Annual Community Policing Plan

Risk Management Office

CITY & COUNTY OF SAN FRANCISCO

Police Department

11.04.2025

Risk Management Office Overview

The Risk Management Office (RMO) is comprised of three main branches:

- Internal Affairs Division (IAD)
  - Administrative investigations of Dept. members
  - Equal Employment Opportunity Act (EEO) Liaison to SFDHR
- Investigative Services Division (ISD)
  - Criminal investigations of all City employees
- Legal Division (Legal)
  - Body Worn Camera/Senate Bill Units
  - Early Intervention System Unit
  - OIC is Liaison to City Attorney's Office and Sunshine Ordinance Task Force

RMO's Contribution to Strategy 1.0

The five strategic initiatives are:

1. Collaborate: Continue community engagement via Sunshine Ordinance Task Force.

2. Improve Responsiveness: Streamline delivery of Public Records Act Requests and subpoena responses by modifying third-party vendor workflow.

3. Measure and Communicate: RMO Divisions produce five reports, posted and retained publicly.

4. Strengthen the Department: Continue to advance transparency around officer conduct, to build trust and rapport with the communities we serve.

5. Define the Future: Engage with feedback from the Police Commission, the Department of Police Accountability and the communities we serve.

Review and Improvement

- Feedback from oversight bodies (Police Commission, Dept. of Police Accountability, Labor Relations)
- Engagement with the Police Officer's Association and professional unions on applicable personnel matters
- Community feedback regarding Public Records Act Requests and SOTF dialogues

Impact on Public Safety

The overall goal of RMO's community policing plan is to increase public safety and reduce crime by continuing to advance transparency around officer conduct and help highlight the work that officers and professional staff engage in to make San Francisco safer. We anticipate that the continued advancements in timely, accurate, and detailed reporting, to the full extent possible, will contribute to relationship-building work being done by public-facing Stations, Units, and Details.

FUTURE GOALS

Anticipated developments for 2026:

- Rollout of new Early Intervention Unit and Internal Affairs Division data systems.
- Satisfactory conclusion of Department of Police Accountability audits.
- Continued process development to further shorten request response times.

Thank you.

Any questions?