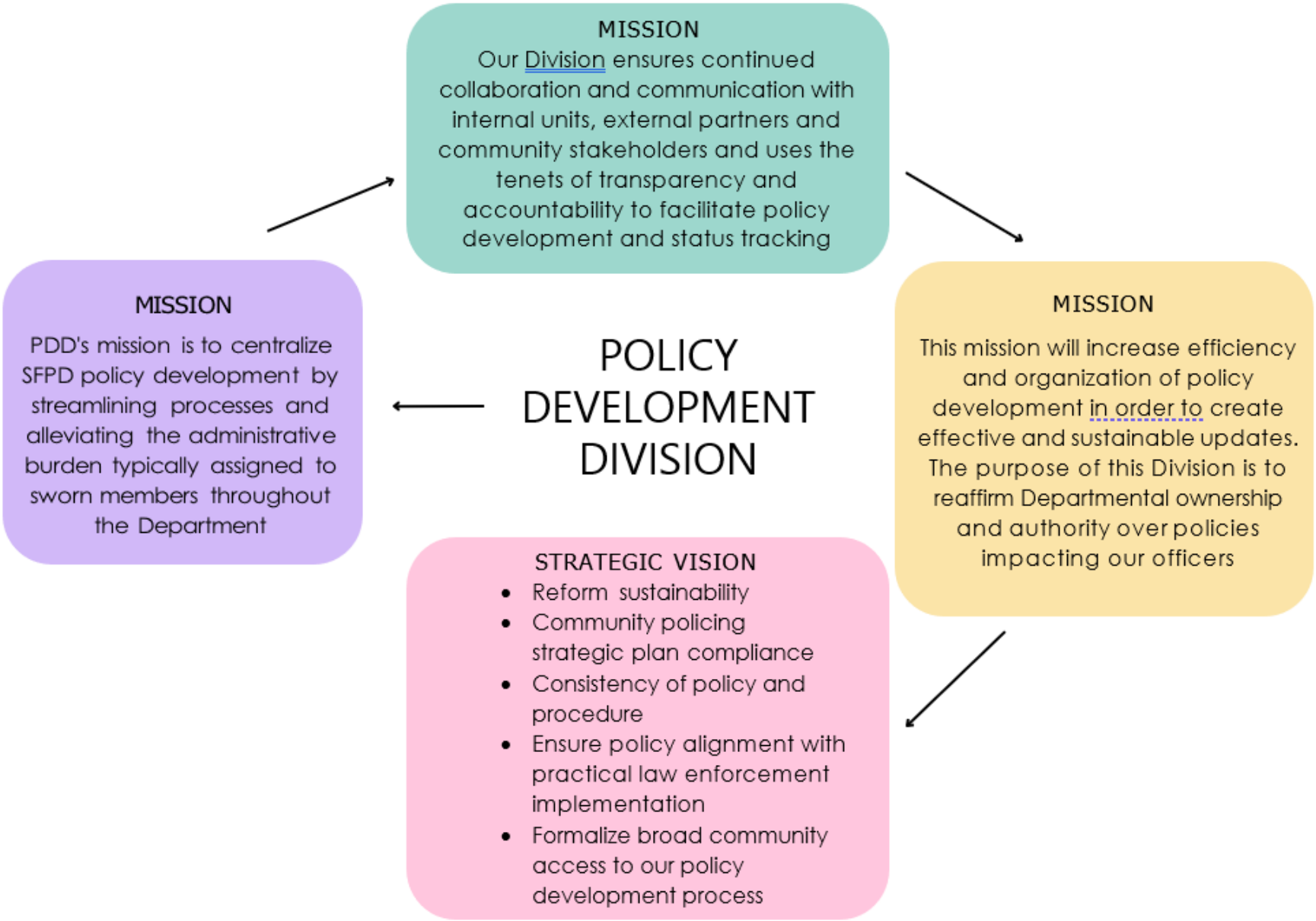
CITY & COUNTY OF SAN FRANCISCO

Police Department

November 21, 2025

Policy Development Division (PDD) Overview

The San Francisco Police Department's Policy Development Division (PDD), under the Chief of Police, is responsible for providing the Department with a suite of policy development services, ensuring clear, cohesive, and collaborative policies are adopted and implemented and further ensures efficient tracking and responses to community and partner agency feedback.


