

# *San Francisco Police Department*

## *Professional Standards and Principled Policing Bureau*

### *Updates*

*Presented By:*

*Captain Michael P. Connolly, MS  
San Francisco Police Department*





# Department of Justice Review Objectives

*Use of Force  
Policies*



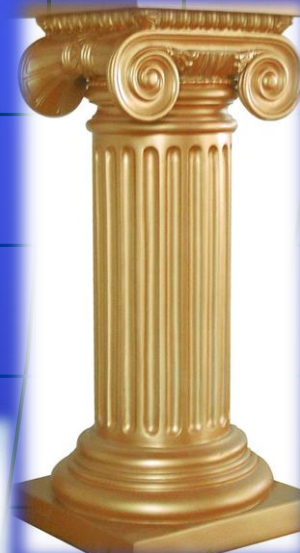
*Biased  
Policing*



*Procedural  
Justice*



*Best Practices  
for Oversight  
and  
Accountability*



*Best Practices  
In Recruiting  
and Diversity  
outreach*



FINAL REPORT OF  
THE PRESIDENT'S TASK FORCE ON  
21ST CENTURY POLICING

MAY 2015



- ▶ *Staffing Updates (PSPP Bur.)*
- ▶ *Body Worn Cameras*
- ▶ *Use of Force Update*
- ▶ *Crisis Intervention Team*
- ▶ *Hostage Negotiations Team*
- ▶ *Audits and Reports*
- ▶ *Compliance Measures*
- ▶ *Building Trust and Community Engagement*



# *Bureau Staffing Update*

- *Professional Standards and Principled Policing Bureau:*
  - *1 Sergeant*
  - *2 Officers*
  - *1 Civilian Analyst*
    - *Transferred into the Bureau as of August 6<sup>th</sup>, 2016*
- *Administrative Program Manager*
  - *Position description being finalized*
  - *Anticipated filling date: Late September/Early October*



# *Body Worn Cameras*

*Policy Developed and adopted (June 1, 2016)*

- *Department General Order 10.11 (BWC)*
- *Deputy Chief Denise Schmitt*
  - *BWC Presentation*
  - *Updates*



# *Use of Force Update*

## *➤ Policy Development*

### *➤ Collaborative Effort*

#### *➤ Police Commission*

#### *➤ Community Input*

#### *➤ Police Department and Stakeholders*

## *➤ Department General Order*

### *➤ **USE of FORCE DGO 5.01***

#### *➤ 5.01 Adopted June 22, 2016*

#### *➤ Currently with Dept of Human Resources for final adoption*



# *Force Options Training*

➤ *Re-Engineering Firearms Training*

➤ *Academy Staff*

➤ *Team Training on Force Options Simulations*

➤ *Range Staff*

➤ *Development of alternate training and mindset*

*\*Integration of Time and Distance into critical analysis, force deployment, and proportionality*



# Force Options Training

- 54 additional
  - PENNARMS Deployment Systems
  - SPONGE ROUND
  - 40MM SPONGE ROUND
  - BEAN BAG ROUND
- Plexiglas Shield Training being reviewed for use in:
  - Edged weapons containment
- Issued to specially trained personnel in Patrol (FOB)



*Personal Protective Equipment  
required for daily patrol*





# *Crisis Intervention Team*

## *Policy Development:*

*California Peace Officers Standards and Training is mandating CIT Training*

- *Lesson curriculum and 'Knowledge Domain' being created*
- *Department General Order*
  - *Under construction*
  - *CIT Team Deployment Concept under development*
- *Since 2011 (San Francisco Police Department)*
  - *677 personnel trained*
  - *602 Active CIT Personnel (SFPD)*



San Francisco Police Crisis Intervention Team (CIT)

# *Hostage/Crisis Negotiation Team*

*The Department's Hostage/Crisis Negotiation Team (H/CNT) consists of one Officer-In-Charge (Lieutenant) and thirty-five active negotiators. H/CNT respond to:*

- *Hostage situations*
- *Barricaded suspect situations*
- *Armed and unarmed suicide interventions*
- *Critical incidents, high-risk search and/or arrest warrants operations (as requested).*



