

## Recommendation 40.6

Tanya Koshy [REDACTED]

Sun 7/21/2024 7:06 PM

To: Scott, William (POL) [REDACTED] McGuire, Catherine (POL) [REDACTED]

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Dear Chief Scott,

Our office has completed its review of the materials submitted by SFPD to demonstrate substantial compliance with Recommendation 40.6: The SFPD should develop and implement a community policing practices review and development process within 90 days of the issuance of this report so SFPD units can collaborate regarding community policing efforts.

For the following reasons, the Department of Justice finds that SFPD is in substantial compliance with this recommendation.

SFPD's substantial compliance with this recommendation largely rests with its issuance of Department General Order (DGO) 1.08. The policy requires two external review committees, the Community Policing and Problem-Solving Implementation Committee and the Community Policing and Problem-Solving Oversight Committee. Both committees are responsible for evaluating the effectiveness of SFPD's community policing efforts and strategies. But the objectives of each are slightly different. The Implementation Committee is responsible for discussing the effectiveness of current community engagement strategies based on community survey feedback while the Oversight Committee is responsible for identifying District Captains engaging in best practices and having them serve as peer-to-peer trainers for other Captains. SFPD also utilizes its monthly Field Operations Bureau Captains meetings to provide internal review of community policing strategies. Finally, the Community Engagement Division Commander biannually reviews the district station captain's community policing efforts. As discussed in more detail in the DOJ's email summarizing substantial compliance with Recommendation 40.2, this process has demonstrably identified and remedied deficiencies.

While DOJ has found SFPD in substantial compliance, these committees described above have only recently begun and thus it is the responsibility of internal and external stakeholders to ensure that SFPD continues these practices.

If you have any questions, please do not hesitate to reach out.

Thank you,

Tanya Koshy

Tanya Koshy (she/her)  
Deputy Attorney General  
Police Practices Section  
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[REDACTED]



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<b>Finding # 40</b>	<b>The SFPD does not formalize community engagement in support of community policing practices.</b>
<b>Recommendation # 40.6</b>	The SFPD should develop and implement a community policing practices review and development process within 90 days of the issuance of this report so SFPD units can collaborate regarding community policing efforts.

<b>Recommendation Status</b>	<b>Complete</b>	<b>Partially Complete</b>	<b>In Progress</b>
	<b>Not Started</b>	<b>No Assessment</b>	

**Summary**

The San Francisco Police Department developed key policies and practices governing community policing and engagement, anchored by DGO 1.08 Community Policing. Section 1.08.04 Community Oriented Policing and Problem Solving describes how internal and external stakeholders contribute to the department's community policing practices. The Community Policing Advisory Board, the Chief's Community Advisory Forums, the Community Policing Problem Solving and Implementation Committee and the Community Policing and Problem Solving and Oversight Committee highlight the multiple options the department has created to receive and incorporate community perspective into department practices. The SFPD seeks to ensure community engagement is institutionalized by requiring all departments divisions to develop a community policing strategic plan, which is reviewed and approved by the Community Engagement Division. The Community Engagement Division also works with District Commanders/Captains to ensure on-going peer to peer discussions regarding promising practices that support and promote successful collaboration with internal and external partners.

The department published key policies that support the on-going review of its community engagement practices, including annual review of community policing strategic plans, which are posted to the department's website. Review of district community meetings informed the department's transition to incorporate current content into the discussion of topics important to the community. The department's policies governing community policing affirms the department's commitment to ensuring effective community engagement is institutionalized within the department. Given the evidence submitted and our observations, Jensen Hughes recommends substantial compliance with this recommendation.

Compliance Measures	Status/Measure Met
1 Create a community policing practices review and development process.	✓ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2 Process requires department units collaborate regarding community policing efforts.	✓ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
3 Implement the process by April 12, 2017.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A
4 Evidence of review process results/actions.	✓ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
5 Periodic review/improvement loop process.	✓ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A



## **Collaborative Reform Completion Memorandum**

**Finding # 40:** The SFPD does not formalize community engagement in support of community policing practices. The SFPD does not have a comprehensive, strategic community policing plan that focuses priorities, resources, programs, and activities for the department. Community policing involves partnerships, problem solving, and organizational transformation. In order to be a true community policing department, the SFPD needs to ensure the entire department is following the tenets of community policing systematically and strategically. The SFPD needs to bring the community to the table in order to establish comprehensive community policing resources, programs, and activities.

