

Executive Sponsor Working Group



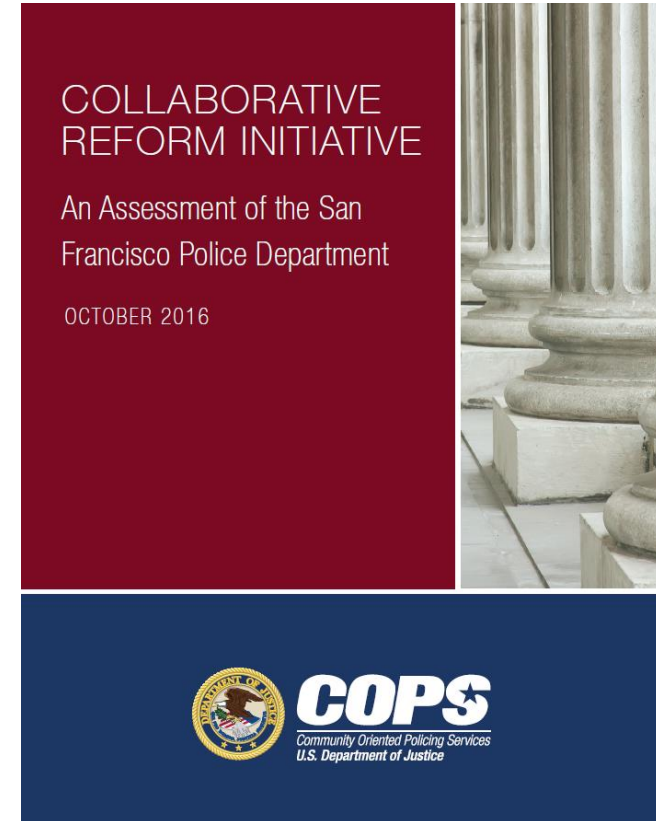
Commander Peter Walsh

April 24, 2017



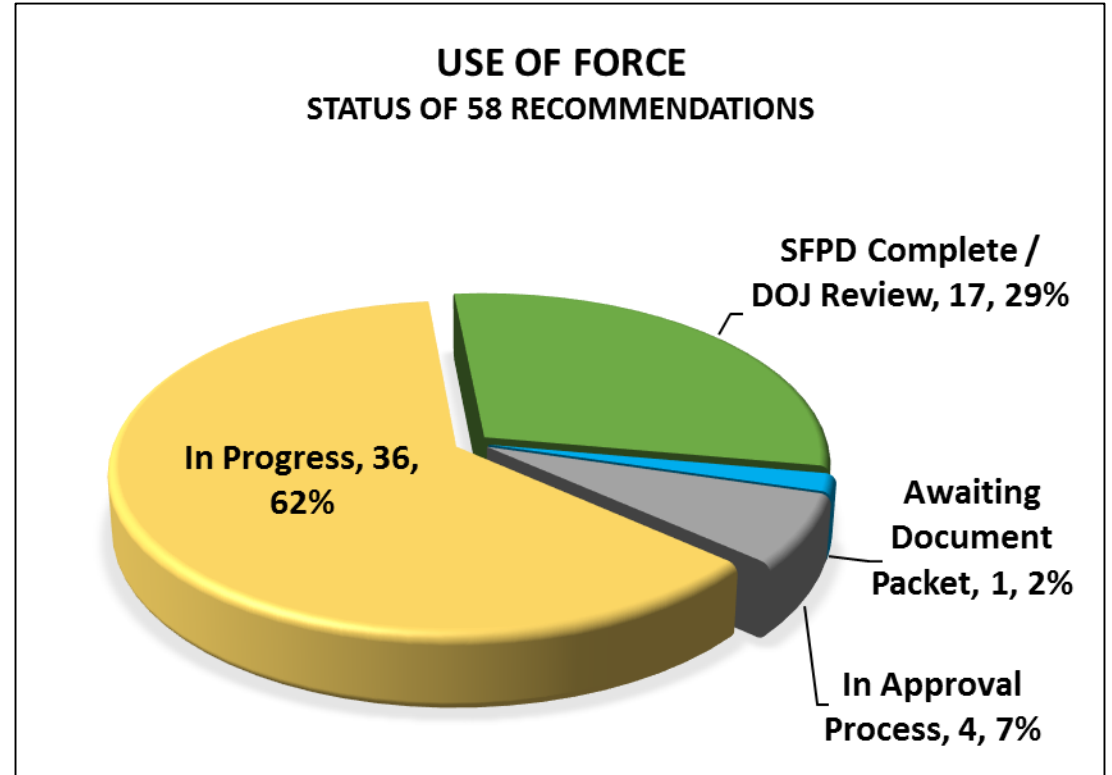
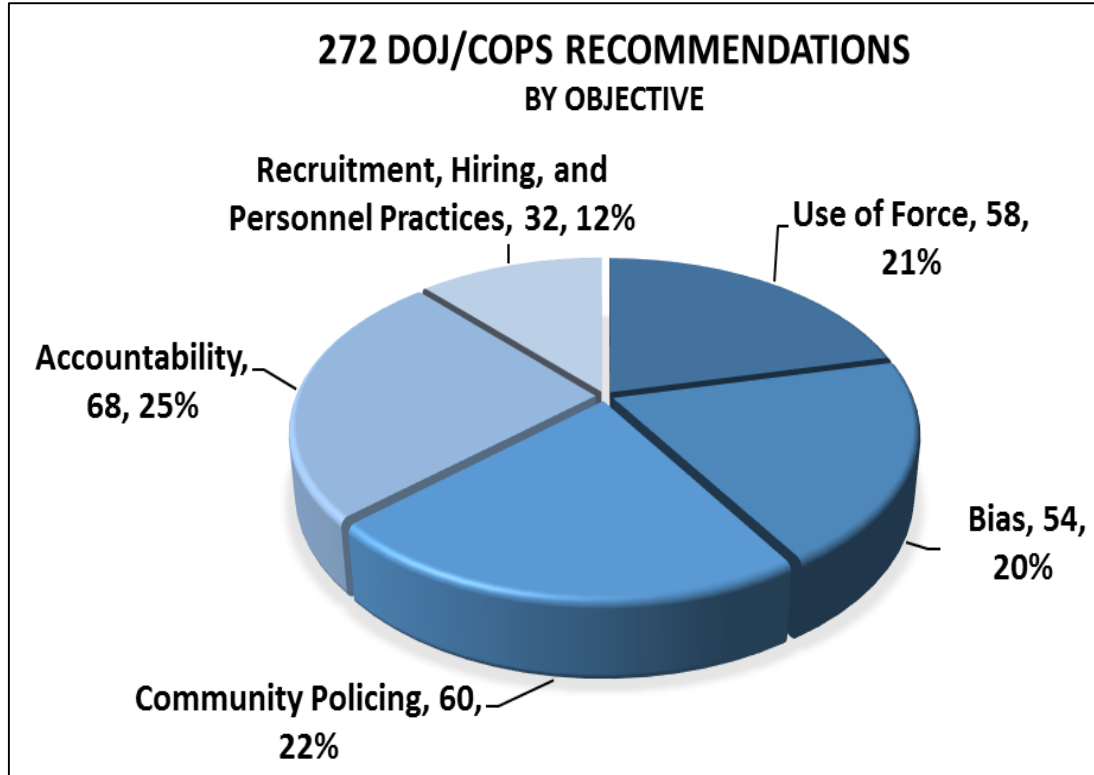
Introduction

- DOJ Report Released 10/12/16
 - Objectives Covered
 - Use of Force
 - Bias
 - Community Policing
 - Accountability
 - Personnel and Hiring
- 94 Findings/272 Recommendations
 - UOF: 23 Findings/58 Recommendations
 - To be implemented over 6-18 months
 - Police Commission, Chief and Mayor committed to implementing all recommendations
 - Mandatory reading per DB 16-216



