



# TOGETHER WE CAN

SAN FRANCISCO POLICE DEPARTMENT  
2014 ANNUAL REPORT

COMPILED BY THE OFFICE OF GREGORY P. SUHR, CHIEF OF POLICE



SAN FRANCISCO POLICE DEPARTMENT  
ANNUAL REPORT 2014

TOGETHER WE CAN  
TOGETHER WE DID

*Afford each person the same respect, support, and fair  
treatment you would expect if your roles were reversed*

*-Bill Walsh*

*Gregory P. Suhr  
Chief of Police*



*This report is compiled and submitted pursuant to the San Francisco Administrative Code, Chapter 88: Performance and Review Ordinance of 1999*

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**TABLE OF CONTENTS**

|   |     |
|---|-----|
| <b>MESSAGES</b>                           |     |
| Police Commission                         | 1   |
| Mayor Edwin M. Lee                        | 2   |
| Chief Gregory P. Suhr                     | 3   |
| <b>IMPLEMENTING OUR VISION</b>            | 5   |
| Strategy One – Connect with our Community | 7   |
| Strategy Two – Invest in our Youth        | 19  |
| Strategy Three – Develop our Resources    | 31  |
| <b>2014 – A YEAR IN REVIEW</b>            | 37  |
| <b>DEPARTMENT OVERVIEW</b>                | 60  |
| Crime Statistics                          | 62  |
| Budget/Staffing                           | 66  |
| <b>ADMINISTRATION BUREAU</b>              | 67  |
| <b>AIRPORT BUREAU</b>                     | 75  |
| <b>CHIEF OF STAFF</b>                     | 81  |
| <b>OFFICE OF THE CHIEF OF POLICE</b>      | 87  |
| <b>SPECIAL OPERATIONS BUREAU</b>          | 91  |
| <b>OPERATIONS BUREAU</b>                  | 99  |
| Investigations                            | 102 |
| Patrol Division                           | 107 |
| <b>METRO DIVISION</b>                     | 110 |
| Central Station                           | 111 |
| Southern Station                          | 113 |
| Mission Station                           | 115 |
| Northern Station                          | 117 |
| Tenderloin Station                        | 119 |
| <b>GOLDEN GATE DIVISION</b>               | 122 |
| Bayview Station                           | 123 |
| Park Station                              | 125 |
| Richmond Station                          | 127 |
| Ingleside Station                         | 129 |
| Taraval Station                           | 131 |
|   | 132 |
| <b>MILESTONES</b>                         | 134 |
| Medal of Valor                            | 135 |
| Academy Graduations                       | 137 |
| Promotions                                | 139 |
| Retirements                               | 141 |
| In Memoriam                               | 143 |
| <b>POLICE FOUNDATION</b>                  | 143 |



Honorable Mayor Edwin Lee  
 City and County of San Francisco  
 City Hall, Room 200  
 1 Dr. Carlton B. Goodlett Place  
 San Francisco CA 94102

Dear Mayor Lee:

Pursuant to Charter Section 3.5000, the Police Commission hereby submits for your review and consideration the San Francisco Police Department Annual Report for 2014.

As the Commission moves forward with our work, it is with the belief that the San Francisco Police Department is uniquely positioned to take a leadership role in today's conversation about what it means to be a 21st Century Police Department. This report details that while SFPD Officers are responding to calls for help, assisting those in need, investigating crime and arresting those responsible, often their role goes far beyond the traditional call for police.

This year's report highlights many of innovative ways that this Department has, under the leadership of Chief Suhr, expanded youth-serving efforts, implemented innovative trainings and deepened the Department's community engagement work. Page after page, you will also read more about the work done every day – in district stations and units within the department – to serve and protect the people of San Francisco.

We are confident that this year's report, along with the summaries of statistics and district-specific data, demonstrate this Department's unyielding commitment to serve those who live, work, and visit the City of San Francisco.

Sincerely,

Suzy Loftus  
 President  
 San Francisco Police Commission



Suzy Loftus, President; L. Julius M. Truman, Vice President; Thomas Mazzucco, Commissioner; Petra DeJesus, Commissioner; Joe Marshall, Commissioner; Victor Hwang, Commissioner; Sonia E. Melara, Commissioner

Office of the Mayor  
 City & County of San Francisco



Edwin M. Lee



### GREETINGS FROM THE MAYOR

On behalf of the City and County of San Francisco, it is with great pleasure that I join our San Francisco Police Department (SFPD) in the dissemination of their annual report. This report is one of the many ways our brave members of the SFPD are helping to increase transparency and stay in constant communication with the residents of San Francisco.

San Francisco is one of the most beautiful cities in the world, making it not only an attractive place to live and work, but a natural tourist destination for millions of people each year. Faced with the ongoing challenges of any law enforcement agency, the San Francisco Police Department's performance measures across the board demonstrate their commitment and excellence.

San Francisco remains dedicated to continued crime prevention to keep our community safe while also strengthening our efforts in making our thoroughfares safe for pedestrians and commuters. We are committed to reducing the number of injuries and deaths caused by traffic collisions, and our partnership with SFPD is essential towards accomplishing this task. City agencies and community groups in cooperation with the Police Department are working to find a solution to the negative impacts of congestion on our streets and sidewalks. This Vision Zero approach will keep us focused on eliminating traffic fatalities and severe injuries for all road users, whether you walk, bike, drive or ride the bus.

San Francisco will continue to ensure the safety of all who live, work and visit in the City. Our commitment to ongoing reform, increased accountability and continued support for our men and women in uniform help keep San Francisco safe for all. I look forward to my continued work with the Police Department towards our shared mission: making San Francisco the safest major city in the United States.

Edwin M. Lee  
 Mayor

1 Dr. Carlton B. Goodlett Place, Room 200, San Francisco, California 94102-4011  
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# CHIEF'S MESSAGE

# TOGETHER WE CAN TOGETHER WE DID

GREGORY P. SUHR, CHIEF OF POLICE  
SAN FRANCISCO POLICE DEPARTMENT

## 2014 ANNUAL REPORT OF THE SAN FRANCISCO POLICE DEPARTMENT

Looking back to the beginning of 2014 and all that happened throughout the year, I can honestly say - borrowing from our World Champion Giants - "Together We Can... Together We Did!" I am always so proud of the men and women of the San Francisco Police Department. Their dedication and commitment to our community is nothing short of amazing. Although our motto is "The Ordinary Doing the Extraordinary," there is nothing ordinary about the sworn and non-sworn men and women who work for this Department. Our goal is to be the safest big city in the United States, and these folks work hard each and every day, performing not only their assigned duties but going the extra mile to mentor young people and foster relationships in our communities.

I was extremely proud again this year when the results of the annual CityBeat survey were published. Our approval rating was up over 2013, coming in at 75 percent - in other words, three out of four residents view this Department in a favorable light. This is a true reflection of the support we have from our community as a whole and how fortunate we are to serve such a diverse and extraordinary city.

As San Francisco rebounded from the effects of the recent recession, the first order of business to ensure

public safety in this past year was to hire officers, back to the City-charter mandate of 1,971 officers. Although staffing levels are beginning to rise, we are still 300 officers short of the Charter-charter mandate. We also down significantly in our critical civilian support roles. From the hiring process to the completion of the 32-week basic academy (six weeks for lateral hires), filling academy classes with qualified candidates is a huge challenge that requires a lot of resources. That said, with the support of City Hall, we graduated three Academy recruit classes and two lateral academy classes, adding more than 140 officers to the streets of San Francisco in 2014. We will continue to address this challenge in 2015.

As we progressed through the year, our beloved ball clubs - the Giants and 49ers - were extremely competitive. The 49ers ended their 2013/14 season making it to the Conference Championship on January 15, and the Giants wrapped up their 2014 season with an amazing World Series victory on October 29 to become World Champions once again (can you say 3-PEAT?). Major events such as these, when coupled with the normal day-to-day services we provide, might pose serious public safety concerns if not properly coordinated and staffed appropriately. In the end, when the crowds were gone and the tickertape was swept

away, we were successful in providing a safe experience for more than a million spectators. And on August 15, we - along with Paul McCartney and 49,000 fans - bid a sad but fond farewell to the 'Stick, after 54 years of football, baseball, music, and memories.

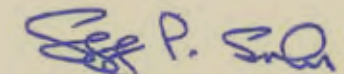
Public safety requires enforcement, partnerships, and most importantly, engagement. Our efforts to lower crime rates over the long-term continue with the Department focused on interacting with young people. The Department expanded its ongoing commitment to making a difference in the lives of children with an aggressive youth engagement plan that includes specialized training of all new police officers at the academy. Our officers take the time to mentor young people and provide positive activities for underserved youth, in collaboration with a variety of non-profit organizations and City departments. In 2014, each district station continued to dedicate officers to participate in youth-oriented activities at local City Recreation and Parks facilities. These facilities, such as the clubhouses at Garfield and Boeddeker Park, provide safe havens for our children to play and learn.

Finally, the Future Grads/Summer Interns program enjoys continued success in its fourth year. More

than 770 San Francisco teenagers have earned paid internships with the Police Department, San Francisco-based technology firms, the Garden Project, SF Recreation and Parks, SF Department of Public Works, the YMCA, and the Boys and Girls Club. These young people are developing skills for a path to the brighter future every child deserves...truly, just as it should be!

The San Francisco Police Department has the best and brightest among our ranks, and it is my privilege and a true honor to be part of such an extraordinary team of smart and thoughtful men and women.

Oro en paz, fierro en guerra -- Be safe out there.

  
**GREGORY P. SUHR**  
Chief of Police



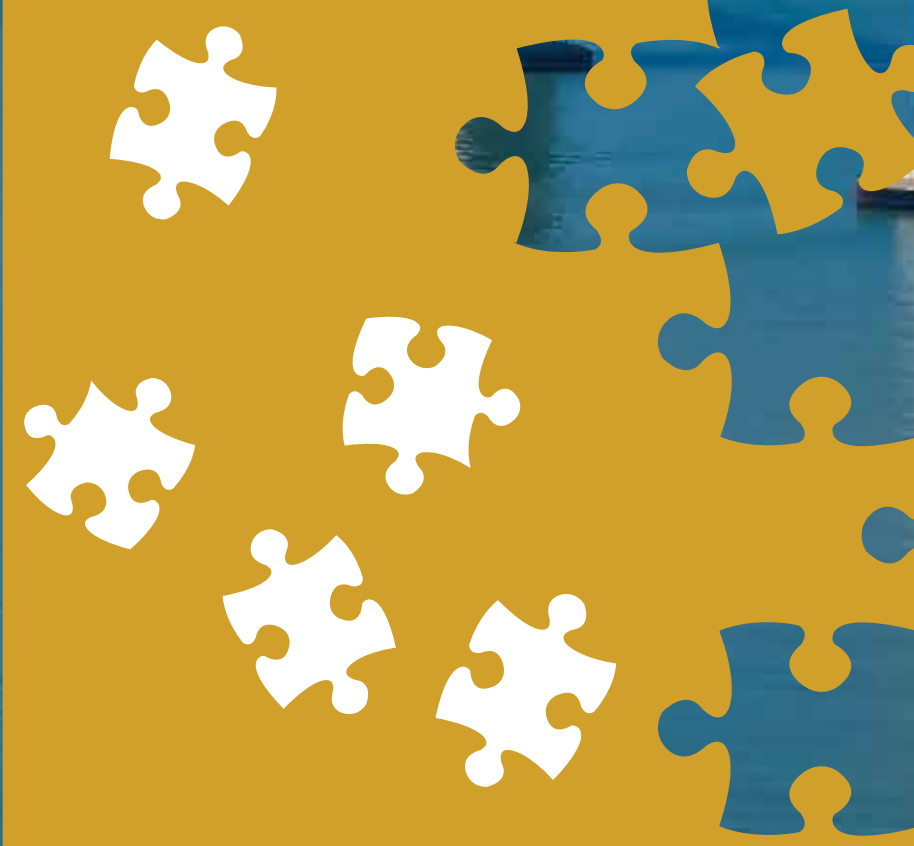
# IMPLEMENTING OUR VISION

TO MAKE  
SAN FRANCISCO  
THE SAFEST  
MAJOR CITY  
IN THE  
UNITED STATES

TOGETHER WE  
CONNECT

TOGETHER WE  
INVEST

TOGETHER WE  
DEVELOP



# STRATEGY 1

## CONNECTING COMMUNITIES

WORK IN COLLABORATION WITH OUR COMMUNITY TO REDUCE VIOLENT CRIME, CREATE SAFER COMMUNITIES, AND ENHANCE THE HEALTH AND VIBRANCY OF NEIGHBORHOODS IN SAN FRANCISCO.

### COMMUNITY POLICING IN ACTION

Community policing is not just a strategy, it is an attitude instilled into every member of our Department. From the basic academy to the command staff, we believe that by engaging our community at every level, we can not only reduce crime but enhance the quality of life throughout our city. This philosophy is not only the focus of the San Francisco Police Department, it is the foundation for everything we do; from forming partnerships to engaging youth, from suppressing criminal activity to providing resources to our members. By having a clear and concise plan, the Department is able to set goals and provide the tools necessary to obtain these objectives.

Partnerships are the cornerstone for success, and the Department excelled in strengthening current collaborations and forging new associations in the private, business, and public sectors. Through partnerships – and the trust that is fostered – we will make a difference in the lives of the families who choose San Francisco as their home, the businesses providing goods and services to our residents, and those who choose our city as an entertainment and vacation destination.

The first step of forming partnerships is through community engagement, which begins at the district stations. In addition to a centralized Youth and Community Engagement Unit, each station captain operates a Community Police Advisory Board (CPAB), consisting of civilian volunteers from the residential and business communities. With the assistance of the district station and San Francisco Safety Awareness for Everyone (SF SAFE), the CPAB plays a vital role in the communication and problem-solving effort's undertaken by each station captain.

In addition to the advisory board, the captains meet regularly with their community to discuss issues of public safety, and officers continually strive to accomplish an understanding and mutual respect of the rich culture and history of our diverse neighborhoods.



TOGETHER WE  
**CONNECT**  
WITH OUR COMMUNITY

# PARTNERSHIPS IN POLICY



Understanding policies and procedures are the parameters by which law enforcement operates, and the Department continually reviews, updates, and implements these documents to not only comply with mandates and laws, but to better serve the needs of our community. The Department worked together with a myriad of community and victim advocate organizations to update, develop, and implement essential policies relating to domestic violence and interacting with children in crisis situations.

the prevention of domestic violence through an aggressive investigative process, the Department focused on how to identify and properly investigate all domestic violence incidents, as well as developed a specific policy to address acts of

was formed with representatives from the Department, the Department on the Status of Women, SF Domestic Violence Consortium, Family and Children Services, Child Abuse Council, San Francisco Youth



Commission, Bay Area Legal Aid, Community United Against Violence, La Casa de las Madres, Asian Pacific Islander Legal Outreach, Community Works West, Office of Citizen Complaints and the San Francisco Police Officers' Association. The group identified the key components that were essential to the policy as well as those areas which

In the past year, domestic violence perpetrated by professional athletes cast a spotlight on the growing concern about the frequency, as well as the negative effects, of this type of crime. With an emphasis already on

domestic violence committed by one of our employees.