**Recommendation # 40.6** The SFPD should develop and implement a community policing practices review and development process within 90 days of the issuance of this report so SFPD units can collaborate regarding community policing efforts.

**Response Date: 12/20/2023**

### **Executive Summary:**

The SFPD has developed and implemented a community policing practices review and development process through the creation and adoption of D.G.O 1.08; Community Policing. The Community Policing D.G.O lays out the plan to form both internal and external review committees as well as internal community policing discussions facilitated by the Commander of the Community Engagement Division during the Monthly Field Operations Bureau meetings.

The internal review committee reviews the outcomes of Community Policing, Engagement and Problem-Solving efforts. Three District Station Captains who engage in successful and innovative community policing practices during the previous year are chosen to serve as peer-to-peer trainers to other district station captains and lieutenants for the current year.

Two external review committees have been created.

- The Community Policing and Problem-Solving Implementation Committee
- The Community Policing and Problem-Solving Oversight Committee.

These committees are comprised of Department members as well as community members and members from other City agencies. These committees are responsible for discussing the effectiveness of current engagement strategies, cross organizational goals and assessing existing framework by remaining abreast of emerging community policing strategies and best practices. In addition, District Stations will be audited by the Community Engagement Division to determine if stations are meeting outcomes and will monitor growth and progress.



## **Collaborative Reform Completion Memorandum**

On December 5<sup>th</sup>, 2023, the Phase III draft of Recommendation 40.6 was submitted to Jensen & Hughes (JH) and the California Department of Justice (Cal DOJ) for prescreen. During this prescreen meeting with CRI partners, they requested that the below information be added to this recommendation under each listed compliance measure. The following has been updated and added to this recommendation throughout, under the compliance measure listed:

“For Compliance Measure 1, JH advised SFPD to ensure that the community policing review and development processes that are described in the draft Form 2001 are reflected in policy. Cal DOJ observed that the Form 2001 did not identify how community members in the Community Policing and Problem-Solving Implementation and Oversight Committees are selected. SFPD explained that the Deputy Chief selects from community members that are known to SFPD and active with the Department, noting that this is a small group and it’s an even smaller group that is interested in joining. JH recommends that SFPD ensure that there are standard criteria for selecting community members for these committees.”

“For Compliance Measure 2, JH observed that there have only been two peer-to-peer presentations by the Captains. By the time SFPD submits this package for formal review, JH advised SFPD to include evidence of additional meetings, to reflect that these meetings are not one-off but part of an ongoing practice.”

“For Compliance Measure 3, SFPD provided evidence that the Community Policing and Problem-Solving Implementation and Oversight Committees each held a meeting in October 2023, and this is the only meeting this year. By the time SFPD submits this package for formal review, JH advised SFPD to include evidence of additional meetings, to reflect that these meetings are not one-off but part of an ongoing practice.”

“For Compliance Measure 4 (Evidence of review process results/actions), Cal DOJ and JH thought that the response was adequate but JH recommended that SFPD edit it to be more concise. Cal DOJ and JH also credited SFPD for its transparency that its biannual audit in September 2023 reflected less than 100% compliance among district stations with respect to discussing one of the six pillars of 21<sup>st</sup> Century Policing in their monthly community meetings; SFPD also helpfully explained the corrective action it took in response. This sort of explanation is valuable in showing that a review process is beneficial in identifying and addressing deficiencies.”

“For Compliance Measure 5 (Periodic review/improvement loop process), SFPD described various audits it conducts to assess community policing practices and outcomes. By the time SFPD submits this package for formal review, JH advised SFPD to include evidence of audits for 2023 and a plan for 2024 audits.”