2016 DOJ/COPS

COLLABORATIVE REFORM INITIATIVE SFPD RECOMMENDATIONS STATUS Status as of 4/19/2017



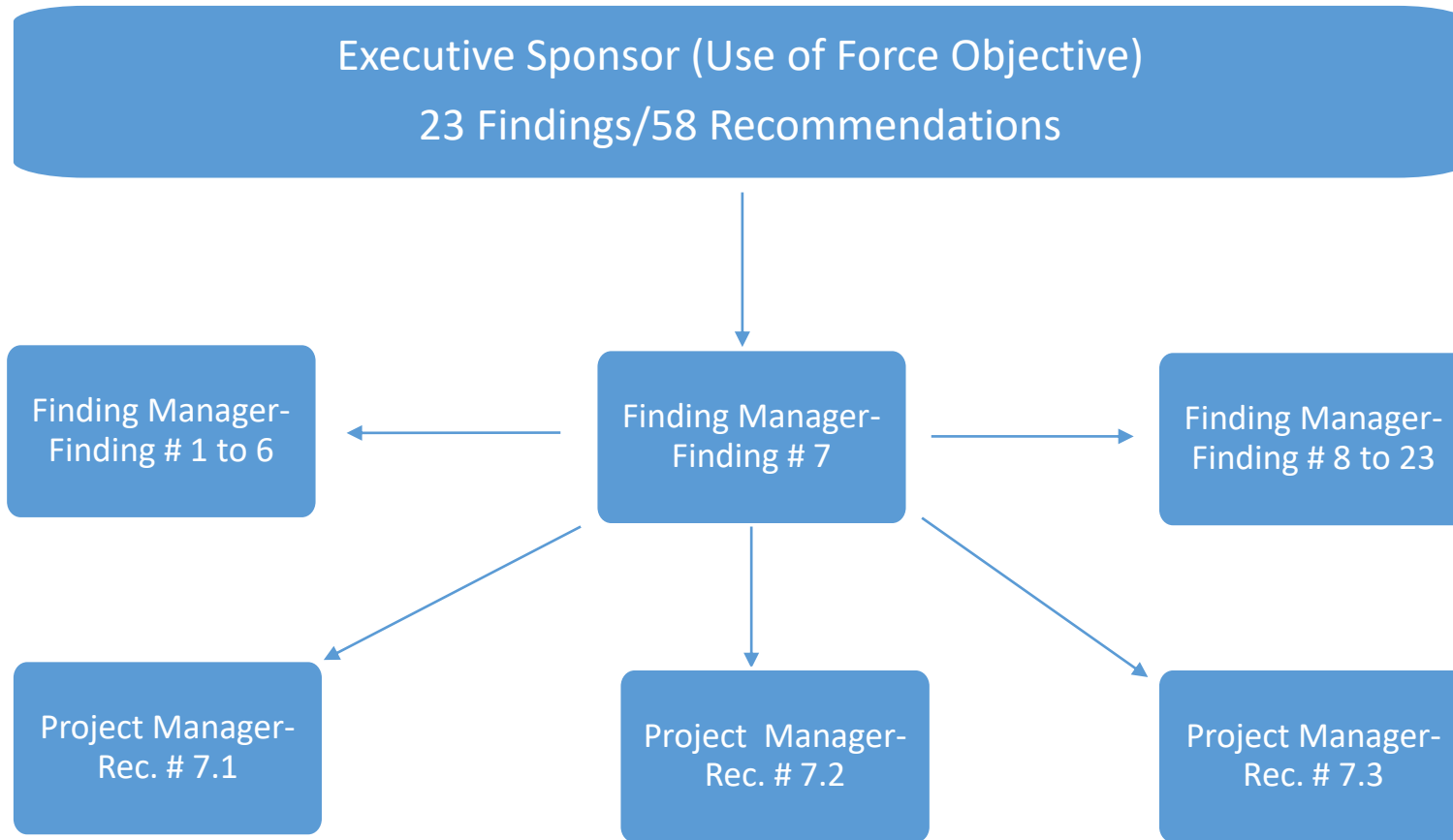
Status Definitions:

- **In Progress:** SFPD is actively working on the recommendation
- **Awaiting Document Packet:** Professional Standards & Principled Policing Bureau (PSPPB) has not received a completed packet from assignee
- **In Approval Process:** PSPPB has received assignee's completed packet, will review and submit for Chief's approval
- **SFPD Complete / DOJ Review:** Completed packet submitted to the DOJ for review.

Status of Recommendations:

- **Awaiting Document Packet:** 4.5
- **In Approval Process:** 7.1, 7.2, 9.3, 12.1
- **SFPD Complete/ DOJ Review:** 3.1, 4.3, 4.4, 7.3, 8.1, 8.2, 9.1, 9.2, 9.4, 13.1, 14.1, 14.2, 14.3, 15.2, 17.1, 20.4, 23.1
- **In Progress:** Remaining 36 recommendations