In developing Department General Order 6.20, *Member Involved Domestic Violence*, a working group

needed to be updated to better serve victims and their families.

Another area of great concern addressed this past year was in regard to how to interact more effectively, and

with greater compassion, with children during the arrest of a parent/legal guardian. The Department has long recognized both the immediate and lasting negative consequences that a parental arrest can have on a child.

As of 2010, approximately 2.7 million children under the age of 18 in the United States had a parent or guardian incarcerated in jail or prison. Parental incarceration is now recognized as an Adverse Childhood Experience (ACE) which increases a child's risk of negative outcomes throughout their life with side effects that include health problems, memory loss, cognitive and emotional impairment, and drug use.

Law enforcement officers have an obligation and a moral responsibility to protect a child's physical and mental health. Unless handled in just the right way, law enforcement officers run the risk of victimizing an already distraught child after a parental arrest. We can mitigate the negative impact a parental arrest has on a child, including avoiding the unnecessary placement of the child into the child welfare system. To ensure Department staff is prepared to handle children during these traumatic situations, a comprehensive policy was drafted.

In developing the policy, DGO 7.04, *Children of Arrested Parents*, the Department worked with experts in

the field including the San Francisco Youth Commission and Nell Bernstein of Community Works West – Project What! The purpose of the policy is twofold; to minimize the effects of this type of situation on children and to outline the role of law enforcement during the incident. While a policy like this may increase the time officers are on a call for service, the positive implications for the children can be life-changing.

As Ms. Katie Albright, Executive Director of the San Francisco Child Abuse Prevention Center, reminds us, "Any time we don't take time to help a child now, we are committing a crime against our future."





# THE CRISIS INTERVENTION TEAM (CIT)



### The CIT goals for 2015 include:

- Create and develop an all-volunteer team to incorporate ASIST (Applied Suicide Intervention Skills Training) as a refresher course for CIT
- Continue having a CIT class every three months
- Evaluate data from calls for service

The Crisis Intervention Team (CIT) is comprised of community members, mental health advocates, health service providers, and police officers working together to provide cutting edge training for law enforcement officers. The goal of CIT is to teach officers how to effectively manage crises situations in the field. The training is designed to teach officers how to manage crises (when time, officer safety, and terrain allow) when engaging with mentally challenged individuals.

The CIT training provides an additional set of tools which officers can utilize to de-escalate situations and obtain a safe and positive outcome for the officer and individual. This is accomplished by teaching officers the inner workings of a crisis, including the feelings and emotions (or lack thereof)

an individual experiences during a crisis situation.

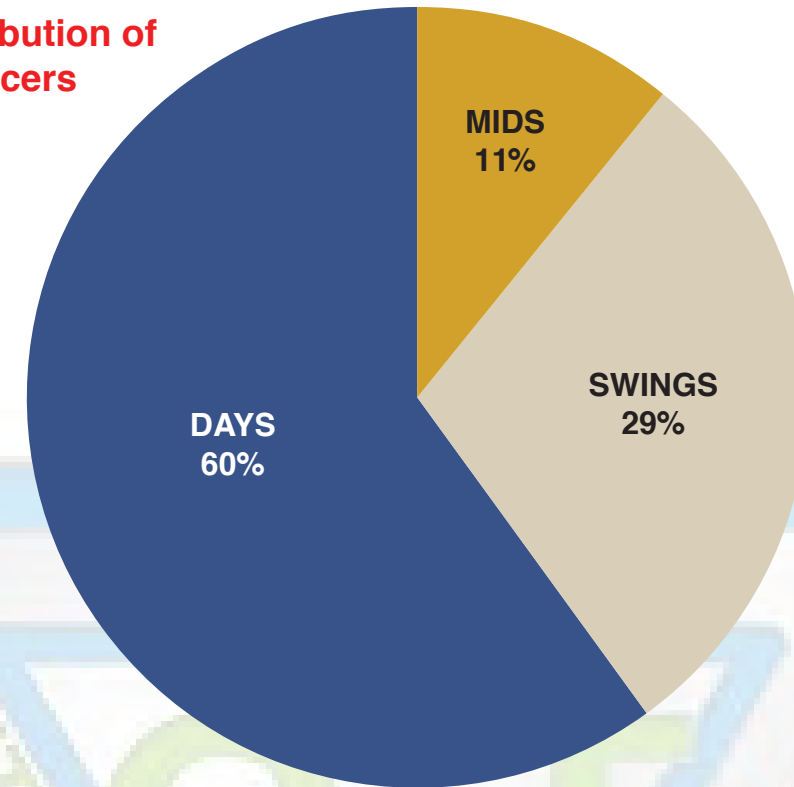
The CIT curriculum addresses a wide array of topics including mental health disorders, medical issues, psychotropic drugs and their side effects, juvenile and geriatric mental health, suicide and suicide intervention, dual diagnosis, vicarious trauma and conflict resolution, suicide by cop, PTSD signs and symptoms, veteran encounters and interactions, and homeless outreach.

In addition, the National Alliance on Mental Illness (NAMI) provides an overview of an individual in crisis from the family perspective. CIT is supported through the leadership of the Police Commission, command staff, rank-and-file officers, mental health advocates, health service providers, and community members.

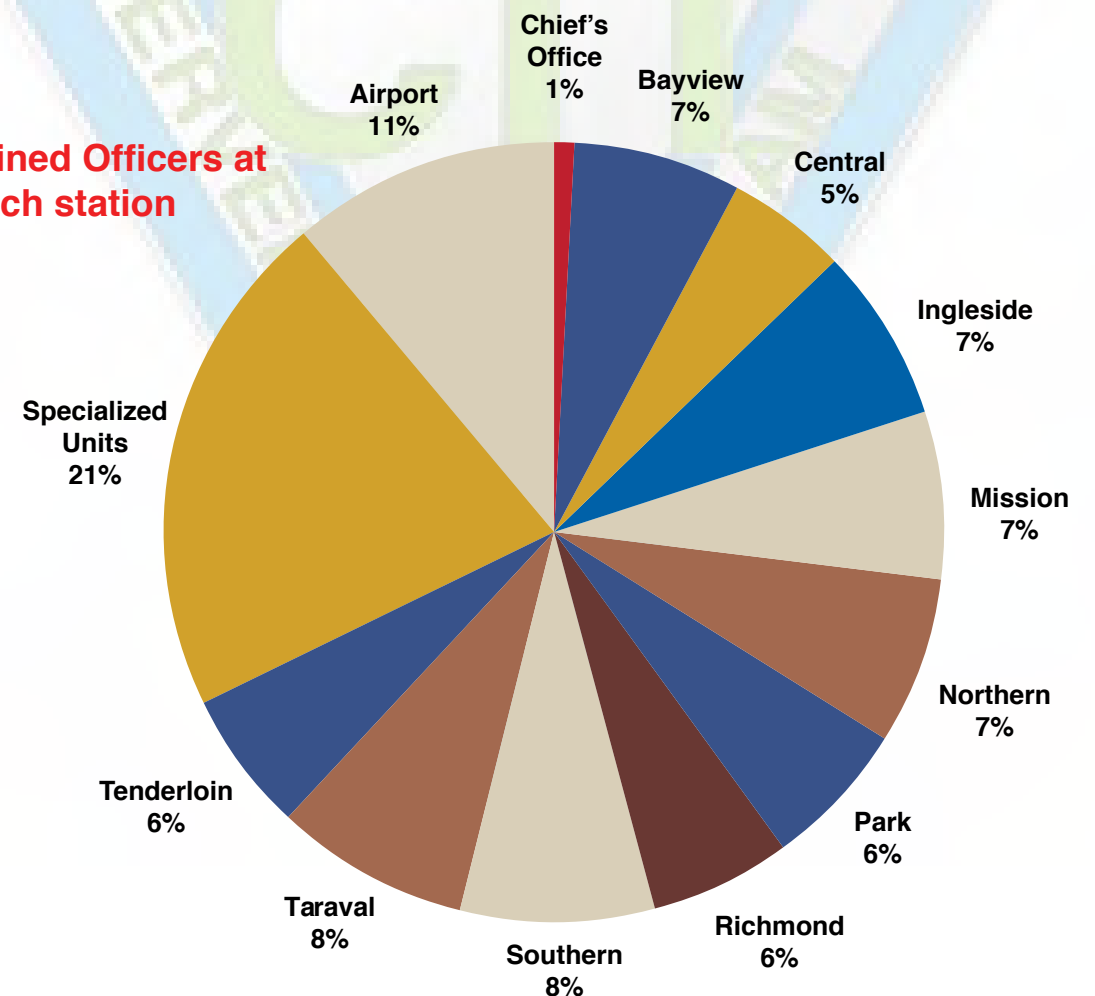
Due to the support and contributions of Deputy Chief Lyn Tomioka, Commander Richard Corriea (retired), Lieutenant Dominic Yin, Sergeant Angela Wilhelm, Officer Elizabeth Prillinger, Mr. Michael Gause (former Director of SF Mental Health), and the current CIT building working group, the CIT program has accomplished so much.

By the end of 2014, a total of 324 officers have been trained in this new model. Other accomplishment include the development of an ongoing team building working group, issuance of a department bulletin/policy, a training bulletin for the Department of Emergency Management, appointed a Department representation on the State CIT Board, and developed an administrative support process.

Watch distribution of CIT Officers



CIT Trained Officers at each station





**SAFE** SINCE 1976, SAN FRANCISCO SAFE (SAFETY AWARENESS FOR EVERYONE) HAS BEEN THE SFPD'S NON-PROFIT PARTNER IN CRIME PREVENTION AND PUBLIC SAFETY. OUR MISSION IS TO ENGAGE, EDUCATE, AND EMPOWER SAN FRANCISCANS TO BUILD MORE RESILIENT COMMUNITIES TOGETHER AND IMPROVE QUALITY OF LIFE.

One of SF SAFE's best known programs is Neighborhood Watch, which strengthens the relationship between law enforcement and residents by fostering communication and problem solving. SF SAFE also conducts residential security surveys to help city dwellers deter crime. These surveys examine entry points, lighting, landscaping, and other factors then residents are provided with security measures to prevent future break-ins. SF SAFE performs similar services for businesses, adding inventory protection and operations security.

Another SF SAFE-assisted initiative which brings together the police and public are the monthly Community Police Advisory Board (CPAB) meetings in each district. CPABs create proactive campaigns on issues such as pedestrian, cyclist, and motorist safety; nightlife safety; gun buybacks; and property theft from individuals, homes, and vehicles. In February, SF SAFE hosted a CPAB Summit at the Academy, allowing groups from all districts to share best practices with each other and Department command staff.

SF SAFE Bikes is a new and highly successful program developed this past year through a collaboration with the Department, the SF Bicycle Coalition, and local bike shops. Bicycle theft is one of the leading property crimes in the city, and ridership has doubled in the last six years adding to an increase in bike theft. SF SAFE Bikes was launched in February as an education and registry program to help reduce theft and improve recovery of stolen bikes in San Francisco. Some of the milestones include:

- A 20% DECREASE IN BICYCLE STREET THEFTS OVER 2013**
- DELIVERY OF THEFT PREVENTION MATERIALS TO MORE THAN 25,000 RIDERS**
- A MARKED INCREASE IN ARRESTS AND INVESTIGATIONS BY THE SFPD**
- THE RETURN OF MORE THAN 100 STOLEN BICYCLES TO THEIR OWNERS**
- REGISTRATION OF MORE THAN 6,000 BICYCLES IN THE SAFE BIKES DATABASE**
- MEDIA COVERAGE FROM THE NEW YORK TIMES, CBS NATIONAL NEWS, 20/20, AND LOCAL PRESS**



Throughout the year, SF SAFE continued to engage in projects that break down cultural barriers between communities and law enforcement. In January, SF SAFE held its 17th annual Lunar New Year Extortion and Crime Prevention media conference in Chinatown and the Sunset District. Ongoing efforts to encourage cooperation among merchants and with the police have resulted in a dramatic reduction of extortion-related incidents.



SF SAFE's personal safety presentations to individuals, the elderly, and workplace audiences teach the public how to stay safe on the street, in public transportation, and at home. Another program, Kids and Cops, familiarizes children as young as three years old with police officers through fun, interactive events. Officers read to children, answer their questions, and lead them in educational activities that help the kids see

the police as friendly allies. A special grant received in 2014 from the Department of Public Health helped SF SAFE provide discounted child car seats and infant safety workshops to multiple communities.

SF SAFE worked with automated external defibrillator (AED) manufacturer Philips and the Department to launch the Adopt-A-Police-Car Program in which individuals, businesses, and other organizations donated funds to purchase these life-saving devices. By the end of 2014, contributions made it possible to buy 46 AEDs, which were distributed among the ten police districts. Police officers are often the first emergency responders to arrive on scene, even before paramedics. Radio cars in the United States that carry AEDs save hundreds of

lives every year, increasing the survival rate to as high as 45 percent.

SF SAFE also organizes community-building and fundraising events. Our largest fundraiser of the year was held on May 15 at Original Joe's in North Beach. It was a sparkling success thanks to the Department, SF SAFE staff and board, proactive community members, special guest host Beth Spotswood, and generous sponsors that included Michael and Hazel Kawaja, Carl Kawaja and Wendy Holcombe, Chevron Corporation, Corporate Security Service Inc., Paragon Real Estate Group, Prepress Printing, Tonic Nightlife Group, and Cathedral Hill Plaza. The 100-plus supporters helped SF SAFE raise just over \$40,000. The 2014 SF SAFE Star award recipients recognized at the event were Officer Matt Friedman of Park Station and civilian Mark Scheuer for their dedication to the SF SAFE Bikes program.



Lastly, SF Staff provides training as part of the basic academy curriculum which includes a day of lively role-playing with that makes future officers more adept at leading community meetings.



In San Francisco, over 75,000 bike riders take to the streets each day. In 2012, over 4,000 bikes were stolen; a higher rate than the theft of smartphones. As a way to interrupt this phenomenon, the SF SAFE Bikes program was established as a collaborative effort with the Park District Station, CPAB Park, SF SAFE, and the Bicycle Coalition. The program's goal is plain and simple – reunite stolen or lost bicycles with their owners. The program centers on education of bicycle owners and stresses the importance of locking, protecting, and registering your bike.