# *Hostage/Crisis Negotiations Team*

- *From 2013 to 2016 year-to-date, the H/CNT has responded to 168 call-outs.*
- *During this timeframe, H/CNT has attained a 99.4% success rate for no loss of life.*



*2013 25 Call Outs*

*2014 34 Call Outs (36% increase)*

*2015 50 Call Out (47% increase)*

*2016 58 YTD Call Outs (14% increase)*

# *Recent Success*

- *Jones and Market (Tenderloin) July 6<sup>th</sup>, 2016*
  - *Altered State (narcotics induced)*
  - *Man armed with firearm (3 hours)*
  - *Tactical Shields deployed*
  
- *Campbell Street (Ingleside) July 13<sup>th</sup>, 2016*
  - *Mental Health Crisis (threatened Suicide/Homicide)*
  - *Armed with chemicals and electricity (22 hours)*



# *Recent Success* continued

## ➤ *Cumberland Street (Mission) July 26<sup>th</sup>, 2016*

- *Distraught teen (16 hours)*
- *Armed with large knife*
- *Tactical Shields deployed*

## ➤ *Miramar Ave. (Taraval) August 3<sup>rd</sup>, 2016*

- *Mental Health Crisis (Wanted Felon) (26 Hours)*
- *Extensive history of crisis*
- *Unknown weapon*



# Audits and Report

## ➤ 2016 Civil Grand Jury



## ➤ Crime Lab:

➤ Promoting Confidence and building Credibility

➤ Auto Burglary in San Francisco

## ➤ Officer Involved Shootings:

➤ Opportunities for Timely Transparent Reports

➤ Homelessness

➤ Jails

➤ SFDA Blue Ribbon Panel



Reports Provided to the Department of Justice for inclusion in their analysis



# *United States Department of Justice Community Oriented Policing Services*

- *Department of Justice launches comprehensive review of the San Francisco Police Department*
  - *February 1, 2016*
  - *Anticipated Completion: August/September 2016*

*The San Francisco Mayor and San Francisco Chief of Police have jointly requested this collaborative review.*

*“As part of the collaborative reform process, the Justice Department will conduct a thorough, independent and objective assessment of the San Francisco Police Department’s policies, practices and accountability systems.”*

*“The findings will allow the police department to implement best practices in law enforcement and empower the community to hold the department to those standards.”*



# *Policy Development*

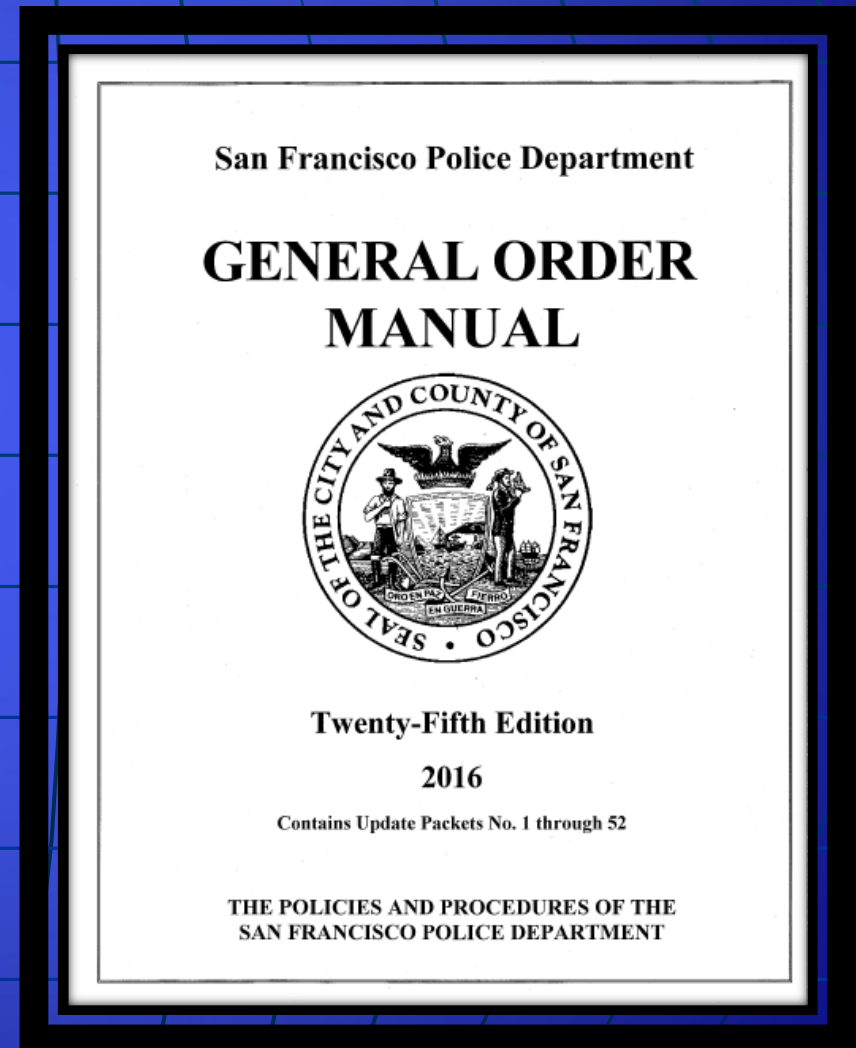
- *Department General Orders*
- *Department Manuals*
- *Bureau Orders*
- *Department Bulletins*
- *Training Bulletins*
- *Information Bulletins*
- *SFPD Email (everyone)*