## **Collaborative Reform Completion Memorandum**

### **Compliance Measures:**

#### **1) Create a community policing practices review and development process.**

SFPD adopted the Community Policing Department General Order (DGO) 1.08 in February of 2021. DGO 1.08 clearly defines the department's strategic framework for community policing and ensures the coordination of priorities and objectives across individuals, work groups and key operating divisions. This DGO provides a roadmap for members to partner and engage with the community and obtain community input. Furthermore, DGO 1.08 established an effective community policing practices review and development process with the creation of the Community Policing Review Committees. These committees consist of both internal and external review committees.

#### **INTERNAL REVIEW COMMITTEES:**

The internal review committee is tasked with the following:

"During the month of January, the Commander of the Community Engagement Division shall schedule a meeting to review the outcomes of Community Policing, Engagement, and Problem Solving. The Deputy Chief of the Field Operations Bureau and the Commanders of the Metro and Golden Gate Divisions shall select three district captains who engaged in successful and innovative community policing practices during the previous year to serve as peer-to-peer trainers to the other district station captains and lieutenants for the current year. Such trainers shall also seek local community input on effective strategies and future goals." (DGO 1.08 pg. 7-8)

**(See Attachment #1: DGO 1.08; Community Policing)**

#### **INTERNAL COMMUNITY POLICING DISCUSSIONS:**

The Captain's Monthly FOB Meetings serve as the internal review process/committee, where SFPD units can collaborate regarding community policing efforts. The Deputy Chief of Field Operations and The Commander of the Community Engagement Division facilitate discussions with the District Station Captains assigned to the Field Operations Bureau regarding community policing efforts in the monthly Field Operations Bureau meeting in order to coordinate and align efforts, messaging, and problem-solving.

District Station Captains shall provide a report on all community policing activities within their command on monthly reports routed through their chain of command to the Community Engagement Division. During Crime Strategy meetings, Commanding Officers should report on their community policing, community engagement activities, and/or problem-solving efforts.



## **Collaborative Reform Completion Memorandum**

### **EXTERNAL REVIEW COMMITTEES:**

The Community Engagement division has created two External Review Committees:

- **Community Policing and Problem-Solving Implementation Committee**
- **Community Policing and Problem-Solving Oversight Committee**

### **The Community Policing and Problem-Solving Implementation Committee**

#### Objectives:

1. Discussing the current engagement strategies for effectiveness by reviewing evaluations from community survey feedback and discussing programming.
2. Discussing cross organizational goals and current community policing and problem-solving plans and outcomes.
3. Regularly assessing existing framework by remaining abreast of emerging community policing strategies and best practices employed by other law enforcement agencies.
4. Developing new ideas or strategies.

This committee consists of both Department and community members selected by the chair of the committee in consultation with our city and community partners.

#### Department representatives include:

1. Commander of the Community Engagement Division, Chair
2. Two District Station Captains (one from the Metro Division and one from the Golden Gate Division).
3. Captain, Lieutenant and Sergeant of the Community Engagement Division.
4. A Community Liaison Officer Representative selected by the Department Captains.

#### Community representatives include:

5. Representatives from the Department of Police Accountability, SF Safe, Department of Public Health, and Controller's Office.
6. Two representatives from the Department's Community Police Advisory Board.
7. Other community members as selected by the Commander of the Community Engagement Division.

### **Community Policing and Problem-Solving Oversight Committee**

#### Objectives:



## Collaborative Reform Completion Memorandum

1. Recognizing the District Captains engaged in best practices and utilizing them as peer trainers for other Captains.
2. Reviewing best practices and monitor progress and growth.
3. Auditing District Stations to determine if the stations are meeting outcomes, effectiveness of the electronic platform, and the problem-solving efforts, following best practices in community engagement and formalized problem solving as outlined in the Community Policing and Problem-Solving Manual (DM2).

### This committee consists of:

1. Deputy Chief of the Field Operations Bureau and Commander of the Community Engagement Division (Co-Chairs).
2. Commanders of the Field Operations Bureau.
3. Captains from the Community Engagement Division, Metro and Golden Gate Divisions (Rotated quarterly).
4. Lieutenant of the Community Engagement Division.
5. A representative from the District Attorney's Office.
6. Representative from training division (FTO, CPT, etc.)
7. Community Stakeholders to serve a 1-year term as designated by the co-chairs.