Strategic Level Planning and Guidance



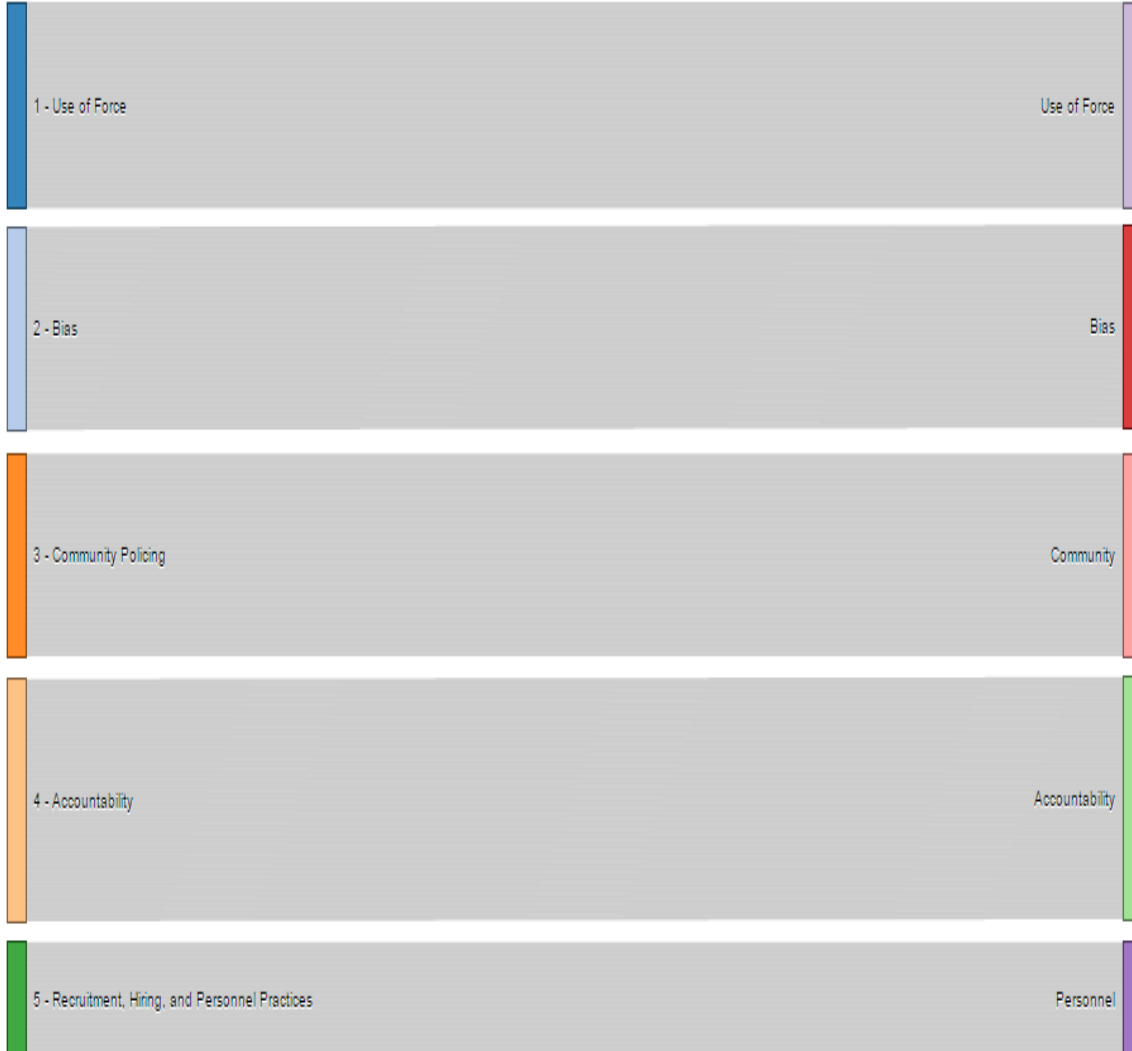
Working Groups are composed of stakeholders drawn from Department of Police Accountability; SF BAR Association; Police Commission; Police Employee Groups; Community Police Advisory Boards; and other interested stakeholders.