# *Reforms through Policy Development*

- *Department General Orders : 2+*
- *Use of Force*
- *Body Worn Cameras*
- *Crisis Intervention\**
- *Social Media\**
- *Department Bulletins*
- *40 'A' Priority issued*
  - *3 'B' Priority issued*



# Department Bulletins

- *Policy Review*
- *Policy Development*
- *Best Practices*
  - *Implementation*
- *Training*
  - *Standards*
    - *De-Escalation integration*
    - *Compliance*
- *Documentation*
  - *Audit*



## DEPARTMENT BULLETIN

A  
16-112  
07/21/16

### Principles to Consider Regarding the Use and Application of Force

The purpose of this bulletin is to outline basic principles the Department is committed to accomplishing when officers consider making decisions regarding the use and application of force, to ensure such applications are used only to effect arrest or lawful detention or to bring a situation under legitimate control, and assist the Department in achieving its highest priority: safeguarding the life, dignity and liberty of all persons.

Officers are expected to exercise sound judgment, critical decision making when using force options and consider the points listed below when confronted with a situation that may require the use of force. Several of these points have already been put into practice and this bulletin provides officers with additional principles to consider when carrying out their duties.

- **SAFEGUARDING HUMAN LIFE AND DIGNITY.**  
The authority to use force is a serious responsibility given to peace officers by the people who expect them to exercise that authority judiciously and with respect for human rights, dignity and life.
- **ESTABLISH COMMUNICATION.**  
Communication with non-compliant subjects is often most effective when officers establish rapport, use the proper voice intonation, ask questions and provide advice to defuse conflict and achieve voluntary compliance before resorting to force options.
- **DE-ESCALATION.**  
Officers shall, when feasible, employ de-escalation techniques to decrease the likelihood of the need to use force during an incident and to increase the likelihood of voluntary compliance. Officers shall when feasible, attempt to understand and consider the possible reasons why a subject may be noncompliant or resisting arrest. A subject may not be capable of understanding the situation because of a medical condition; mental, physical, or hearing impairment; language barrier; drug interaction; or emotional crisis, and have no criminal intent. These situations may not make the subject any less dangerous, but understanding a subject's situation may enable officers to calm the subject and allow officers to use de-escalation techniques while maintaining public and officer safety. Officers who act to de-escalate an incident, which can delay taking a subject into custody, while keeping the public and officers safe, will not be found to have neglected their duty. They will be found to have fulfilled it.
- **PROPORTIONALITY.**  
When determining the appropriate level of force, officers shall, when feasible, balance the severity of the offense committed and the level of resistance based on the totality of the circumstances known to or perceived by the officer at the time. It is particularly important that officers apply proportionality and critical decision making when encountering a subject who is armed with a weapon other than a firearm.