The Oversight Committee is responsible for inviting District Station Captains in on a rotating basis, as an accountability measure, to determine specifically the goals, strategies and outcomes of formalized Community Oriented Policing and Problem Solving and to document best practices for later use. (Refer to Attachment #1)

### **In response to feedback received from CRI partners at the 12/05/23 prescreen meeting, the following information has been updated for Compliance Measure #1:**

DGO 1.08 is our main policy for Community Policing. This General Order is specific throughout when it comes to community policing review and development processes. For example, the following is reflected in this policy.

“The Community Policing and Problem-Solving Oversight Committee will be responsible for the **ongoing review process** to review national policing best practices and update the training curriculum. On an annual basis, the Community Policing and Problem-Solving Oversight Committee will convene to discuss emerging community policing practices and provide a brief public report of its findings or recommendations” (Refer to Attachment #1 pg. 11).

Additionally, within DGO 1.08, the goals of the Community Policing Strategic Plan are summarized, and this policy requires members to embrace the goals set forth in that plan. Goal 5 discusses consistency with **policies, priorities, procedures and review** of community policing efforts. (Refer to Attachment #1 pg. 3-4).





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Data collection and tracking is also part of policy in DGO 1.08. Data is used during internal and external review of community engagement practices.

“All Department sponsored events shall collect data, which includes feedback from the community, to help measure the effectiveness of our community policing and engagement strategies. This **data will be used during internal and external review** of the Department’s community policing and community engagement practices” (Refer to Attachment #1 pg. 10).

The initial selection process for the first External Review Committees involved outreach to active community members known to the Department from prior community engagement efforts. The selection process for the first committees occurred this way for the following reasons:

- In the interest of time in order to get these committees started within the time constraints of CRI recommendation completion, set for April 2024.
- Difficulty finding interested community members to join the committees.

The required time commitment of community members for these committees is one year. Therefore, we will have an opportunity next year to improve on our selection process in hopes of gaining new members from a wider group. The development of the new Chief’s Community Police Advisory Forum (CCPAF) provided us with insight on best practices for community member selection. The CCPAF selection process involved a publicly posted citywide application. The goal for future External Review Committee membership is to mirror this selection process to give all San Francisco community members an opportunity to apply.

### **2) Process requires department units collaborate regarding community policing efforts.**

As described in Compliance Measure #1, the SFPD has developed and implemented a community policing practices review and development process with the adoption of D.G.O. 1.08 Community Policing. Through the design of the committee and discussion review, members from different units and ranks are collaborating through internal community policing discussions. Command staff down to front line patrol have an opportunity for representation and input to community policing efforts. Required to be in attendance include members from the department across ranks and roles, but also community stakeholders and outside agencies.

The Captain's monthly meeting is the internal review process/committee, where SFPD units can collaborate regarding community policing efforts. The Deputy Chief of Field Operations and The Commander of the Community Engagement Division facilitate discussions with the District Station Captains assigned to the Field Operations Bureau regarding community policing efforts in the monthly Field Operations Bureau meeting in order to coordinate and align efforts, messaging, and problem-solving.



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Part of the responsibility of the Internal Review Committee is for the Deputy Chief of FOB, the Commander of Community Engagement (CED), the Commanders of Golden Gate and Metro Divisions to identify district captains who engaged in successful and innovative community policing practices and utilize them as peer trainers for other captains.

Peer-to-peer training ensures that community policing is occurring systematically throughout the department. During the month of January, the Commander of the Community Engagement Division schedules a meeting to review the outcomes of Community Policing, Engagement, and Problem Solving. The Deputy Chief of the Field Operations Bureau and the Commanders of the Metro and Golden Gate Divisions select three district captains who engaged in successful and innovative community policing practices during the previous year to serve as peer-to-peer trainers to the other district station captains and lieutenants for the current year. Such trainers shall also seek local community input on effective strategies and future goals.

### **In response to feedback received from CRI partners at the 12/05/23 prescreen meeting, the following information has been updated for Compliance Measure #2:**

For the year 2023, Deputy Chief Julian Ng (then Commander of CED) selected three captains to serve as peer-to-peer trainers. As of December 7<sup>th</sup>, 2023, all three Captains have completed peer-to-peer presentations (**Attachment #2: FOB Captains meeting agendas peer-to-peer; June, September & December**).

