Annual Community Policing Plan
Special Investigations Division

CITY & COUNTY OF SAN FRANCISCO

Police Department

11.07.2025

Special Investigations Div. Overview

The Special Investigations Division (SID) has a wide variety of responsibilities that cover sensitive and serious investigations.

In addition to investigations, SID is responsible for dignitary protection and serves as the SFPD liaison for many state, federal and international partners.



SID Responsibilities:

Mission	Partners/ Stakeholders
Threats (elected, bomb, mass casualty)	• Other local agencies • Ca. DOJ, NCRIC • FBI/ BATFE
Hate Crimes and religious worship interference	• SFDA - Vul. Vict. Unit • US DOJ/FBI - Civil Rights Div • SFPD – CED/CLU • SF based community groups
Arson Investigations	• SFFD – Bur. of Fire Invest. • BATFE
Dignitary Protection	• Support USSS, USCP, USMS and USDoS • Liaison and protection planning

Organization - SID

Special Inv. Div.

1 Lieutenant
9 Sergeants
10 Officers
3 Civilians

TOTAL PERSONNEL – 23

20 Sworn / 3 Civilians

SPECIALIZED TRAINING

- Hate Crime Investigation
- Arson Investigation
- Fugitive Recovery
- Dignitary Protection
- NCRIC
- Threat Assessment





SID - OIC
1 Lieutenant

Main Office
- 3 Sergeants
- 2 Civilian

Mayors Security
- 1 Sergeant
- 9 Officers

Task Force
- 4 Sergeants
- 1 Officer
- 1 Civilian

Strategy 1.0

The Special Investigation Division supports the Vision, Values, Goals, and Objectives of the Department's Strategic Plan 1.0. To deliver on the promise of SFPD Strategy 1.0, five high-level initiative clusters have been identified, encompassing much of the Department's ongoing work. These five clusters serve as our goal as we develop and implement our Community Policing Plan.

Goals and Objectives

The following sections highlight how the SID Annual Community Policing Plan ties into the Goals and Objectives of the SFPD Community Policing Strategic Plan. The five Goals are:

Goal 1: Communication
Goal 2: Education
Goal 3: Problem – Solving
Goal 4: Relationship Building
Goal 5: SFPD Organization



Goal 1: Communication

Honest, transparent, and empathetic dialogue between the SFPD and San Francisco Community.

- The Special Investigations Division (SID) OIC meets regularly with neighborhood and faith-based community groups that make up the fabric of San Francisco. We will continue this outreach work.

- SID personnel will continue to attend seminars, trainings and roundtable meetings with internal and external governmental/non-governmental stakeholders. We do this to ensure that SID can continue to meet community members, ***where they are***.

Goal 2: Education

SFPD both trains and is trained by the communities it serves.



- Education building is part of our focus when we attend engagement events.
- Educating the community about the importance of crime reporting, how important data is in the fight against hate crimes.
- Empowering the community builds resilience and fosters a problem solving mentality.

Goal 3: Problem-Solving

Increase safety through collaborative working partnerships between SFPD, community members, and organizations to identify and address local topics of concern.

- The Special Investigations Division will continue to work with victims of hate crimes for smooth and transparent follow up investigations. Partnering closely with the F.B.I.- Civil Rights Division, the San Francisco District Attorney's Office – Vulnerable Victim's Unit and community stakeholders, we will create a **network against hate** and hate crimes.

- SID investigators recognize that even when a hate incident does not rise to the level of a crime, there can still be trauma. To address this trauma, we will continue to partner with the **Community Liaison Unit** of the SFPD Community Engagement Division.

Goal 4: Relationship-Building

Strong, trusting, and respectful relationships between SFPD and all facets of San Francisco Community.

Our goal is to build trust and relationships through positive engagement **above and beyond** our day-to-day workflow to increase our effectiveness in community policing and community-oriented problem solving.



SFPD Organization

SFPD organization and operation leads community policing efforts and demonstrates a guardian mindset.

- Develop policies, priorities, and procedures that are consistent across SFPD stations and bureaus and support all neighborhood plans
- The SFPD is adaptable and committed to continuous review and improvement
- Include civilian and front-line officer perspectives and input in decision-making and policy development processes
- Support officers with sufficient resources
- Recruit SFPD members who reflect the city's diversity and know the communities they serve
- Integrate community policing values in recruitment, training, and professional development of SFPD members
- Support groups historically underrepresented in police departments in professional development
- Hold officers accountable for their actions and embodying community policing tactics

Metrics

The goal of the SID Community Policing Plan is to continue developing relationships within the community. We also pledge to continue sharpeing our skills to enhance our ability to further the Department's goals and objectives.

Our measures for success will include the following:

- Criminal case filings
- Attend Community events
- Seminar participation
- Provide Training
- Review survey results
- Attend Training

Impact on Public Safety

- The overall goal of the SID Community Policing Plan is to increase public safety while remaining ***worthy of trust and respect***.
- By working hard to ensure that there is "**no wrong door**" for hate crime reporting.
- By conducting complete and thorough investigations, the Special Investigations Division of the San Francisco Police Department will continue to deliver, **Safety with Respect**.

Thank you.

Any questions?

You can reach me at: Bassey.Obot@sfgov.org