Project Management Matrix

Objective Number & Title	Concept	Finding	Findings	Rec	Recommendations	Priority	Status	Bureau	Executive Sponsor	Findings Manager	Project Manager	Assigned Case Manager (ACI)
1 - Use of Force	Leadership/ Management Culture	1	The majority of deadly use of force incidents by SFPD involved persons of color.	1.1	SFPD must commit to reviewing and understanding the reasons for the disparate use of deadly force. Specifically, SFPD needs to: <ul style="list-style-type: none"> • Partner with a research institution to evaluate the circumstances that give rise to deadly force, particularly those involving persons of color. • Develop and enhance relationships in those communities most impacted by deadly officer involved shootings and monitor trends in calls for service and community complaints to ensure appropriate police interaction occurs as a matter of routine police engagement. • Provide ongoing training for officers throughout the Department on how to assess and engage in encounters involving conflict with a potential for use of force with a goal of minimizing the level of force needed to successfully and safely resolve such incidents. 	Low	In Progress	Chief of Staff	Peter Walsh, Commander	Acting Captain William Braconi	Sgt. Nicole Jones	Tran
1 - Use of Force	Doctrine/ Policy Development	2	The SFPD has closed only one deadly use of force incident investigation for the time frame 2013 to 2015. The SFPD has been involved in nine deadly use of force incidents during the time frame of review for this assessment, 2013–2015. All but one remains open, pending a decision by the district attorney on whether the officers’ actions were lawful. It is unacceptable for officer-involved shooting investigations to remain open for years.	2.1	SFPD must work with the City and County of San Francisco to develop a process that provides for timely, transparent, and factual outcomes for officer-involved shooting incidents.	Medium	In Progress	Chief of Staff	Peter Walsh, Commander	Lt. Andy Cox	Sgt. Eric Altorfer/ Sgt. Jayme Campbell/ Sgt. Dennis Toomer/ Sgt. John Crudo	Tran
1 - Use of Force	Leadership/ Management Culture	3	The SFPD and the Police Commission collaboratively worked with community stakeholders to update Department General Order 5.01 - Use of Force policy. Department General Order 5.01 was last revised in 1995. The draft revision, dated June 22, 2016,	3.1	The Police Commission, SFPD leadership, and elected officials should work quickly and proactively to ensure that the Department is ready to issue these use of force policies and procedures to all Department employees immediately following the collective bargaining meet and confer process.	Immediate	SFPD Complete/ DOJ Review	Chief of Staff	Peter Walsh, Commander	DC Michael Connolly	DC Michael Connolly/ Rania Adwan	Tran
1 - Use of Force	Leadership/ Management Culture	3	The SFPD and the Police Commission collaboratively worked with community stakeholders to update Department General Order 5.01 - Use of Force policy. Department General Order 5.01 was last revised in 1995. The draft revision, dated June 22, 2016, reflects policy enhancements that progressive police departments across the country have implemented, including incorporating recommendations from the Final Report of the President's Task Force on 21st Century Policing. However, because of collective bargaining practices the policy has not yet been implemented by the Police Commission as of the date of this report.	3.2	The SFPD should work with the Police Commission to obtain input from the stakeholder group and conduct an after-action review of the meet and confer process to identify ways to improve input and expedite the process in the future for other policy development.	Low	In Progress	Chief of Staff	Peter Walsh, Commander	Cmdr. Peter Walsh	Lt. Gilmore	Tran
1 - Use of Force	IT/Data Business Processes	4	The Use of Force Log captures insufficient information about use of force incidents. The SFPD does not have a separate use of force report for personnel to complete after a use of force incident. Rather, the specific articulable facts leading to the force incident are documented in the narrative of a regular incident report form and a paper use of force log, making it difficult to collect accurate and complete data or analyze	4.1	The SFPD needs to create an electronic use of force reporting system so that data can be captured in real time.	Medium	In Progress	Chief of Staff	Peter Walsh, Commander	Lt. Kathryn Waaland & Sgt. Stacy Youngblood	Sgt. Stacy Youngblood	Tran

Immediate Priority; High Priority; Medium Priority; Low Priority

Recommendation Distribution



Use of Force - 58 Recommendations
Commander, Chief of Staff

Bias – 54 Recommendations
Assistant Chief, Operations Bureau

Community Policing – 60 Recommendations
Commander, Community Policing

Accountability - 68 Recommendations
Deputy Chief, Administration Bureau

Personnel Practices – 32 Recommendations
Deputy Chief, Administration Bureau

Strategic Post DOJ report planning

DOJ Report Issued
October 2016

Plan

- DOJ Report analysis
- Conceptual Design (the plan to plan) & Strategic Planning Guidance
- Prioritization & Objectives Integration

Prepare

- Responsible party (Executive Sponsor) identification
- Framework & organizing principles generated
- Example work products and guidance developed

Today

Execute

- Tasks issued to Exec Sponsors
- Deployment of bureau working groups
- Community & stakeholder integration

Assess

- In-progress reports to PSPP per set priorities, or;
- Objective complete packet is passed for external audit

Questions?