At the center of the education and outreach efforts is [www.safebikes.org](http://www.safebikes.org). The website provides bicycle owners with the resources and tools to keep their bikes from being stolen, including a free registration process. And if they are stolen,



owners are provided with the resources to help recover the bike beginning with filing a police report, photos of recovered bikes, and a searchable bike registration index. In addition to the website, SF SAFE Bikes holds outreach events throughout the year and has a bike theft prevention task force for volunteers to actively participate in the efforts.

The success of the program has garnered national attention and was featured on CBS This Morning and in the NY Times. Additional information – go to [safebikes.org](http://safebikes.org).

# VISION ZERO

**VISION ZERO** is a strategy which emphasizes partnerships to prioritize street safety with the united goal to eliminate traffic deaths in San Francisco by 2024. San Francisco has adopted this plan, as have many major metropolitan areas across the country, and in May, the Police Commission joined with the Health Commission to pass a resolution demonstrating the Department's commitment to this goal.

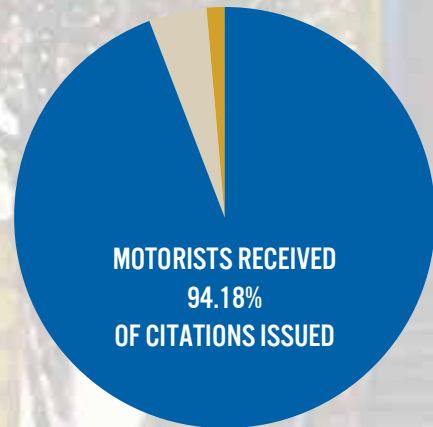
In 2013, there were 21 pedestrian, four bicyclist, and nine motorist traffic fatalities in San Francisco making it the deadliest year on record. This prompted action from the Mayor and the Board of Supervisors to adopt Vision Zero as a citywide strategy for reducing not only fatalities, but the severity of injuries sustained from traffic collisions. In 2014, there were 178 pedestrian, 3 bicyclist, and 9 motorist traffic fatalities representing an overall reduction in traffic collision fatalities of 14 percent. With enforcement being a critical part of Vision Zero, the Department issued 48 percent more citations in 2014 than in 2013.

San Francisco is considered the most walkable city in North America. According to research, nearly one-fifth of the 4 million trips made by residents and visitors each day are entirely by foot. In addition, the City's goal is to reduce reliance on vehicles by increasing walking and reducing short trips (<1 mile) by car by 25 percent by 2021. Adding to that, according to a 2013 report, bicycle ridership is up 14 percent since 2011 and 96 percent since 2005.

|            | TOTAL TRAFFIC CITATIONS ISSUED 2013 | TOTAL TRAFFIC CITATIONS ISSUED 2014 | PERCENT CHANGE FROM 2013 TO 2014 | PERCENTAGE OF 2014 CITATIONS "FOCUS ON FIVE" |
|------------|-------------------------------------|-------------------------------------|----------------------------------|--|
| CENTRAL    | 5,519                               | 10,414                              | ▲ 89%                            | 12%  |
| SOUTHERN   | 5,326                               | 8,669                               | ▲ 63%                            | 15%  |
| BAYVIEW    | 9,771                               | 12,436                              | ▲ 27%                            | 21%  |
| MISSION    | 6,045                               | 8,353                               | ▲ 38%                            | 17%  |
| NORTHERN   | 4,877                               | 11,074                              | ▲ 127%                           | 19%  |
| PARK       | 4,979                               | 7,157                               | ▲ 44%                            | 24%  |
| RICHMOND   | 5,861                               | 13,099                              | ▲ 123%                           | 58%  |
| INGLESIDE  | 8,941                               | 10,575                              | ▲ 18%                            | 33%  |
| TARAVAL    | 7,477                               | 12,939                              | ▲ 73%                            | 25%  |
| TENDERLOIN | 3,301                               | 6,988                               | ▲ 112%                           | 10%  |
| TRAFFIC    | 21,891                              | 23,292                              | ▲ 6%                             | 23%  |
| TACTICAL   | 3,641                               | 5,100                               | ▲ 40%                            | 4%   |
| DEPT. WIDE | 87,629                              | 130,096                             | ▲ 48%                            | 24%  |

PEDESTRIANS RECEIVED 4.59% OF CITATIONS ISSUED

BICYCLISTS RECEIVED 1.23% OF CITATIONS ISSUED



The Vision Zero plan combines engineering, education, enforcement, and evaluation together to reach the goal of no traffic-related fatalities.

With more than 70 percent of severe and fatal traffic injuries occurring on 12 percent of San Francisco streets, through engineering, the idea is to fix the known dangers that cause people to be injured or killed such as widening/adding bike lanes, installing controlled signals, and creating safe crosswalks.

By implementing an education strategy, the focus is on providing safety information to all road users on how to be a responsible driver, bicyclist, or pedestrian. By partnering with advocacy groups, such as Walk SF and the Bicycle Coalition, to assist with outreach efforts, information is disseminated to thousands of road users through social media outlets and at identified dangerous locations throughout the city.

Public safety campaigns were developed for media outlets, as well as handouts for schools, community organization, and senior centers. In addition, by partnering with SF SAFE, Walk SF, and the Bicycle Coalition, educational material was created focusing on the known dangerous behaviors associated with traffic collisions including a Crash Information Card that links victims of traffic collisions to resources.

In addition to educating the public, the Department took several measures to ensure staff was aware of all current policies, laws, and challenges relating to the reduction of injuries and deaths. A training video was produced outlining the rights and responsibilities of drivers, bicyclists, and pedestrians which was mandatory for all members to view. Although intended for viewing by Department members, a slightly edited version was posted on the Department's social media accounts in order for the various advocacy groups to share with their members.



| INJURY SEVERITY                          |       |       |                                  |
|--|-------|-------|----------------------------------|
|  | 2013  | 2014  | PERCENT CHANGE FROM 2013 TO 2014 |
| FATAL                                    | 34    | 30    | ▼ 12%                            |
| SEVERE INJURY                            | 209   | 201   | ▼ 4%                             |
| OTHER VISIBLE INJURY (COMPLAINT OF PAIN) | 3,148 | 2,886 | ▼ 8%                             |
| TOTAL                                    | 3,391 | 3,117 | ▼ 8%                             |

| FATALITIES |      |      |                                  |
|------------|------|------|----------------------------------|
|            | 2013 | 2014 | PERCENT CHANGE FROM 2013 TO 2014 |
| PEDESTRIAN | 21   | 18   | ▼ 14%                            |
| VEHICLE    | 9    | 9    | ▼ 0%                             |
| BICYCLE    | 4    | 3    | ▼ 25%                            |
| TOTAL      | 34   | 30   | ▼ 12%                            |



[sfbike.org](http://sfbike.org)



ALTHOUGH ALL TRAFFIC VIOLATIONS ARE ENFORCED, A COMMITMENT WAS MADE THAT AT LEAST 50 PERCENT OF ALL ENFORCEMENT WOULD FOCUS ON THE TOP FIVE VEHICLE CODE VIOLATIONS WHICH ARE RUNNING A RED LIGHT, STOP SIGN VIOLATION, PEDESTRIAN RIGHT-OF-WAY, SPEEDING, AND FAILURE TO YIELD ON A TURN.

As enforcement is the key strategy for the Department, the “Focus on the Five” plan was implemented, which identified the most dangerous behaviors and problematic locations throughout the city. With the assistance of the Municipal Transportation Agency and the use of analytical tools, the top five problematic locations in each of the 10 police districts have been identified, and station personnel, as well as members of the Traffic Unit, were asked to concentrate efforts on these locations.

In addition, although all traffic violations are enforced, a commitment was made that at least 50 percent of all enforcement would focus on the top five Vehicle Code violations which are running a red light, stop sign violation, pedestrian right-of-way, speeding, and

failure to yield on a turn. In implementing Vision Zero, the Department made several commitments starting with acknowledging that most traffic deaths and serious injuries are preventable. Instead of using “accident,” the Department officially adopted the term “collision” to refer to traffic crashes.

Several policies and protocols were reviewed and changes made to be more in line with the goals of Vision Zero, including when to cite and/or arrest the person responsible for a collision.

Finally, at the request of Walk SF and the Bicycle Coalition, the Department agreed to review all collision reports involving people biking and walking over the past year to determine whether the investigations were

thorough and if citations were appropriately issued.

The Department also implemented a pilot program involving the use of handheld electronic citation devices for the Traffic Unit. And our IT Unit is working to create a program to allow all officers to write and issue citation via their Department smartphones. The information will be collected in real time and can be geo-coded for better statistical gathering.

For the upcoming year, the Department plans to increase saturation patrols of dangerous corridors and to continue the enforcement of all violations, including the Focus on the Five, as well as gridlock behaviors through “don’t block the box” citations.



**SF STREET SMARTS** is a public safety program in collaboration with the City, the Police Department, and SF SAFE. Members of the Richmond District Station worked together with their Community Police Advisory Board (CPAB) to improve driver, bicycle, and pedestrian safety through education and community outreach. The campaign, “Safe Driving is Good for Your Child’s Health,” focused on the importance of driving the speed limit, discussing the impact of dangerous driving habits, and how to protect children by teaching them to be vigilant pedestrians. The focus of the program is to raise awareness, influence attitudes, and change bad habits.

With the assistance of Supervisor Mark Farrell’s office, the pilot project identified key problem locations in the Richmond district that had the highest incidents of collisions, citations, or direct concerns voiced by neighborhood residents, with a special emphasis on pedestrian safety.

For more information on the program, visit go to: [www.SFStreetSmarts.org](http://www.SFStreetSmarts.org), or using Twitter:

[#SfStreetSmarts](https://twitter.com/SfStreetSmarts) [#SFPDRichmond](https://twitter.com/SFPDRichmond) [#SFSAFE](https://twitter.com/SFSAFE)

### KEEPING OUR CHILDREN SAFE

IN ADDITION TO THE COMMITMENT TO OVERALL STREET SAFETY, THE DEPARTMENT HAS PUT AN EMPHASIS ON KEEPING CHILDREN SAFE IN THEIR NEIGHBORHOODS, ESPECIALLY AS THEY WALK TO-AND-FROM SCHOOL. BY SUPPORTING THE DEPARTMENT OF PUBLIC HEALTH’S GOAL TO REDUCE CHILD PEDESTRIAN INJURIES THROUGH THE SAFE ROUTES TO SCHOOL PROGRAM, THE DEPARTMENT INCREASED PATROLS IN ALL SCHOOL ZONES WITH AN EMPHASIS ON SCHOOLS IN-AND-AROUND THE CITY’S HIGH-INJURY CORRIDORS. BACK-TO-SCHOOL SAFETY ENFORCEMENT WAS CONDUCTED AROUND SCHOOLS AUGMENTED WITH PUBLIC EDUCATIONAL CAMPAIGNS ON 15 MPH SCHOOL SPEED LIMITS.



# STRATEGY 2

TOGETHER WE



INVEST  
IN OUR YOUTH

**DEVELOP AND MAINTAIN RELATIONSHIPS AS ROLE MODELS WITH OUR CHILDREN AND PROVIDE THE OPPORTUNITIES TO PARTICIPATE IN POSITIVE ACTIVITIES TO BUILD A SOLID FOUNDATION FOR THEIR FUTURE.**

## CREATING FUTURES

The Department continues to focus attention on and allocate resources to programs that emphasize the positive development of children in our community. The future of any society depends on its ability to foster the healthy development of the next generation. Extensive research on the biology of stress now shows that healthy development can be derailed by excessive or prolonged activation of stress response systems in the body, especially the brain, with damaging effects on learning, behavior, and health across the lifespan of a person.

We know there is a need to address a child's exposure to chronic adversity before it transitions from a public health threat to a public safety threat. By the age of 7, if a child has been exposed to violence, incarceration of someone in the home, and/or substance abuse, research shows that the developing body and brain of that child adapts to survive its environment. However, those shifts in the body and brain affect a child's ability to sit and learn at school and interact in their community. If we help screen and treat the exposure to chronic adversity and toxic stress, these kids have a much better chance of staying in school, on track, and out of the criminal justice system.

As law enforcement professionals, we need to work with children and be positive role models. Currently recruits receive training as part of their basic academy curriculum on the different stressors and the importance of interacting with at-risk youth to minimize the effects these stressors have on the developing child. In addition, several programs have been developed specifically to address at-risk children which include working in collaboration with other agencies and organizations.

Although our goal as a law enforcement agency is to reduce crime through proactive and preemptive measures, our dream is that all children will have equal access to resources, activities, and opportunities for a healthy and fulfilling life adventure.



## YOUTH AND COMMUNITY ENGAGEMENT UNIT

The Department works hard to establish a positive and productive relationship with all communities throughout the city. The Youth and Community Engagement Unit (YCEU) was established as the nucleus of the Department's efforts to provide services and programs to our youth. As a result of this commitment, officers actively engage youth on many different levels at local schools, playgrounds, and youth-oriented organizations. Although each district station plays an integral role in youth engagement through centralized programs, YCEU develops, plans, and oversees major undertakings such as the Future Grads/Summer Interns programs.

This past year, YCEU continued to expand the scope of services provided through the Garfield Park project, and once completed, the day-to-day operation of the program was handed over to the Mission District Station. In continuing with this success, YCEU staff worked with other City agencies to develop safe havens for children in park facilities including Boeddeker Park, which is part of Tenderloin District Station's efforts.



## TOGETHER WE CAN TOGETHER WE DID



**Other programs of note this year included the expansion of outdoor programs, including those offered throughout the summer, and the reinstatement and upgrade of the School Resource Officer (SRO) program. Once fully implemented, oversight of the SRO program was transferred to the Operations Bureau for coordination with the district stations.**



## FUTURE GRADS/SUMMER INTERNS

This year marked the fourth year of the Future Graduates program launched in 2011 with the main message - Finish High School! Statistics show that those who drop out of high school are more likely to be involved in criminal activity, and moreover, these individuals make up 74 percent of the jail population. More importantly, an average of 90 percent of the homicide victims in San Francisco under the age of 25 did not have a high school diploma.

Since 2011, the dropout rate nationwide has decreased, with an overall graduation rate of 81.4 percent, which is a record high. And although people of color are graduating at an increased rate, the percentage for Hispanic and African Americans continues to fall below that of others in cities across the country, including San Francisco. We have a responsibility and the means to improve this statistic.

Future Grads is the cornerstone program of the San Francisco Police Foundation which partners with the San Francisco Unified School District and the San Francisco Citizens Initiative for Technology and Innovation (sf.citi) to give young people the tools and foresight they need to graduate from high school and pursue fulfilling careers. Although this program does not discourage students from continuing their educational goals by going to college, the main emphasis is on getting a high school diploma as the first step to a successful future.