### **3) Implement the process by April 12, 2017.**

DGO 1.08; Community Policing was adopted by the Police Commission on October 7<sup>th</sup>, 2020. In February of 2021 this General Order completed the concurrence process and was distributed to members of the SFPD. The processes outlined in DGO 1.08 are underway, including the ongoing use of Internal Review Committees and the newly formed External Review Committees.

The Community Policing and Problem-Solving Oversight Committee held it's first meeting on October 18<sup>th</sup>, 2023 (**Attachment #3: Oversight Committee Agenda 10.18.23**).

The Community Policing and Problem-Solving Implementation Committee held it's first meeting on October 23<sup>rd</sup>, 2023 (**Attachment #4: Implementation Committee Agenda 10.23.23**).



## **Collaborative Reform Completion Memorandum**

**In response to feedback received from CRI partners at the 12/05/23 prescreen meeting, the following information has been updated for Compliance Measure #3:**

The Community Policing and Problem-Solving Implementation and Oversight Committees each held their first meeting in October 2023. For the foreseeable future, these committees will continue to meet on an ongoing, scheduled basis. The Implementation Committee will meet quarterly, and the Oversight committee will meet bi-annually. The Commander of the Community Engagement Division communicated the planned future months (exact date TBD) for the next committee meetings via email.

“Tentatively the implementation committee meeting will be held in February, and the oversight meeting will be in April” (**Attachment #5: External Review meeting dates email 12.19.23**).

#### **4) Evidence of review process results/actions.**

**In response to feedback received from CRI partners at the 12/05/23 prescreen meeting, Compliance Measure #4 was adequate, but CRI partners recommended that SFPD edit it to be more concise. The new version below encompasses a shorter and more directed response to Compliance Measure #4:**

Currently, the Community Engagement Division monitors the review and development process already in place. The review process includes community policing/engagement discussions in the Field Operations Bureau Captain's monthly meetings which allows Captains to collaborate their efforts. In addition, District Station Community Liaison Officers meet with the Community Engagement Division monthly to review and discuss community engagement.

To create consistent analysis of district station community policing efforts, Unit Order 20-04 was created. The Unit Order instructs that notes, agendas and tracking of community events be kept for later presentation and analysis of efforts by the Community Engagement Division. This unit order also includes an example for consistent format. (**See Attachment #6: FOB Unit Order 20-04 Annual Community Policing Strategic Plans**)

An updated template for the Captains Annual plans was developed by the Commander of the SFPD Community Engagement Division in August of 2023. This new template utilizes a PowerPoint format and provides an example consistent with best practices for these annual plans as discovered by our Internal Review Committee. (**Attachment #7: 2023 Station Strategic Plan presentation template**).

Proof of these annual plans being submitted is on the SFPD website. (**See Attachment #8: Annual community policing plans screen shot 2022**). The Community Policing Annual Plans for 2023 were all completed in the year of 2022 for the upcoming year of 2023. An audit of these plans revealed 100% compliance, and they are posted at the following link:



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### Community Policing Annual Plans | San Francisco Police Department

As part of the District Station's Annual Community Policing Plan, District Captains shall include an outline of their strategy for dedicating a portion of monthly community meetings to the discussion of 21st Century Policing. The requirements for this were described in FOB Bureau Order 20-01 (**Attachment #9: FOB Bureau Order 20-01; 21<sup>st</sup> Century Policing Discussions**).

The Commander of the Community Engagement Division is responsible for promoting and auditing Community Oriented Policing and Problem-Solving concepts and efforts throughout the entire Department. For the first half of 2023, a bi-annual audit was completed by Acting Commander Pera (Commander of the Community Engagement Division) in September of 2023. From this audit, Acting Commander Pera discovered that since 2022, we have failed to retain 100% compliance among all District Stations discussing 21<sup>st</sup> Century Policing in their monthly community meetings. To remedy this situation and ensure that the department continues to meet our planned goals and objectives from Strategy 1.0, Acting Commander Pera re-trained all district station captains at the December 7<sup>th</sup>, 2023 FOB Captains meeting (**Attachment #10: CED 2023 Bi-Annual Audit -Adherence to FOB Bureau Order 20-01**).