MISSION
Our Division ensures continued collaboration and communication with internal units, external partners and community stakeholders and uses the tenets of transparency and accountability to facilitate policy development and status tracking
MISSION
This mission will increase efficiency and organization of policy development in order to create effective and sustainable updates. The purpose of this Division is to reaffirm Departmental ownership and authority over policies impacting our officers
STRATEGIC VISION
Reform sustainability
Community policing strategic plan compliance
Consistency of policy and procedure
Ensure policy alignment with practical law enforcement implementation
Formalize broad community access to our policy development process
MISSION
PDD's mission is to centralize SFPD policy development by streamlining processes and alleviating the administrative burden typically assigned to sworn members throughout the Department
POLICY DEVELOPMENT DIVISION

PDD Goals

GOAL	IMPACT ON THE COMMUNITY	IMPACT ON DEPARTMENT MEMBERS
Efficient policy development	• Transparency and accountability • Improved interactions with police	• Up-to-date policies • Operational usability
Consistent, concise, clear, and effective policy creation	• Clarity regarding police operations	• Limited discipline risk and safer day-to-day operations
Collaboration and communication	• Community participation • Incorporate diverse perspectives • Build trust and community support	• Better-informed policies from community and Department member input

Overall, streamlining, centralization, and sustainability

PDD Organizational Chart



Policy Development Process for DGOs

1. Annual DGO Review List – DGO 3.01.03 (A)
2. DGO Drafting – DGO 3.01.04 (C)
3. Working Group – DGO 3.01.04 (G)
4. Public Comment – DGO 3.01.04 (D)
5. Simultaneous Concurrence – DGO 3.01.04 (E)
6. Submission to the Police Commission – DGO 3.01.04 (F)
7. Meet and Confer – DGO 3.01.11
8. Police Commission Approval
9. Issuance to Members

Policy Development Unit – Duties During Development

Duties: research, analysis, editing, collaboration, and communication

- Assists in preparing the Annual DGO Review List by canvassing Department membership needs
- Researches, drafts, and collaborates with the SME, DPA, and other Department members
- Outreach to Department members of stations and specific units
- Incorporates edits and drafts responses to public feedback
- Attends Dept. leadership feedback sessions (concurrence) and finalizes the DGO for approval

Policy Development Unit – Accomplishments & Strategies

Accomplishments

- 13 DGOs have been issued in 2025
- 39 DGOs have been worked on in 2025
- 2 Manuals have been worked on
- 12 DGOs have been proposed to the Police Commission to consider rescinding

Strategies for Improvement

- Update current policy development policy (DGO 3.01)
- Create internal and external communication procedures
- Create tracking procedures
- Create consistent guideline for reference lists in DGOs

Written Directives Unit – Duties During Development

Duties: policy tracking, style guiding, communication, policy maintenance

- Facilitates communication between Deputy Chiefs, the Policy Development Unit, the Subject Matter Expert, and the Department of Police Accountability
- Posts policy drafts on the Department website for public comment
- Prepares meeting materials, schedules meetings, and tracks meeting edits during concurrence (facilitates electronic concurrence)
- Submits the packaged policy to the Police Commission Office for approval
- Issues adopted policies to members and posts to websites
- Issues quarterly policy reports to the Police Commission

Written Directives Unit – Accomplishments & Strategies

Accomplishments

- 118 Department Notices issued and published on PowerDMS
- 20 DGOs digitally packaged and sent to the Police Commission in 2025

Strategies for Improvement

- Ensure policies are error-free before issuance
- Create internal and external communication procedures
- Create tracking procedures
- Organize historical policies
- Watermark expired written directives so officers always know what is most current

Working Group Unit – Duties During Development

Duties: meeting facilitation, collaboration, communication, administrative preparation

- Invites community members, city agency partners, and the SF business community to participate in working groups
- Prepares meeting materials, schedules meeting dates, an facilitates working group meetings
- Researches feasibility and suggests remedies to stakeholder policy recommendations
- Tracks policy edits and communicates with the SME and Executive Sponsor

Working Group Unit – Accomplishments & Strategies

Accomplishments

- Concluded DGO 6.16 Sexual Assaults, DGO 6.09 DV & DGO 5.23 Deaf & Hard of Hearing working groups
- Prioritized patrol participation
- Included community members from each city District
- Expanded outreach to members of the public via SF Rec & Park distribution lists

Strategies for Improvement

- Update the Chief's Directive for Working Groups
- Explore opportunities to increase community participation (evening meetings, childcare, etc.)
- Codify new methods of capturing community feedback (focus groups, community centers, etc.)


SAN FRANCISCO
POLICE DEPARTMENT