The message is delivered to the students through a circuit of assemblies and classroom discussions which highlight the importance of graduating high school and the innumerable possibilities of success and learning that lie ahead. The group of professionals traveling to the different schools is led by Chief Suhr and includes a police officer, firefighter, and a member of another City/County Department, all of who came into their jobs having only a high school diploma and who have been successful in their careers. Some of the participants have earned their college degrees later in life, adding a message that learning never stops.

### SUMMER INTERN PROGRAM

As part of the Future Grads program, the Department partners with sf.citi, the Police Foundation, and other City agencies to provide jobs for students during the summer months. Chief Suhr implemented this program in 2012 to prepare students for future success by providing real-world job training. The numbers have grown 50 percent since its inception; with 43 youth participating this past summer with a record 18 technology companies hosting one or more youth. The program ran from June 16 to August 8.

The Summer Intern program is dependent on outside funding sources, and many people are to thank for the success of this program including private donors, the members and businesses of sf.citi, the Police Foundation, and the San Francisco Police Officers Association.



## SUMMER PROGRAMS

Another paid internship in which the Department participates is the Earth Stewards Summer Program at the Garden Project worksite. This year's program ran from June 2 through August 8 providing jobs for over 250 participants; high school students ages 14 to 17.

This year, 14 officers were detailed to assist with oversight of the students. Participants were selected from youth organizations throughout the city including the Bayview (150 youth), Ingleside (55 youth), and in-and-around the Civic Center (45 youth).

With the assistances of several businesses and organizations, the program was extremely successful. The Academy of Arts provided vans to transport the youth to-and-from the Garden Project site located at the San Bruno County Jail. As part of the program, the students learn to grow a variety of foods including potatoes, tomatoes, and a variety of fruits and vegetables, all of which are donated to Project Open Hand and other food banks. In addition,

the students learn valuable social skills, the importance of teamwork, and how to be responsible.

Many students were appreciative of the opportunity, including Victoria Mills, a recent Wallenberg High School graduate. This was her first year with the Garden Project, and at first, she did not like it mostly because of the bugs. After a while, she loved the program, met new friends, and felt it was a very productive way to spend her summer. The money Ms. Mills made, and saved, will help her through her first semester at the University of Riverside where she plans to attend in her quest to be a medical doctor.

## PROJECT PULL

Project Pull is a paid summer internship program sponsored by the City in collaboration with the Department of Public Works, Public Utilities Commission (PUC), and Youth Workforce.

Going on its 20th year, Project Pull provides professional mentorship to highly motivated, promising high school

students from the many diverse communities within San Francisco. During the eight-week program, students have a chance to explore careers in architecture, business, engineering, and science by interning at various City departments. The ultimate goal of Project Pull is to expose these talented students to a work environment conducive to their personal growth and to draw these kids into the City's workforce.

This past year, 18 of the Project Pull participants interned with the Police Department at the Hall of Justice. Staff worked with the youth in eight different units allowing the interns to shadow police officers and civilians working in those units, fostering a positive relationship with law enforcement.

## CAMP MATHER

Camp Mather is a traditional destination for residents from San Francisco to vacation and enjoy outdoor adventures. It also has been the site for an annual camping trip through a collaborative effort with several City agencies. Members of the Youth and Community Engagement Unit coordinate the annual camping trip designed for high school students with the goal of building self-confidence through new outdoor adventures. Police officers, along with representatives from the Recreation and Parks Department, Juvenile Probation, and the Department of Children, Youth, and Their Families, chaperoned the selected youth who participated in a variety of activities such as arts and crafts, archery, and hiking.



## CHALLENGER LITTLE LEAGUE BASEBALL SEASON

Officers from Southern and Bayview stations, along with YCEU, participated as coaches and cheerleaders during the Challenger Little League season. Held at locations on Treasure Island and at AT&T Park, the three-month season kicked off in March with Chief Suhr on hand to throw out the first pitch for the season opener.

Kids from all over the city and with different levels of ability participated in this year's program. The participating athletes learn a variety of skills, make new friends, and through a non-competitive approach, learn the importance of being on a team. These young players leave a lasting impression on the officers who participate in the program as coaches.



**WILDERNESS PROGRAM**

This past year, approximately 1,300 youths participated in over 76 outdoor activities through the Wilderness Program including backpacking, day hikes, river rafting, and kayaking. With the assistance of 113 sworn officer volunteers throughout the year, Officer Michael Rivera (who retired in June but continues to volunteer) and Officer Karl Ma planned and coordinated the activities for these adventures.

The children and teens served by this program come from a variety of backgrounds and neighborhoods with an emphasis on reaching out to underserved communities including those living in the Bayview, Sunnydale, Visitation Valley, Gilman Re-connect, and Alice Griffith. The officers visit schools and interact with the students throughout the year to encourage participation in the activities offered through the program.



**BOEDDEKER PARK**

In December, a ribbon-cutting ceremony marked the grand re-opening of Boeddeker Park after its recent \$9.3 million renovation. The revitalized park will serve as an important community asset for the area by providing a safe, clean space for seniors, children, families and residents. The nearly one-acre park in the heart of the Tenderloin is located in one of the densest neighborhoods in the city and has the highest percentage of households living below the poverty line.

The reconstruction of the property located at the corner of Eddy and Jones Streets updated the park and clubhouse which had fallen into disuse, despite the number of families and seniors in need of recreation space. The renovation made significant improvements including a new 4,300 square foot clubhouse with green building features and greater visibility into the park, play areas for school-age children and toddlers, a regulation-sized high school basketball court, adult fitness area with outdoor exercise equipment, perimeter walking path, stage and performance area, and outdoor plazas for informal gatherings and programs such as Tai Chi.

The Recreation and Parks Department coordinated the efforts among private and public entities, including the Police Department, as well as programming partners; the Boys and Girls Clubs and the YMCA. These youth clubs offer programs at the clubhouse and officers from the Tenderloin District Station continues to be on hand to ensure the safety of the kids. In addition, the Tenderloin Safe Passage community group has stationed a corner captain at the park and offers programs and training for volunteers at the clubhouse.

**GARFIELD PARK**

In 2013, the Department's Youth and Community Engagement Unit worked with City agencies to redevelop and clean up Garfield Park. The efforts included a complete overhaul of the clubhouse, including an office for YCEU officers. This greater presence of officers at the park curtailed the criminal activity commonly seen while increasing the number of positive activities available to children.

Since that time, the responsibilities associated with Garfield Park have been turned over to the Mission Station. The officers assigned to Garfield do not just patrol the park, they engage the youth in sports activities, helping with homework, and during the holidays, toy giveaways and parties. Building relationships with community groups across the city, including the families who use Garfield Park, is a top priority.







## YOUTH ENGAGEMENT IN THE COMMUNITY TRAINING CURRICULUM

To reach our goal of establishing positive relationships between law enforcement and community youth, in 2013 the Department developed a training plan for all new sworn members. As part of the curriculum at the Police Academy, the *Youth Engagement in the Community* program stresses the importance a positive police/youth partnership has not only on the overall health of children, but as a key element in the reduction of criminal activity.

In addition to classroom instructions, academy recruits actively interact with youth at various partner organizations such as the Boys and Girls Club, YMCA youth programs, and the Collective Impact Program (Mo' Magic) at the Ella Hill Hutch Center's after-school locations. The recruits spend four hours on four separate occasions at these sites forming relationships with the youth by assisting them with their homework, playing organized sports, or by just getting to know one another.

The underlying hope is that the recruits, in the early stage of their careers, will establish positive bonds with the youth of our city. As the recruits become officers and the youth become teenagers, their bonds will allow them to better understand and trust each other. This past year, recruits from four academy classes have completed the training and participated in 32 events spending over 150 hours on- and off-duty with children from underserved communities.

Prior to graduating from the academy, the recruits sponsor a "Jamboree" for youth from the above organizations. The day is organized with a display of the Department's Mounted, Canine, Honda, and Solo Motorcycle Units. The youth enjoy the demonstrations and ask a lot of questions. This is followed by organized games such as dodge ball, foot races, or just throwing the ball around. The day concludes with the recruits preparing and serving lunch to those in attendance. This event has been a tremendous success!



## SCHOOL RESOURCE OFFICER PROGRAM

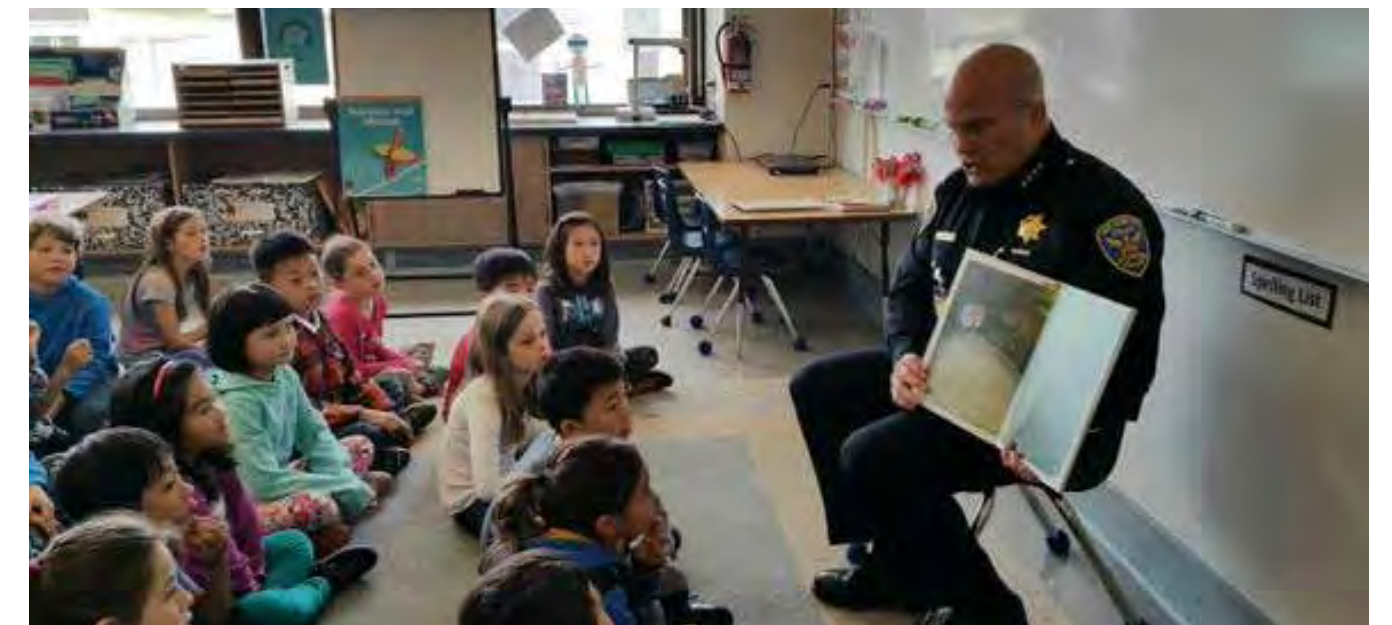
Research shows that a first-time arrest doubles the chances that a student will drop out of high school, and a first-time court appearance quadruples those chances. It is reported that the vast majority of these cases are for low-level and nonviolent offenses, and many times when the police are called to a school, a formal arrest is not made. As it is the Department's goal to keep children in school and out of the criminal justice system, any program designed to reach this goal is fully supported.

In 2014, the need to strengthen the Department's commitment to the School Resource Officer program became apparent not only because of the danger posed by an increase in active shooter incidents on campus, but because some parents and community members had concerns that unnecessary police involvement pushes San Francisco students into the juvenile justice system and out of school.

As a result, the San Francisco Unified School District (SFUSD) and the Department worked together to establish a comprehensive agreement to transform the relationship between law enforcement and the school community.

Community stakeholders had a hand in drafting a Memorandum of Understanding (MOU) between SFUSD and the Department, including Coleman Advocates, the San Francisco Youth Commission, HOMEY (Homies Organizing the Mission to Empower Youth), United Playaz, Bernal Heights Neighborhood Center, and CHALK (Communities in Harmony Advocating for Learning and Kids).

The MOU allows schools to request police involvement on campus to protect students and staff, to address criminal behavior by non-students, or where required by law. But it puts a strict limit on police involvement in student discipline that can and should be handled at school by staff officials and administrators.



- HELPS PROTECT THE PRIVACY AND DIGNITY OF STUDENTS WHO ARE INTERVIEWED BY POLICE AS WITNESSES, VICTIMS, OR POTENTIAL OFFENDERS.
- ENSURES PARENTS ARE CONTACTED AND ARE ALLOWED TO BE PRESENT IF A POLICE OFFICER IS INTERVIEWING A STUDENT.
- DIRECTS SCHOOL ADMINISTRATORS TO HANDLE ALL DISCIPLINE RELATED PROBLEMS AT THE SCHOOL SITE.
- REITERATES THAT DISCIPLINING STUDENTS IS A SCHOOL, NOT POLICE, RESPONSIBILITY.
- SETS UP A SYSTEM OF GRADUATED RESPONSES FOR POLICE, STARTING WITH A WARNING FOR LOW-LEVEL OFFENSES TO ENHANCE PREVENTION AND INTERVENTION WITHOUT A TRIP TO JUVENILE COURT OR JAIL.
- DEVELOPS AN OVERSIGHT PROCESS FOR STUDENTS AND PARENTS TO PROVIDE FEEDBACK AND ADDRESS ISSUES RELATED TO CONDUCT OF ANY SCHOOL POLICE OR ON-CAMPUS SECURITY TO ENSURE POSITIVE ENGAGEMENT.



## SAN FRANCISCO POLICE ACTIVITIES LEAGUE (PAL)

The San Francisco Police Activities League (SF PAL), as a non-profit entity, is a collaborative effort between police officers and dedicated volunteers to provide and organize youth sports and other healthy activities as a way to develop personal character and foster positive relationships with community youth.

Since 1959, thousands of local youth have participated in PAL activities through a sliding fee schedule to ensure any child has the opportunity to benefit from many programs.

Almost 5,000 youth annually participate in SF PAL with the help of 800 civilian and police volunteer coaches and mentors through a variety of sports and leadership activities. While many of our volunteers are parent coaches, a significant number of our volunteers are PAL alumni who benefited from the program themselves in their youth and choose to give back to the youth in their community with their time, energy, and commitment. This past year, retired Deputy Chief Mike Biel, with the assistance of Bennett Clark, took the helm and reorganized and streamlined the programs to better serve the needs of the youth served by SF PAL.

In addition to the traditional Seahawks Football and Junior Giants programs, SF PAL offers the Seahawks Cheer and Dance program in the Western Addition. A team of 20 volunteer coaches work with the co-ed cheer teams consisting of over 60 kids. For the eighth year, the teams have competed and won titles at the Pop Warner National Competition.