In the past the 21st Century Policing discussions were limited to the “Final Report of the President’s Task Force on 21st Century Policing”. This continued discussion was criticized by SFPD members and community partners as redundant. Taking this feedback into account, the SFPD met with its CRI Partners, Jensen Hughes and Cal DOJ, to discuss a pivot from the President’s Task Force report to the SFPD’s Community Policing Strategic Plan. This shift was supported and applauded by CRI partners. Approval for this transition was also sought internally via memorandum, which was signed by Assistant Chief Lazar. (**Attachment #11: Memo to AC Lazar dated 10.06.2023**).

Acting Commander Arran Pera also updated FOB Bureau Order 20-01. This updated FOB Bureau Order was utilized to provide training on the new shift for 21st Century Policing Discussions. Captains now have the option of discussing 21<sup>st</sup> Century Policing in light of the SFPD Community Policing Strategic Plan’s 5 goals and 21 objectives, which will encourage fresh conversations with the community. (**Attachment #12: Updated FOB Bureau Order 20-01; dated 10.30.23**)

#### **5) Periodic review/improvement loop process.**

To create consistent analysis of district station community policing efforts for review, Unit Order 20-04 Annual Community Policing Strategic Plans was drafted. The Unit Order instructs for notes and agendas and tracking of community events be kept for later



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presentation and analysis of efforts by the Community Engagement Division, and includes an example for consistent format.

The Commander of the Community Engagement Division is responsible for ensuring that the Department's community policing outreach and efforts are coordinated, monitored, and evaluated. The Commander works with the Deputy Chief of Fields Operations to ensure that this information is monitored and discussed at the Captain's Monthly meetings, this serves as the review loop to monitor progress and growth.

Currently, the Community Engagement Division monitors the review and development process already in place. The review process includes community policing/engagement discussions in the Field Operations Bureau Captain's monthly meetings which allows Captains to collaborate their efforts. In addition, District Station Community Liaison Officers meet with the Community Engagement Division monthly to review and discuss community engagement.

The internal review committee will review the outcomes of Community Policing, Engagement and Problem-Solving efforts. Through the design of the committee and discussion review, members from different units and ranks are collaborating through internal community policing discussions. Command staff down to front line patrol have an opportunity for representation and input to community policing efforts. Required to be in attendance include members from the department across ranks and roles, but also community stakeholders and outside agencies.

The two External Review Committees (Community Policing and Problem-Solving Implementation Committee and the Community Policing and Problem-Solving Oversight Committee) have been created and met for the first time in October 2023. These committees are responsible for discussing the effectiveness of current engagement strategies, cross organizational goals and assessing existing framework by remaining abreast of emerging community policing strategies and best practices.

In addition, District Stations will continue to be audited by the Community Engagement Division to determine if stations are meeting outcomes and will monitor growth and progress. The Community Engagement Division began the review of all 2024 District Station Strategic Plans in November of 2023. This review process will include an audit of all annual plans in the beginning of January 2024. This review process, as required by DGO 1.08, will also serve to discuss best practices and to identify those Captains in the SFPD whose community policing efforts stand out. The top three District Station Captains will be selected in January as peer-to-peer trainers for the coming year (2024).

The SFPD will further seek input on these annual plans from our newly developed External Review Committees. These committees, which include external partners and community members, will provide a greater voice and extended research into what best practices in community policing should look like for the year 2024.



## Collaborative Reform Completion Memorandum

**In response to feedback received from CRI partners at the 12/05/23 prescreen meeting, the following information has been updated for Compliance Measure #5:**

For the year 2023, the Department will review and audit the new direction of the 21<sup>st</sup> Century Policing Discussions which shall occur at all upcoming Captain's monthly meetings (Refer to Attachment #12: Updated FOB Bureau Order 20-01). This audit will ensure that all District Station Captains are having monthly discussions on 21<sup>st</sup> Century Policing.