# Building Trust Through Community Engagement



# *Recruitment Highlights*

## *Community Engagement*

- *142 attended/scheduled recruiting events from January 2016 to September 2016*
- *836 Entry level Police Officer applicants being tracked as of January 2016*
- *Recruitment unit staff in contact with applicants via email or telephone*



# Recruitment Highlights

## Community Engagement

- *SFPD Recruitment workshops*
  - *5 hiring workshops since 7/2015*
  - *275 potential candidates attended*

- *African American community recruitment workshop*



The SFPD African American Advisory Forum  
Presents  
African American /Black Community Recruitment Workshop



Join the SFPD, The SFPD African American Advisory Forum, AAA DMV Services, Platinum Credit Solutions, Global Testing and The Job Placement Center; for a series of workshops to increase the recruitment of African Americans into the SFPD.

We will have information stations as well guest speakers, that will directly support the potential applicants.

<p>Richard Mikles AAA Petrero, Branch Manager DMV Services</p>	<p>Michele J. Sherman Platinum Credit Solutions, C.E.O. Credit Repair Information</p>
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Saturday May 14th, 2016  
1 to 4 pm  
1251 3rd Street SF, CA

<p>John Simmons Global Testing, Manager THC and Alcohol Testing</p>	<p>Troy Dangerfield troy.dangerfield@sfgov.org For More Information</p>
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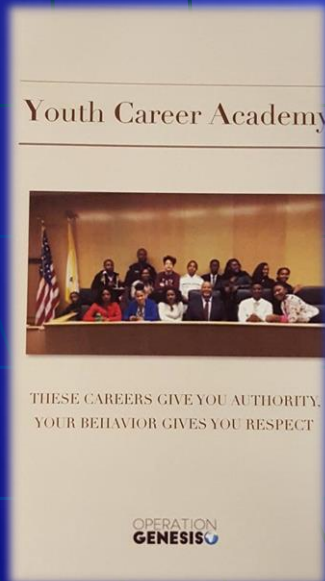
# *Building Trust Through Youth Engagement*

- *Summer Youth Jobs*
  - *Garden Project (6/6 to 8/12) -200 youths*
  - *SF Youth Works Plus (Mayor's Program) (6/13 to 7/29) - 3 youths*
  - *Project Pull (6/13 to 8/5) - 7 youths*
- *Future Graduates (SF CITI) (6/6 to 8/5) –*
  - *36 youths*



# Summer Youth Jobs

- *Community Safety Initiative (CSI) with MoMagic (6/6 to 7/26)*
  - *25 youths*
- *Youth Career Academy (Officer Jason Johnson)*
  - *(6/7/16 to 7/14/16)*
    - *13 youths*



# Community Engagement

## ➤ *Coffee with a Cop*

➤ *7 events throughout San Francisco*

➤ *No speeches, no agendas, just a conversation with a cop*



## ➤ *Bowling with a Cop*

➤ *8 events this summer*

➤ *Ages from 10 to 18 years old*





# Community Engagement

- *Camping with youths*
  - *12 youths from the Bayview district*
  - *Redwood Big Basin State Park*
  - *2 nights 3 days*
  - *3 on 3 basketball tournament*
    - *Mayor Ed Lee's tournament*
- *Community BBQ cook off (Cops vs the Community)*
  - *Potrero Hill housing community*



Community Awareness Resources Entity  
Grand Opening and BBQ/Chili

Cook Off among  
C.A.R.E., Police Officers, Firefighters and  
Youth

Food! Games! Laughter! Fun!

Please come & enjoy on Saturday May 21,  
2016

10:00 a.m.-4:00 p.m.  
107 Dakota street.

Thank You to Assistant DA Tiffany Sutton, Baycopy, Huli Huli  
Hawaiian Grill, Volunteers and Donors



Pet Friendly event. Please have your pet

# *SFPD Wilderness Program*

- *Partnership with SFUSD and Community Based Organizations*
- *Youths from San Francisco*
  - *Ages 5 to 18 years old*
  - *Hiking, backpacking, camping, kayaking, white water rafting, and sailing*
  - *January 2016 to July 2016 (69 events, 1,125 youths)*





*Oro en Paz, Fierro En Guerra*  
*Gold in Peace...Iron in War*