This past year, SF PAL expanded the Conditioning Programs for kids age 7 to 14, offering a curriculum of traditional exercises including running, jumping, and strength building. The program runs through the summer months at Garfield Park.

### PAL CADET PROGRAM

A major component of SF PAL is the Law Enforcement Cadet Program. This longstanding program serving youth ages 14 to 21 expanded in 2010 through a new pilot program, the PAL Summer Cadet Academy.

Over 30 San Francisco kids each year have the opportunity to develop career and job skills, leadership experience, life skills, and character development through community service in the PAL Cadet Summer Academy, followed by a subsequent yearlong internship with the Department. After their one-year commitment is complete, students can stay involved in the program until age 21, learning valuable skills and receiving mentorship from dedicated volunteers.

As of 2014, more than 160 youth have graduated from the Summer Cadet Academy and currently 66 continue to participate at weekly training, community events, and serve in internships. We plan to recruit a new class of 24 PAL Cadets for the 2015 Summer Cadet Academy.



### THE POLICE ACTIVITIES LEAGUE SANDLOT PROGRAM

In addition to the traditional activities including Seahawks Football, Seahawks Cheer and Dance, and Junior Giants Baseball, SF PAL, in coordination with Central District Station Captain David Lazar, formed the Sandlot Program. As the latest cornerstone program, which kicked off in December, the idea is to engage kids on the spot in a positive activity. The goal is to make our officers more approachable through active participation. Officers take the opportunity to play ball and engage with neighborhood youth.

The officers not only project a positive role-model attitude, they teach kids the fundamentals of participating in a team sport. The program expanded into the Mission District with the assistance of Captain Dan Perea and the goal is to expand to all districts in

# STRATEGY 3

TOGETHER WE  
DEVELOP  
OUR RESOURCES

## DEVELOPING SOLUTIONS

INVEST IN OUR EMPLOYEES BY STRENGTHENING THEIR PROFESSIONAL SKILLS AND KNOWLEDGE, AS WELL AS PROVIDE THEM WITH THE SUPPORT AND RESOURCES NEEDED TO PERFORM THEIR

### PUBLIC SAFETY FACILITY PROJECT

The Public Safety Facility project was scheduled to be completed in November 2014, and although the deadline was not met, great strides were made to finish the new building. Slated to open in April 2015, the facility will be designated as Police Headquarters - a brand new state-of-the-art facility which is a high-resiliency, secure, and technologically-advanced building. In addition, the facility will be home to the Southern District Police Station and Fire Station No. 4, the Arson Task Force, and a community room all designed to better serve the growing Mission Bay area.

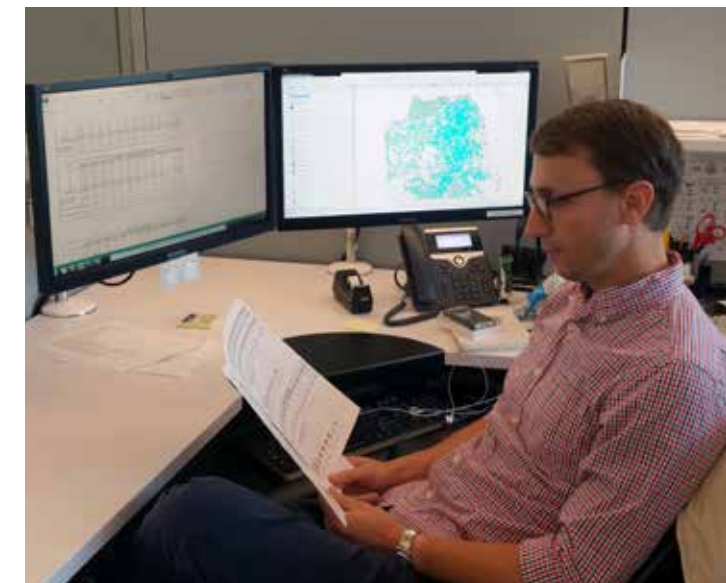
Built with voter-approved Earthquake Safety and Emergency Bond (ESER) funds, Police Headquarters will house approximately 430 Department personnel. The lobby includes a memorial to our fallen officers, entitled the Spiral of Gratitude, designed by New York-based artist, Shimon Attie, as well as a stately re-creation of the marble engraved wall currently in the lobby of the Hall of Justice. This wall includes each and every name of those officers from the San Francisco Police Department who were killed in the line of duty, making the ultimate sacrifice for our community – a fitting tribute to these heroes.

Within Police Headquarters will be the new data center. This center, or “brains,” controls not only the computer network and phones, but will run the Building Management



Systems (BMS), a computer-based control system which monitors the mechanical and electrical equipment including ventilation, lighting, fire suppression, heating, and electrical systems. Incorporating BMS in a building typically results in a profound reduction in energy usage, improving efficiency and ensuring optimum operation. Our new building is designed to meet sustainability goals, including LEED certification at the gold level and will be a truly “green” building.

Additionally, the most advanced systems available today are being implemented, including an all new high-speed and redundant network, free public wireless access, state-of-the-art phone system and video conferencing, a new radio system, boosted cell phone reception, satellite backups, on-demand printing, redundant data centers, digital signage, a digital wall for the building’s Command Center, and much more. The project is a cross-city collaboration with the Police Department, Department of Public Works, the Department of Real Estate, and the Department of Technology.



### RESTRUCTURE OF CRIME ANALYSIS

Another major change in our business strategy was the restructure of our CompStat unit into the Crime Analysis Unit (CAU).

Now, as part of the Investigations Division and under the command of a lieutenant, the staff, mostly specialized civilian crime and management analysts, worked throughout the year to standardize the statistics gathered from the various systems to create a more reliable source of numbers for our Uniform Crime Reporting (UCR) documents.

By drawing from the latest technology systems the Department has been implementing the past five years with the Crime Data Warehouse, we believe the numbers we now use, whether for our CompStat or UCR reports, will be consistent and more accurately reflect the crime occurring in our city.

## TECHNOLOGY

In just four years, our Technology team has accomplished a great deal to bring the Department into the 21st Century and to create a tech savvy workforce. The focus in 2014 was to design and install state-of-the-art technologies into the new Police Headquarters at Mission Bay. Several other projects included expanding the capabilities of the smartphones deployed to officers in 2013, replacing the antiquated email system with a migration to Microsoft Office 365, assisting the Department of Emergency Management (DEM) replace their Computer Aided Dispatch (CAD) system for 9-1-1 call management, and improve our overall crime reporting capabilities. Most importantly, staff implemented a program on the smartphones to track school maps, contacts, and operations plans that would be available to all officers in the field in the event of an active shooter incident at a school.



## SMARTPHONES

This year, the Department enhanced the capabilities available on the smartphones issued to all officers in the field during 2013. To make the phones more user friendly, a “container” was created to centrally locate all law enforcement applications in one spot. Now, access to critical information is faster and easier. Additionally, staff broadened the implementation of the Department of Justice application, “Justice Mobile,” to all Department-issued smartphones. Finally, information about all local schools was added including a school map, operations, contacts, and other information available on all officers’ phones in the event of a school shooting or other emergency.

## EMAIL PLATFORM

In late-July, the Department migrated to a new email platform by implementing Microsoft’s Government Sector 0365. This is a highly-secure email solution that users can access at workstations, on smartphones, and even at home. As part of a City-wide solution, the Department now shares an email platform used by all other City agencies, as well as most other government entities. By providing a more efficient and effective email solution, information is shared electronically throughout the Department, cutting down on the need for paper correspondence, and staff is able to communicate between City departments with ease.



**Facebook**

[www.facebook.com/sanfranciscopolice](http://www.facebook.com/sanfranciscopolice)



**Twitter**

@SFPD



**Instagram**

sanfranciscopolice

## SOCIAL MEDIA

#BREAKING: The Department stepped up its engagement in social media this past year. By creating digital, original artwork of our official insignia, the patch and star logos, the Department is now branded and recognized on all our social media accounts. All levels of the Department, from the Chief’s Office to each district station, are taking an active role in engaging the community and providing up-to-the-minute information about items of interest or concern in the city. Currently, all district stations are actively participating on Twitter identifiable by their own logo. Others with their own accounts include Chief Gregory Suhr (@SFPDChiefSuhr), CIO Susan Merritt (@SFPDCIO), SFPD Academy (@SFPDAcademy), SFPD Recruitment (@SFPDRecruitment), and SFPD Traffic Safety (@SFTrafficSafety).



One of the most successful Twitter accounts is the SFPD Bike Theft (@SFPDBikeTheft) which is a partnership with our local residents, civic organizations, and the Department to prevent, track, and recover bikes that have been stolen. SFPD Bike Theft Twitter has a very popular following and has been mentioned in national media stories. Follow all of our official San Francisco Police Department social media accounts at <http://sanfranciscopolice.org/socialmedia>.

## MANDATORY CLEARANCE CODES IN CRIME DATA WAREHOUSE

In order to better track clearance rates, the Department implemented a mandatory entry of clearance codes in the Crime Data Warehouse (CDW). This new process will ensure that clearance codes for each case are entered online and that only UCR-sanctioned clearance codes can be selected. As a result, reporting of clearance rates will not only be simplified by tracking electronically through CDW, information will be more consistent and accurate and will provide the ability to notify victims quicker about the status of their case.



## SCHOOLS - ACTIVE SHOOTER

In response to critical incidents which have become too common across the country, the Department stepped up efforts to ensure safety protocols are in place for rapid response to our local schools in the event of an active shooter.

By taking proactive steps, the Department has plans in place to be able to quickly respond and manage incidents at schools. By working with local schools, both public and

private, specific school campus information is available to all officers on smartphones, mobile data devices, and desktops through an icon.

Incident advanced plans include maps of the schools, emergency operations plans, school contacts, as well as police maps of how to manage a scene at that particular school. The icon - “SCHOOLS” - is accessible with one click and officers, either en route or on scene, can access school maps, operations plans, and direct contact information for school administrators.



# TAKE YOUR CHILD TO WORK DAY

Each year, the Department sponsors "Take Your Child to Work" day in conjunction with the national event. Officer Edie Lewis, PAL Coordinator, works with a team of volunteers to coordinate an eventful day for the children of Department members. Children between the ages of 5 and 12 participate in a day-long event with presentations by several specialty teams including the Marine and Mounted units, as well as a host of fun activities such as face painting, races, and jump houses. Department members, both sworn and non-sworn, volunteer their time to assist with the event.



# LAW ENFORCEMENT NIGHT AT AT&T PARK



# EMPLOYEE HEALTH AND WELLBEING

The Department supports a healthy lifestyle for its members, not only physically, but an overall sense of wellbeing. Department policy requires sworn members hired after 1994 to participate in a physical fitness process twice a year. Testing includes flexibility, muscular strength and endurance, body composition, and a cardiovascular and blood pressure evaluation.

In addition to the required physical fitness testing, several extracurricular activities are coordinated throughout the year in the spirit of teamwork and competition. The Department also participated in the City's Wellness Program, which began in 2014 to promote health and fitness for all employees. The City hosts several health clinics throughout the year and provides annual flu shots to members and their families.

This past year, members competed in marathons, the Bike the Bridges event, the AIDS Walk, and the SF SAFE 5K event. Recruits at the academy also participate in a variety of extracurricular strengthening competitions including a ropes course through the San Bruno Mountains.



## RAGNAR

The Ragnar Relay Series, which has 16 national events, is an overnight running relay developed to test participants' limits as part of a team effort. Each year, a team of volunteer members from the Department takes part in the annuals considered the grandest of all the national events. Starting in San Francisco, across the Golden Gate Bridge, and then through the hills of Wine Country qualifies the runners for a double medal; a prized possession for the participants. Each year, the proceeds of the funds collected by the team benefit non-profit organizations, which in 2014 was the Leukemia and Lymphoma Society.

# IRONMAN

Each year, the Department sponsors a friendly competition known as the Isaac A. Espinoza and Jeff Baker Ironman. In 2014, the event had the highest number of competitors. The success of the competition is measured by the goals reached by individuals and teams, but more importantly, the long-lasting friendships that are created.

Events include the bench press, pull ups, sit ups, pistol shoot, and a 4.7 mile race around Lake Merced. Several teams compete and consist of an open teams (any age, gender), senior (over 40), senior masters (over 50), and gender-specific teams. Funds raised by the competition go toward the Espinoza survivor fund.



TOGETHER  
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CAN

2014 - YEAR IN REVIEW

TOGETHER  
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DID





# OPERATION GENESIS

## BAYVIEW YOUTH ENJOY WEST AFRICAN ADVENTURE THANKS TO SFPD OFFICER'S EFFORTS



The Bayview/Hunters Point neighborhood of San Francisco is home to one of the largest populations of youth in the city. It also is a neighborhood with one of the lowest median incomes. Although the City continues to initiate improvements in the area, including providing a myriad of services geared toward the youth, neighborhoods are still plagued with crime, drugs, and gang activity. Many youth in this area have never been to the west side of San Francisco, let alone West Africa. One can easily imagine hope is a precious commodity in such an environment – and thus, Operation Genesis was realized.

Officer Jason Johnson, a six-year veteran of the San Francisco Police Department, had a dream that he could make a difference in the lives of children in the community he serves. As a member of the Bayview District Station, Officer Johnson actively works with many youth organizations in the area, including the Boys and Girls Club, resulting in the coordination of several successful youth programs.

Late in 2013, Officer Johnson had an idea to connect African-American youth to the journey of their ancestors. Operation Genesis began to form as a way for these youth to better understand and relate to the sacrifices their ancestors made on



the journey to America, in turn, instilling a sense of self-discovery and introspect that will guide them in their journey through life.

As part of the planning process, Officer Johnson met with several professionals who were experts in African-American studies, many of who committed their time to this project. In order to ensure students were qualified to participate in the trip, an extensive three-step selection process was developed. Students wishing to participate had to write a letter explaining why they should be chosen for the trip, they had to display good behavior at the Boys and Girls Club and at school, and had to maintain a 2.0 or higher grade point average.

In addition, Officer Johnson, with the assistance of Lieutenant Troy Dangerfield, Operation DREAM volunteers, and the Police Foundation, raised the necessary funds, over \$40,000, to provide these kids and their chaperons with the means to travel to West Africa.



On March 28, Officer Johnson, seven African-American teenagers, four additional Department members, two representatives from the Boys and Girls club, and the Department's videographer left San Francisco on their journey to Ghana. The nine-day Ghana visit started in Accra and made its way through the region to Kumasi and then to



Cape Coast, where the students met with their Ghanaian counterparts at a local high school.

Students were exposed to a completely different culture than they were used to at home, including visiting a museum and mausoleum in Accra and the slave fortresses along Cape Coast. During the travels, the students wrote in journals and read from a list of books to complement their guided tour through the country.