More specifically, audits for the year 2023 will occur in an upcoming meeting with the Commander of CED, which is set for January 2<sup>nd</sup>, 2023. This meeting will serve to review and audit Captains Monthly Meeting agendas to determine if Captains discussed 21<sup>st</sup> Century Policing. Additionally, an audit of all Captains Annual plans will also occur, to determine receipt of these plans and posting them on the SFPD Website and Power DMS (Attachment #13: Audit meeting invite 1.2.24).

The plan for review and improvement, 2023 and beyond, is written into policy in the accountability section of DGO 1.08 as follows:

“By November 1st of each year, Commanding officers of every Bureau, District Station, Unit and Detail shall issue an Annual Community Policing Strategic Plan. This plan outlines how their command will continue to build relationships with local city agencies, community groups, nonprofit organizations, and members of the public for the upcoming year effective on January 1st of the following year. Plans should be developed in line with the Department's overall Community Policing Strategic Plan and should reflect input from the community the command serves. The plans will be submitted through the chain of command to the Community Engagement Division. Once approved, plans will be posted on the Department's website by January 1st. Each December, the Commander of the Community Engagement Division (CED) shall meet with the Deputy Chief and Commanders of the Field Operations Bureau (FOB) to present a review of the past year's community policing strategies, engagements, and outcomes. The presentation shall include a summary of community feedback regarding these topics” (Refer to Attachment #1 pg. 7).

### **HISTORICAL INFORMATION FOR REC. 40.6:**

#### **1. PRESCREEN:**

Recommendation 40.6 was originally submitted to CRI partners for prescreen back on December 3<sup>rd</sup> of 2020. During that prescreen meeting with Jensen & Hughes (then Hillard Heintze) and the California Department of Justice (Cal DOJ), Jensen & Hughes requested these additions be added:



## **Collaborative Reform Completion Memorandum**

"This recommendation looks good. Hillard Heintze asked that SFPD include language that the Department continues to figure out ways to incorporate other divisions (beyond Patrol) in community engagement; for example, as Hillard Heintze noted, the role of ISD in the town halls following an OIS are an example of community engagement of a division beyond patrol".

The SFPD Responded to the above feedback by adding language to Compliance Measure #4 with examples of non-patrol units involvement in community engagement.

### **2. ADDENDUM**

On August 16<sup>th</sup>, 2021, the SFPD submitted an addendum to CRI Partners (Cal DOJ & Jensen & Hughes) for Recommendation 40.6. SFPD had received notification that Recommendation 40.6 was in final review with Cal DOJ. However, Cal DOJ requested further clarification for the following:

"Cal DOJ is cognizant to the current climate and understands that the creation of external committees at this time is challenging. They understand that the FOB Captains meetings have been serving this purpose in the interim. However, to gain substantial compliance, Cal DOJ is asking the Department to document the steps or planned steps that have been or will be taken to ensure that when appropriate, the Department will establish the external committees to be response to the recommendation. We have sent CalDOJ all of the Captain's memos, but will need an addendum that articulates the current steps we have taken and the future planned steps in establishing the external committees."

In response to this feedback, the 40.6 Addendum described the goal for the creation of the External Review Committees. At that time, it was the Department's plan to have the External Review Committees established by the fourth quarter of 2021 and fully operational by January 1, 2022. Unfortunately, the Covid 19 Pandemic, coupled with staffing issues that significantly affected the Community Engagement Division prevented this plan from coming to fruition in that timeframe. Therefore, CRI Partners pulled this recommendation from External Review and requested that we re-submit once our External Review Committees were up and running.

The SFPD was dedicated to the mission of gaining compliance for Recommendation 40.6, and honoring the policy set forth in DGO 1.08. Therefore, as described above in Compliance Measure #3, the SFPD has successfully launched the first meetings for both External Review Committees as of October 2023.



## **Collaborative Reform Completion Memorandum**

The Community Policing and Problem-Solving Oversight Committee held its first meeting on October 18<sup>th</sup>, 2023 (Refer to Attachment #3: Oversight Committee Agenda 10.18.23).

The Community Policing and Problem-Solving Implementation Committee held its first meeting on October 23<sup>rd</sup>, 2023 (Refer to Attachment #4: Implementation Committee Agenda 10.23.23).