With the success of this maiden voyage, Officer Johnson is planning to make this an annual program.





### ISIAH NELSON LIFE-SAVING AWARD

On July 12, Officer Glenn Ortega was working at AT&T Park just below the Club Level suites when a man ran up to him saying, "Please help us, my nephew is choking." Officer Ortega immediately ran a few feet over to a 4-year-old being held by his father. Officer Ortega noticed the boy's breathing was labored, and he appeared to be hyperventilating. Officer Ortega assessed the boy's condition by giving him a series of instructions to follow such as raising his arms, taking deep breaths, and opening his mouth to look inside. Although the boy was able to follow and perform all the instructions given, Officer Ortega felt that something did not seem right as the boy appeared scared, anxious, and wide-eyed.

Officer Ortega took the boy, bent him over slightly, and gave him a series of back blows between his shoulder blades. He then located the boy's abdominal area and gave him several inward and upward compressions. The boy did not expel anything. Officer Ortega repeated the above steps, and this time, it appeared that whatever that was obstructing his breathing had gone down his throat. The boy's dad picked him up and held him in his arms.

Then suddenly, the boy made a big bubble from his saliva, and it appeared as if his airways were once again restricted. Officer Ortega told the dad to put the boy down, and once again, he gave the boy several more back blows and abdominal compressions. This time the boy opened his mouth and Officer Ortega saw a large piece of hot dog on his tongue. Officer Ortega immediately reached in with his index finger and removed the hot dog.

The boy was later examined and evaluated by the paramedics and a physician at the ballpark before he was sent back to his seat to enjoy the rest of the game. Officer Ortega went back to his fixed post and resumed his duties.

Officer Ortega was honored by the Giants organization receiving the Commander Isiah Nelson Lifesaving Award. Officer Ortega was the first non-Giant employee to receive this award which was named after Commander Isiah Nelson whose swift actions at Candlestick Park following the 1989 Loma Prieta Earthquake was credited with saving thousands of lives.

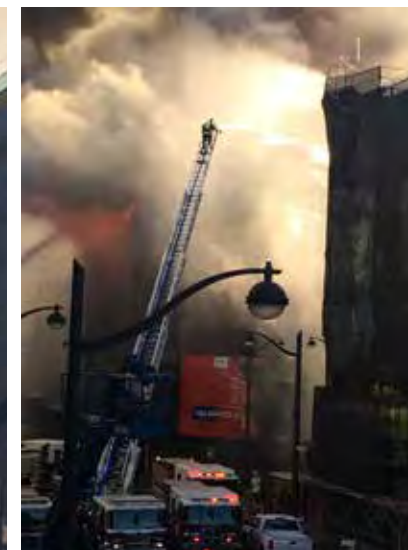


**TOGETHER WE CAN  
TOGETHER WE DID**



### THE CHINA BASIN FIRE

On March 11, over 150 first responders, firefighters and police officers, rolled to a five-alarm fire shortly before 5:00 pm, a difficult task during rush-hour traffic. The structure on fire was a 172-unit apartment complex under construction located in the developing neighborhood of Mission Bay near the University of San Francisco campus and right across the street from the future home of the new Police Headquarters. In addition, the site was surrounded by three recently completed multi-unit luxury housing projects, and more importantly, in the middle of four apartment and condominium projects under construction, totaling over 1500 units, as well as the Mercy Housing complex of an additional 150 moderate- to low-income units.



Fire personnel battled the blaze into the night, and police officers blocked all roads into the area and assisted with evacuation efforts of the local residents. The fire burned so intense, embers drifted to nearby rooftops igniting at least one smaller blaze on the nearby UCSF campus, which was quickly extinguished. Although the fire was contained within a few hours, it smoldered for days requiring fire and police personnel to stand watch in the neighborhood out of safety concerns.



The fire destroyed the one-square block building and caused major damage to an existing apartment complex across the street displacing over 300 people at a cost of \$227,000,000. However, due to the quick response of first responders, injuries were limited to two firefighters, with the most serious being second-degree burns to the face and hands of one of them. These first responders were honored by the developer for their efforts.



## YOUTH SUMMIT

Officer Robert Rueca and Officer Broderick Elton were assigned as the regular foot beat along Cortland Avenue in the Ingleside District. There, they worked with the Bernal Heights Neighborhood Center (BHNC) to coordinate activities for the youth served by the organization. One of the programs coordinated over the last four years as an effort to improve communications between our Department members and at-risk and in-risk youth is the annual BHNC Youth Summit. Officer Rueca along with the captain and officers assigned to Ingleside participated in the planning of and performing at the annual summit, along with volunteers from BHNC.

The 5th summit was held at Balboa High School with a focus of providing youth living in the neighborhood with the resources to establish a positive relationship with law enforcement. One of the exercises during the summit is role-reversal. Officer Rueca portrays a youth involved in a commonly occurring police/youth interaction and participating youth assume the role of the police officer. After the skit, a question-and-answer session is held to discuss what the powers and authorities of law enforcement are and why officers respond to certain situations the way they do. In this process, Officer Rueca is able to explain enforcement procedures in a setting where the youth could gain a greater understanding of officer safety concerns and dispel any misperceptions or misunderstandings of the law. The youth are able to meet the officers and see them as people, and conversely, officers get a chance to hear from the youth to gain their perspective. The results have been greater understanding and communication between the youth and the officers of their district.

Following the event, Officer Rueca and other volunteers accompany a selected group of youth to a Golden State Warriors game; a tradition in the making.



## UNIVERSITY OF SAN FRANCISCO – UPWARD BOUND PROGRAM

In another innovative partnership, the Department and the University of San Francisco (USF) collaborated on a syllabus for the Upward Bound Program, with members from the Department's Crime Lab volunteering during the summer session. The goal of the program is to prepare bright and promising high school students, largely from educationally and economically disadvantaged backgrounds, to succeed in college. The program, which is grant funded, has been part of USF's curriculum since 1966, and in 2007, it expanded to include a math and science section. The focus is to prepare students for college majors and careers in the "STEM" sciences; science, technology, engineering, and math.

The collaboration between the Department and USF provided a glimpse into the world of criminal forensic sciences, including a field trip to the Crime Lab headed by Mark Powell, a supervising criminalist in the Crime Lab, and his wife, Tamar Powell, who is the lead STEM instructor at USF Upward Bound. By sparking the students' interests with personal stories and experience, the Department criminalists were able to demonstrate how the real world of forensics functions versus the Hollywood/CSI image of solving crimes within 45 minutes. Demonstrations included DNA processing and the DNA examination of firearms presented by Crime Lab personnel including Abby Burg, Nicole Walicki, Mark Proia, and Theresa Wong.



## CHIEF'S SUMMIT

Since being appointed as the Chief in April 2011, it has been Chief Suhr's goal to host an annual gathering of top-level executives to discuss issues and concerns impacting law enforcement. In August, the Department held its 4th Annual Chief's Law Enforcement Summit. This year, we chose "Traffic Safety" as our theme, not only because it is an issue facing each of our agencies, but because we firmly believe that injuries and deaths occurring on our roadways, which continue to rise year-after-year, are preventable – with the right strategies.

Our goal is plain and simple; to reduce injuries and to save lives. To reduce the number of injuries and deaths caused by traffic collisions, San Francisco has adopted an aggressive plan, aptly named "Vision Zero," with the goal of ZERO pedestrian deaths caused by motor vehicles by the year 2024.

To realize this vision, a three-pronged approach – engineering, education, and enforcement – is being utilized by City agencies, which in turn, are working in collaboration with private organizations including WalkSF and the Bicycle Coalition.

In order to share ideas and successful strategies, the Department invited agencies from around California and neighboring states to attend and participate in the summit. Guest speakers included: Rhonda Craft, Director of the California Office of Traffic Safety; Jikiah Stevens, Pedestrian Advocate; Greg Raisman, Portland Oregon Bureau of Traffic; Edward Reiskin, Director of SF Municipal Transportation Authority; Natalie Burdick, Walk SF; Chema Hernandez Gil, SF Bicycle Coalition; Megan Wier, SF Department of Health; and Robert Brown, Public Affairs Office with Automobile Association of America.

This wide array of experts provided their perspectives on traffic safety and shared successful programs with the group.

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# YEAR IN REVIEW



## A.S.A.P.

ASAP (ADDITIONAL SEXUAL ASSAULT EVIDENCE PROGRAM) PROTOCOL FOR ALL SEXUAL ASSAULT KITS. DURING THE COLLECTION OF A SEXUAL ASSAULT EVIDENCE KIT FROM A SURVIVOR, UP TO FOUR ADDITIONAL EVIDENCE SAMPLES ARE COLLECTED WITHIN 72 HOURS AND IMMEDIATELY TRANSFERRED TO THE CRIME LAB.

THE DEPARTMENT'S ASAP PROTOCOL CREATES A SUPERIOR STANDARD TO THE SUGGESTED GUIDELINES PASSED WITH CALIFORNIA STATE ASSEMBLY BILL 1517.

## SEXUAL ASSAULT KITS TESTING

In 2013, a national trend in law enforcement emerged regarding the back testing of sexual assault kits. Sparked by public interest and fueled by developing technology, law enforcement was challenged to go back and review previous sexual assault evidence to determine if today's evolving DNA technology and the Federal CODIS database could help to identify sexual predators.

At that time, the Department conducted a 10-year review of sexual assault kits collected and stored by our agency as possible evidence. The review of these sexual assault kits revealed 753 cases where the kits had not been submitted to the Crime Lab for analysis.

As a result, Chief Suhr called for the immediate implementation of the Department's ASAP protocol for all sexual assault kits. The policy requires that during the collection of a sexual assault evidence kit from a survivor, up to four additional evidence samples are collected within 72 hours and immediately transferred to the Crime Lab. There, it is assigned for analysis within 14 days, and thus, the Department successfully stopped the backlog of sexual assault kits. The Department's ASAP protocol creates a superior standard to the suggested guidelines outlined in California State Assembly Bill 1517, the Sexual Assault Victims' DNA Bill of Rights, which was signed by the Governor in September.

Although the Department developed this protocol at the end of 2010, due to limited staffing in the Crime Lab's DNA Section, it was only used in unknown suspect cases. In early 2011, the DNA section in the Crime Lab had one supervisor and three criminalists who were responsible for

DNA screening and analysis of sexual assault kit evidence. Since 2011, the Department secured the resources to hire personnel to bolster the staff of the DNA section of the Crime Lab. As a result, the Crime Lab DNA section staffing level today has increased over 400 percent.

In 2013, the Department evaluated the space occupied by the Crime Lab DNA section. The Department reconfigured existing lab space to increase the efficiency and physical work space of DNA criminalists. The results included a new DNA screening room which is the first stage of DNA analysis and vital to the overall efficiency of the entire DNA process. A dedicated microscope area and much needed additional work stations for DNA analysis also were created. The new layout facilitated a more efficient and intuitive work flow for the growing staff.

Finally, the Department secured a new outsourcing contract for DNA services with two private laboratories. Department personnel worked closely with the private labs to direct DNA testing of sexual assault kits to Department standards so that results are eligible for entry into the FBI CODIS database. We exceeded all expectations and had all backlog cases submitted for analysis to these vendor labs by the end of 2014.

Utilizing outsourcing in this manner will more than triple the Department's capacity to eliminate the backlog while keeping pace with current analysis demands. In addition, effective January of 2014, implementation of the Department's ASAP (Additional Sexual Assault evidence Program) protocol for all sexual assault kits collected will allow us to prevent any backlog in the future.

# HUMAN TRAFFICKING

Human trafficking is an estimated \$32 billion-a-year global industry and is the world's second most profitable criminal enterprise, a status it shares with illegal arms trafficking, both trailing only drug trafficking. The United States is widely regarded as a destination country for human trafficking, and it is reported that 14,500 to 17,500 victims are trafficked into the United States annually, but this figure does not include the number of victims who are trafficked within the United States each year.

Because human trafficking is more profitable and has a lower risk than drug trafficking, criminal organizations and street gangs are increasingly turning from the drug trade to trafficking in persons. Humans can be moved more openly, with less risk than drugs and other contraband, and can be trafficked multiple times, providing a longer return on investment.

Innovations in technology make it possible for traffickers to recruit victims and customers alike online, manage transactions from remote locations, and use other trafficking victims to make arrangements, thus shielding traffickers from sight and reducing risks of detection. As law enforcement and community efforts shift to track trafficking on the internet and social media, traffickers will follow emerging technologies – not simply to escape detection, but because that is the direction in which society is moving.

The Department fully understands the gravity of the human trafficking trade not only within our jurisdiction, but throughout the world, and remains committed to protecting those most vulnerable from heinous crimes such as human

trafficking in an effort to preserve their basic rights. One of the main goals of the Special Victims Unit is to provide victims with a variety of services and resources to not only bring criminals to justice, but to rebuild their lives.

Within SVU, the Human Trafficking Unit was created to partner with other local, state, and federal agencies in an effort to conduct proactive victim-centered investigations of sex and labor trafficking crimes. Open communication allows for better service to our community, strengthens partnerships, and improves the sense of safety and security in the community. This partnership approach focuses on an intake and referral model to conduct collaborative investigations – and to ensure victims have all the resources they need.

Members of the Human Trafficking Unit partner with plainclothes officers working vice crime to identify prostitutes who may be victims of human traffickers. In addition, inspections of massage establishments are done to not only ensure compliance with health codes, but to also ensure additional victims of trafficking are not present in the establishments.

Our Department leads the country in the filing of "U non-immigrant status visas" (U Visa) for immigrant victims and their immediate family members who have suffered substantial mental or physical abuse as a result of a crime and who are willing to assist law enforcement and government officials in the investigation or prosecution of the criminal activity.

## STATS OF CITY'S HUMAN TRAFFICKING, 2014

Labor cases: 4

Number of human trafficking case investigations: 110

Number of underage victims rescued: 8

First Offender Prostitution Operations: 6 (with 64 arrests)

Human trafficking hot line tips: 60

National Human Trafficking Resource Center (Polaris Project): 10

Massage inspections: 45

Massage and staff workers interviewed: 102 (6 shut down, 4 under criminal investigation)

U-Visas signed: 680



**CHAMBERLAIN INCIDENT**

On May 31, 2014, Ryan Kelly Chamberlain II became the subject of a nationwide FBI search after a series of explosive materials were found in his San Francisco apartment. After more than two days of coordinated efforts between the FBI and the Police Department to locate the suspect, a 9-1-1 call was received reporting a sighting of a person matching the description of Mr. Chamberlain. Officers Rupert Geraldo and Irvin Huerta responded to 603 Mason Street near Crissy Field, a popular tourist area, where Mr. Chamberlain was found sitting in the driver's seat of his white Nissan.

Due to the fact Mr. Chamberlain was considered armed and dangerous posing a direct threat to the community, Officers Geraldo and Huerta did not hesitate or wait for backup and approached the vehicle with great caution. Upon contact, Mr. Chamberlain tensed up and began to struggle with the officers as they were trying to place him under arrest. By this time, backup arrived and with the help of Officer Joshua Olsen and Officer Melvin Maunu, Mr. Chamberlain was eventually placed in handcuffs. In addition, recognizing that the vehicle in which Mr. Chamberlain was located could possibly have explosive materials inside, officers evacuated the area directly around the vehicle to ensure the safety of residents and tourists. A visual inspection of the vehicle was performed and the Department's Explosive Ordnance Disposal (EOD) Unit and FBI Special Agent Bomb Technicians arrived to thoroughly search the car.

Under the request and directions of the FBI, Mr. Chamberlain was transported to the Phillip Burton Federal Building where FBI Agents took custody of him. Officers Geraldo, Huerta, Olsen, and Maunu were recognized by the FBI for their bravery in arresting this fugitive, who was considered dangerous, without regard for their own safety.

**ELDERLY BULLY BANDIT**

This past spring, a callous suspect terrorized at least 16 victims primarily in Japantown and Chinatown. The suspect, an older male dubbed the Elderly Bully Bandit, committed crimes against vulnerable residents of these communities by targeting frail, often non-English speaking, elderly people. The victims' homes were burglarized by this serial burglar who entered their homes and stole whatever he could. Through a concerted teamwork approach with several district station investigations teams, patrol field units, and plainclothes officers, staff from the Criminal Investigation Unit (CIU) conducted a thorough and methodical investigation which led to the successful arrest of a dangerous criminal resulting in the closure and prosecution of 16 burglary cases.

**CLOWN CLAD PHARMACY ROBBER**

The Pill Popper Bandit primarily robbed pharmacies disguised in clown make-up, hats and wigs, all the while threatening his victims with a gun and making demands for prescription drugs or money. The capture of the "Pill Popper" solved nine frightening take-over style pharmacy robberies, as well as three bank robberies in San Francisco. Because of a diligent team effort, investigators were able to solve 34 percent of the year's bank robberies in one month and put an end to the bank robbery spike.

**CHUCK TAYLOR BANDIT**

A string of holdups by a suspect wearing the famous footwear made by Converse began in November and ended on December 16. The man known as the "Chuck Taylor bandit" was arrested within a few short hours of robbing his sixth bank on Irving Street after police obtained photos of the suspect's vehicle, and the information was blasted across to all members via smartphones. With the help of this technology, officers spotted the car later in the day a few miles away on Geary Boulevard.



**HUNTER PENCE SCOOTER**

On May 25, Giants outfielder, Hunter Pence, parked his customized motor scooter outside a restaurant close to AT&T Park. The theft of the famed scooter, which is an iconic trademark of Hunter, had the whole city and social media chats abuzz about what happened to this prized possession.

Although a report was not filed with police, officers began looking for the scooter, receiving tips from the public. Hunter issued a plea for its safe return and even offered a reward, with no questions asked. Three days later during the Giants and Cubs game on May 28, the Department was notified that three subjects were at a ticket window at AT&T Park claiming to have knowledge of the whereabouts of the scooter. Lieutenant Scott Heidohrn and Sergeant Eugene Galeano responded to the location where they met with the three males. Although they did not have the scooter with them, they told the officers where it was located. The officers located the scooter at the McDonald's up the street from the park, took possession of the scooter, and thanked them for "doing the right thing."

The scooter was taken to the Giants' clubhouse and parked next to Hunter's replacement scooter. Hunter was quoted as saying, "This was like a together-we-are-Giant type story."



## Bay to Breakers

On May 18, the running of the Bay to Breakers was held, ending in Golden Gate Park's Panhandle where an after-party is held with over 50,000 racers and spectators participating. After painstaking planning and through diligent enforcement of the zero-tolerance for alcohol, the Department kept public drunkenness to a minimum, with minimal impact on the residents of the area.



## Haight-Ashbury Street Fair

May 29 marked the 37th annual Haight-Ashbury Street Fair which draws over 70,000 people to celebrate the vitality, diversity, and uniqueness of the world-famous neighborhood known as "the Haight." Safety is the primary concern at any event and having this street fair alcohol-free has made it more of a family event.



## Free Concerts in the Park

Alice Radio holds two free summer concerts in Sharon Meadows which draws upward of 15,000 people the area. To open the concert season in June, the crowds at Summerthing 2014 were at the maximum yet the event was incident free. Now and Zen closed the summer and was yet another successful concert without incident.

## 4/20

Each year on April 20, almost 15,000 people come to Hippie Hill in Sharon Meadow to celebrate 4/20 with the main goal of embracing the Haight-Ashbury hippie experience which includes an abundance of marijuana. This year was no different with one exception – the event fell on Easter Sunday. With extensive pre-planning and an excellent staffing plan in place, the event was peaceful for the participants, and the general public using the park for traditional Easter picnics and family gatherings.

**TOGETHER WE CAN  
TOGETHER WE DID**

## Hardly Strictly Bluegrass Festival

The 14th Annual Hardly Strictly Bluegrass festival returns to Golden Gate Park this year with over 100 musical artists on 7 stages located at Hellman Hollow, Marx, and Lindley Meadows. With an estimated 800,000 people attending, the festival is known to be the greatest free concert in the universe held by the Warren Hellman family as a "gift to the city". Although the event was quite large, the Richmond District Station worked diligently with the Alpha Omega Mounted Security to ensure a three day peaceful event for everyone and their families to enjoy. This year's line-up included incredible performers such as Lucinda Williams, Ryan Adams, as well as our festival favorites, Emmylou Harris, Steve Earle, Chris Isaak, Buddy Miller, Ralph Stanley, and many more



## Outside Lands

The festival grounds of the Outside Lands Music and Arts Festival is Golden Gate Park covering the areas of the Polo Field, Hellman Hollow, Marx, and Lindley Meadows. The affiliation and cooperation amongst the Richmond District Station officers, SFFD, the promoters, and event staff were positive and they worked hard to ensure a successful event. MTA was crucial this year in facilitating the safe and expeditious exit for over 65,000 concert fans. Outside Lands is an event filled with great music and various gourmet foods. The 7th annual Outside Lands Festival performers for this year included Kanye West, Tom Petty & The Heartbreakers, The Killers, and Macklemore & Ryan Lewis.

## Carnaval

Carnaval is an annual festival that takes place in the Mission District along the 24th Street corridor over the Memorial Day weekend. This year, the estimated crowd for the final day, Sunday, which culminates with a parade, was over 100,000. Although there were several minor incidents throughout the festival, there were no major incidents or injuries.





# LEGENDS & HEROES

## "THE HERO OF CANDLESTICK"

On October 17, 1989, at 5:04 pm, 27 minutes before Game 3 of the World Series between the Oakland A's and the San Francisco Giants, a 6.9 earthquake struck, shaking the City for 20 seconds, followed by numerous aftershocks. Within seconds, San Francisco was in turmoil with bridges collapsing, fires erupting, and gas lines bursting.



At Candlestick Park within minutes of the initial shock, Baseball Commissioner Fay Vincent came face-to-face with Commander Isiah Nelson III #869, who took control of the scene. Steadfast and calm, Commander Nelson orchestrated the safe evacuation, with the assistance of SFPD officers and stadium staff, of over 60,000 fans in what Vincent later described as, "the American public at its best." Commander Nelson's quick actions throughout the chaos that evening earned him the title of "the Hero of Candlestick Park."

Six months later on April 19, 1990, Commander Nelson was killed when his motorcycle struck a concrete barrier on a closed-off section of the I-280 freeway as he returned from a security detail at Candlestick Park.



TOGETHER WE CAN! TOGETHER WE DID!  
2014 WORLD SERIES



The 2014 World Series once again graced the City By The Bay and, as is their habit, the San Francisco Giants brought home yet another trophy!



There are moments that can bring a community together, such as when the local nine win their third World Series Championship in the past five years! When the City celebrates, your SFPD is there every step of the parade to share the joy and ensure your safety! GO GIANTS!!!



# DEPARTMENT OVERVIEW

As 2014 came to a close, the Department was successful in keeping our promise to make San Francisco the safest big city in the United States. To support this statement, we continue to see a downward trend in gun violence, which declined for the eighth consecutive year - over 47 percent from what it was in 2007.

One of the major threats to safety, homicides, was down by 6 percent when compared to 2013, ending the year with 45 – which is equal to the total for 2009 and represents the lowest number since 1963 when there were 42. Following a spike in violence in 2012, especially homicides, the Mayor's Office introduced IPO program IPO – Interrupt, Predict, and Organize. The Department continued to employ these strategies to “interrupt” the violence by combining successful community policing techniques and proven enforcement efforts. This includes the use of a zone strategy and redeployment of resources to hot spots immediately following a violent incident.

In order to continue our efforts to return our sworn staff to the Charter-mandated level of 1,971 officers, 143 officers graduated from the academy and were added to the streets of San Francisco. The Deferred Retirement Option Program (DROP) came to a close in June 2014, and coupled with other planned retirements, 118 experienced officers said farewell. However, with the continuance of using the funds earmarked for

upcoming academy classes, the Department began to see an increase in sworn staff for the first time since 2009.

Interacting with community youth continues to be a top priority as research has shown that through positive interactions, the cycle of violence can be interrupted. In addition to these interactions, the Department took a look at other critical events that could negatively impact a child's development. One major



Terray Sylvester/SFGate

accomplishment was the creation of a department-wide policy on how to effectively interact with and provide for children whose parents are being detained and/or arrested. A training video was produced to accompany the policy and demonstrated how devastating these situations can be on children. Lauded for its approach, we are proud that this policy and training tool has been adopted by the International Association of Chiefs of Police as a model for law enforcement.

Several major projects were completed, including the final construction phase of the new Public Safety Campus, which is slated to

open in Mission Bay in April 2015 and will be home to the Department's Headquarters (PHQ). In addition to coordinating the move of over 400 employees, the PHQ project required the realignment of all police districts to accommodate the relocation of the Southern Station to the new facility, which is currently in the Bayview District. This overall shift of neighborhoods into new districts required a coordinated effort by all stakeholders, especially the residents of the affected areas, and community meetings were held in order to incorporate all ideas and alleviate any concerns. The new districts will take effect in Summer 2015.

Protecting our community is our job, but providing for those who need assistance most is our privilege. Throughout the year,

thousands of hours have been donated by Department personnel to non-profit organizations in an effort to enrich the lives of those who are dependent upon others. Special Olympics, Make-a-Wish, the Janet Pomeroy Center, St. Anthony's, and the Self-Help for the Elderly are just a few of the organizations that provide services within our city – and truly make a difference.

It is this dedication, along with the support and collaboration of the community, to this great city that we are able to move forward for yet another year making San Francisco the most desirable place to live.

# COMMAND STAFF



GREGORY P. SUHR  
CHIEF OF POLICE



CHARLIE ORKES  
DEPUTY CHIEF  
SPECIAL OPS BUREAU



HECTOR SAINEZ  
DEPUTY CHIEF  
OPERATIONS BUREAU



DENISE SCHMITT  
DEPUTY CHIEF  
AIRPORT BUREAU



DAVID SHINN  
DEPUTY CHIEF  
ADMINISTRATION BUREAU



LYN TOMIOKA  
DEPUTY CHIEF  
CHIEF OF STAFF



MIKAIL ALI  
COMMANDER  
MUNICIPAL TRANSPORTATION



RICHARD CORRIEA  
COMMANDER  
AIRPORT BUREAU



SHARON FERRIGNO  
COMMANDER, OPERATIONS  
GOLDEN GATE DIVISION



JOHN JOSEPH GARRITY  
COMMANDER  
AIRPORT BUREAU



ROBERT MOSER  
COMMANDER  
INVESTIGATIONS



MICHAEL REDMOND  
COMMANDER, OPERATIONS  
METRO DIVISION



GARRET TOM  
COMMANDER, OPERATIONS  
GOLDEN GATE DIVISION

# 2014 CRIME STATISTICS

Innovation through technology and community policing strategies continues to go hand-in-hand. Due to the success of instant information in the palm of the hand with the deployment of smartphones, major criminal activity has been stopped in its tracks on several occasions throughout the year. Notable arrests were made by sharing incident information, including photos, within minutes of occurrence. In a pilot program, the Traffic Unit began using handheld citation devices with the goal of reducing paperwork and increasing the accuracy of data collected, again, all in the palm of the hand.

This past year, the overall number of Part 1 crimes reported as part of the FBI's Uniform Crime Reporting program decreased by 5.18 percent when compared to 2013 data. Property crimes were down 5.27 percent and Violent Crime was down 4.52 percent.

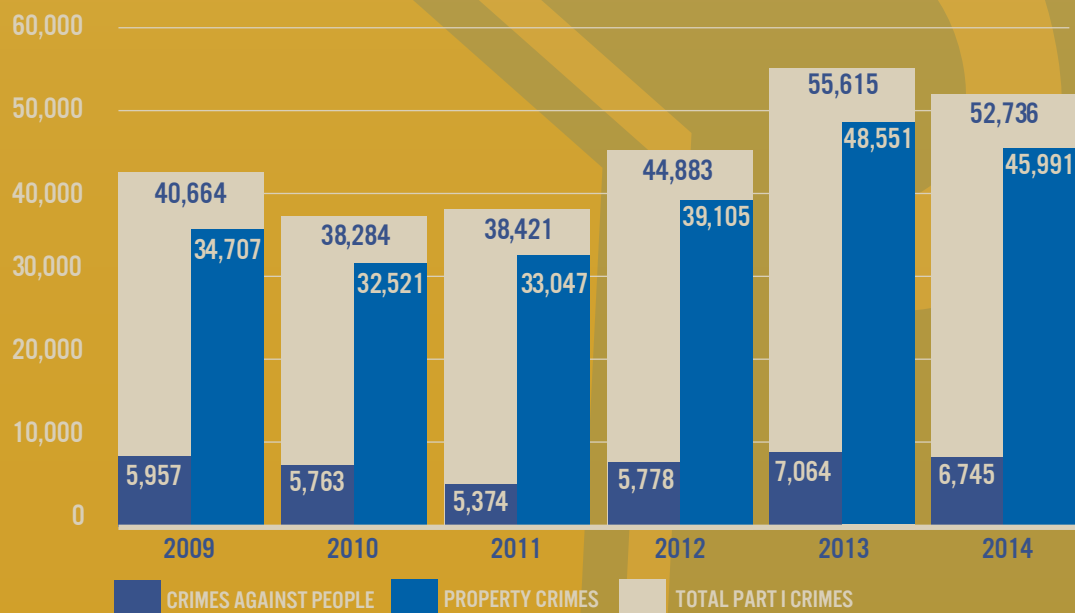
There was a need to address the continued rise in the number of robberies and other theft categories,

including auto thefts and auto burglaries, over the past three years following the implementation in October 2011 of the Public Safety Realignment Legislation (AB 109 and AB 117). By partnering with other law enforcement and criminal justice agencies, the goal is to continue to analyze the long-lasting effects of the provisions of Realignment and develop strategies to address criminal activity by individuals on post-supervision release with a focus on restorative justice programs. Coupled with recently passed legislation, including Prop 47 in November 2014 which changed certain offenses from felonies to misdemeanors ensured non-violent crimes of under \$950 were not charged as grand theft, the Department continues to see an increase in low-level criminal activity.

Although there was a decrease in larceny/theft of 6.14 percent, the number remains high compared to the 10-year average.

| OFFENSES                   | 2013  | 2014                  |
|----------------------------|---|-----------------------|
| HOMICIDE                   | 48  | 45                    |
| RAPE                       | 161   | 317*                  |
| ROBBERY                    | 4,202   | 3,267                 |
| AGGRAVATED ASSAULT         | 2,653   | 3,116                 |
| BURGLARY                   | 5,931   | 5,291                 |
| LARCENY/THEFT              | 36,527  | 34,284                |
| AUTO THEFT                 | 5,866   | 6,175                 |
| ARSON                      | 227   | 241                   |
| <b>TOTAL PART I CRIMES</b> | <b>55,615</b>   | <b>52,736</b>         |
|                            | DIFFERENCE 2013-2014  | % OF CHANGE 2013-2014 |
| HOMICIDE                   | ▼ 3   | ▼ 6.25%               |
| RAPE                       | Data cannot be compared due to change in UCR definition of rape per FBI and DOJ |                       |
| ROBBERY                    | ▼ 935   | ▼ 22.25%              |
| AGGRAVATED ASSAULT         | ▲ 463   | ▲ 17.45%              |
| BURGLARY                   | ▼ 640   | ▼ 10.79%              |
| LARCENY/THEFT              | ▼ 2,243   | ▼ 6.14%               |
| AUTO THEFT                 | ▲ 3095  | ▲ .27%                |
| ARSON                      | ▼ 14  | ▼ 6.17%               |
| <b>TOTAL PART I CRIMES</b> |   |                       |

## TOTAL PART I CRIMES

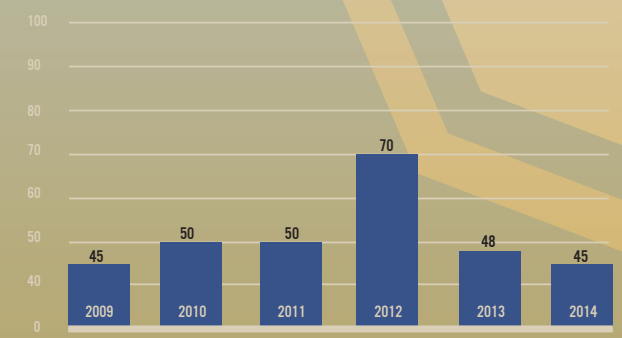


It is important to note that the data used in the 2013 Annual Report were statistics collected through the CompStat program, not the Uniform Crime Reporting stats. As such, there is a difference in the statistics when comparing the two published reports. In an effort to ensure all statistics are reported consistently, the Department worked throughout the year to create one source of collected data which is now used across the board.

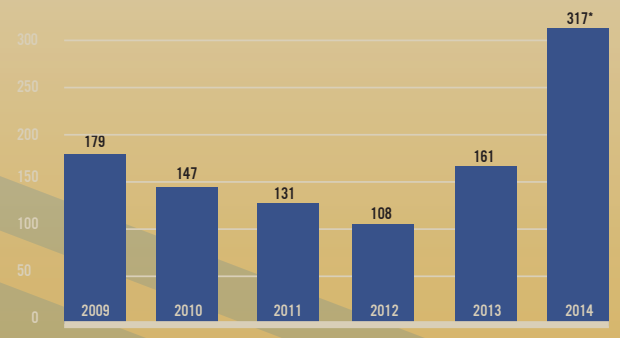
In addition, the number of rapes reflected in the 2014 UCR stats increased dramatically as data now reflects the expanded parameters of forcible rape based on the FBI/UCR definition. This definition now includes penetration, no matter how slight, with any body part or object without the consent of the victim. The Department will be able to compare the rate of rapes occurring from this point forward.

## CRIMES AGAINST PEOPLE

### HOMICIDE

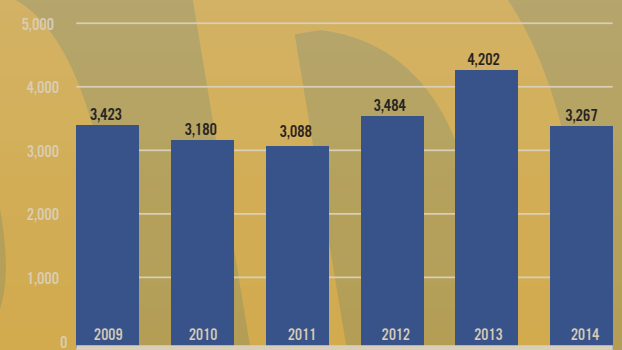


### RAPE

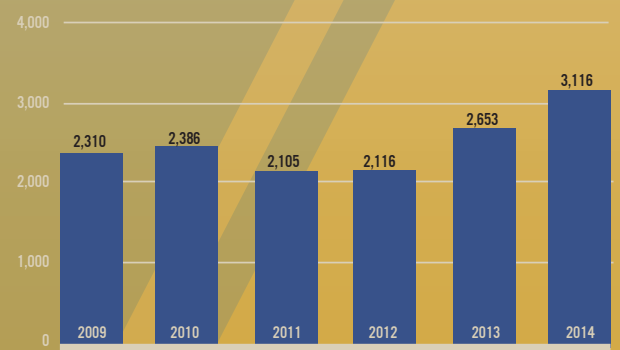


\*Based on the new UCR definition of Rape per FBI, DOJ

### ROBBERY

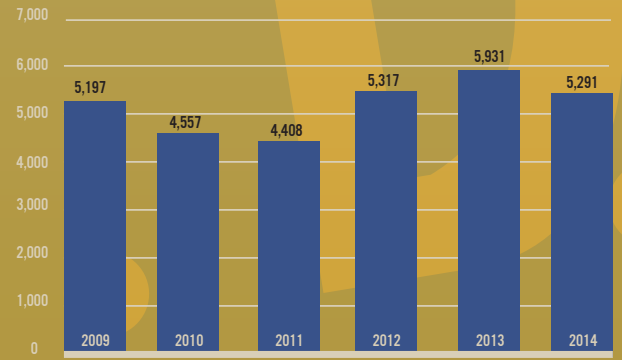


### AGGRAVATED ASSAULT

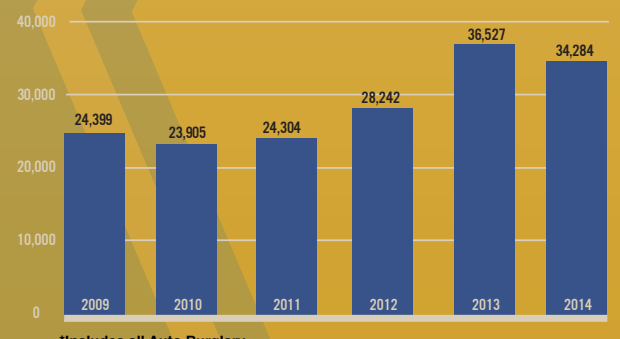


## PROPERTY CRIMES

### BURGLARY RESIDENTIAL AND COMMERCIAL

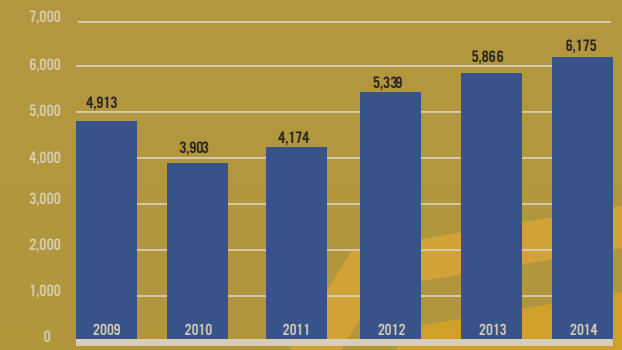


### LARCENY/THEFT\*

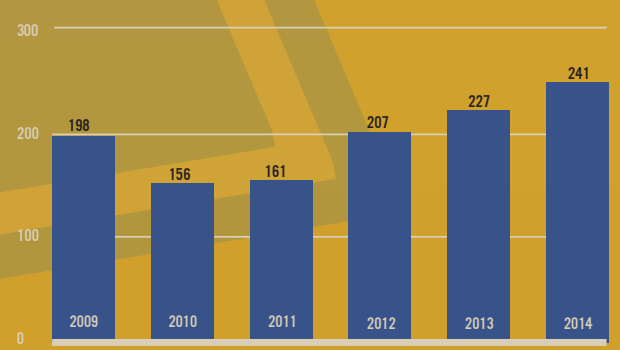


\*Includes all Auto Burglary

### AUTO THEFT



### ARSON



DATA SOURCE: UCR/CABLE, HOMICIDE DETAIL, SPECIAL VICTIMS UNIT, ARSON TASK FORCE



# HOMICIDES & GUN VIOLENCE

One of the main strategies in reducing gun violence causing injury and death is through partnerships. The Department actively participates in a number of campaigns and working groups aimed at identifying the causes of violence, and more importantly, how to prevent the continuance of this behavior.

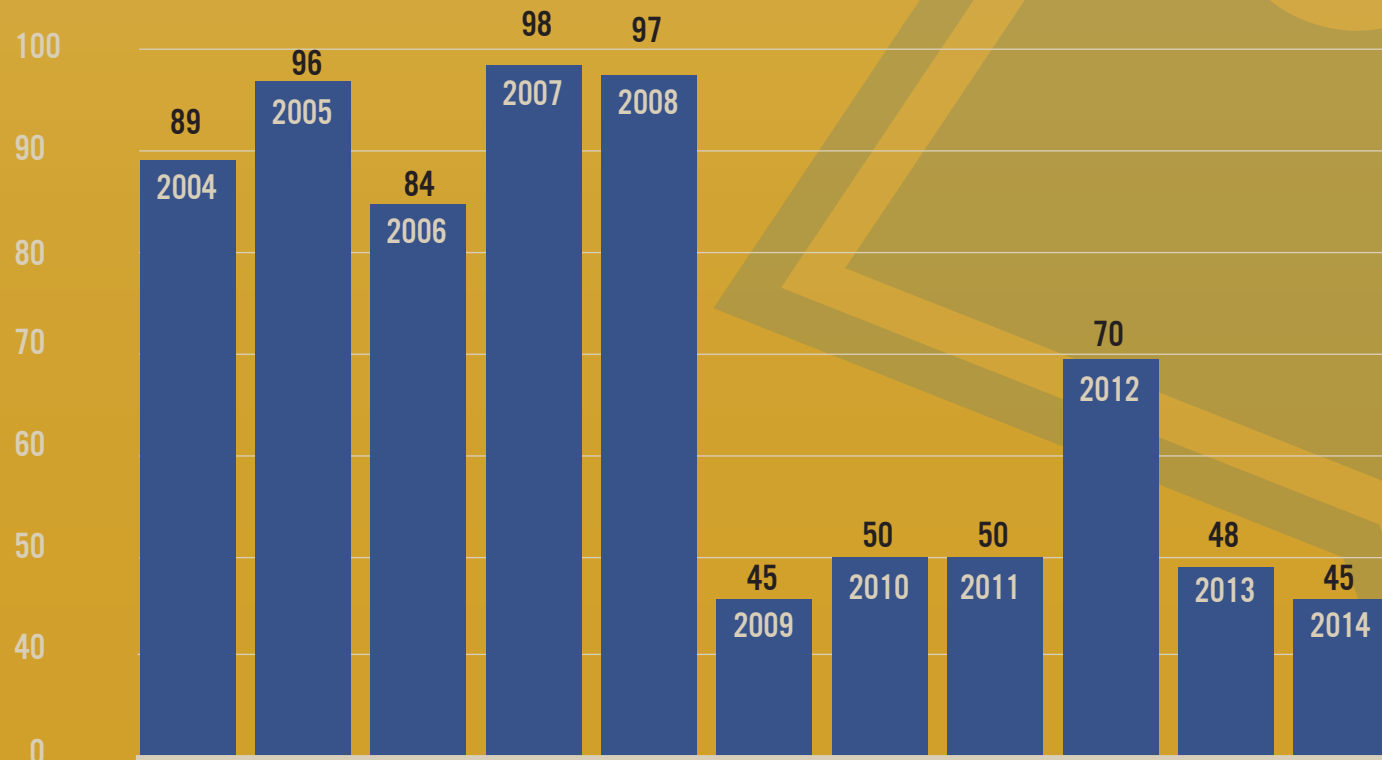
A component of the Mayor's Interrupt, Predict, and Organize (IPO) program is the Street Violence Intervention Program (SVIP), which is an outreach and crisis response program created to reduce and intervene in youth-related street violence. As part of the Street Violence Response Team (SVRT), the SVIP group is concentrating on youth outreach to interrupt violence patterns and to provide critical services to those identified as living in at-risk and underserved neighborhoods.

This plan is a group approach to deploy deliberate intervention strategies in neighborhoods experiencing a large number of violent crimes. Through coordination of social services, education, providing employment opportunities, and initiated effective enforcement activities, the goal is to reduce gun violence now and the probability of it occurring in the future by reinforcing positive behavior

in youth as a means to redirect possible criminal activity. In July, a spike in homicides occurred including two incidents in one day; one in the Ingleside's Visitation Valley in the early morning hours and the other in Bayview's Hunters View six hours later. A link between the two killings was quickly formed through the use of crime cameras, CSI processing, and the networking of Homicide investigators with district station personnel. Within 24 hours, two suspects were arrested by Bayview officers after Homicide investigators released crime bulletins identifying the two suspects.

During the same month, two homicides occurred two days apart, separated by a mere three city blocks. Once again, a link between the two killings was formed by investigators which led to an arrest in one of the homicides. In September 2014, a murder that stunned Mission District residents was captured on cell phone video by a witness, who later provided the footage to investigators. The footage showed the brutal assault and murder of a 20-year-old man at a busy, well-traveled corner of 24th and Capp Streets. Through state-of-the-art investigative techniques and help from the public, two brothers, 21- and 26-years-of-age, were arrested for the homicide.

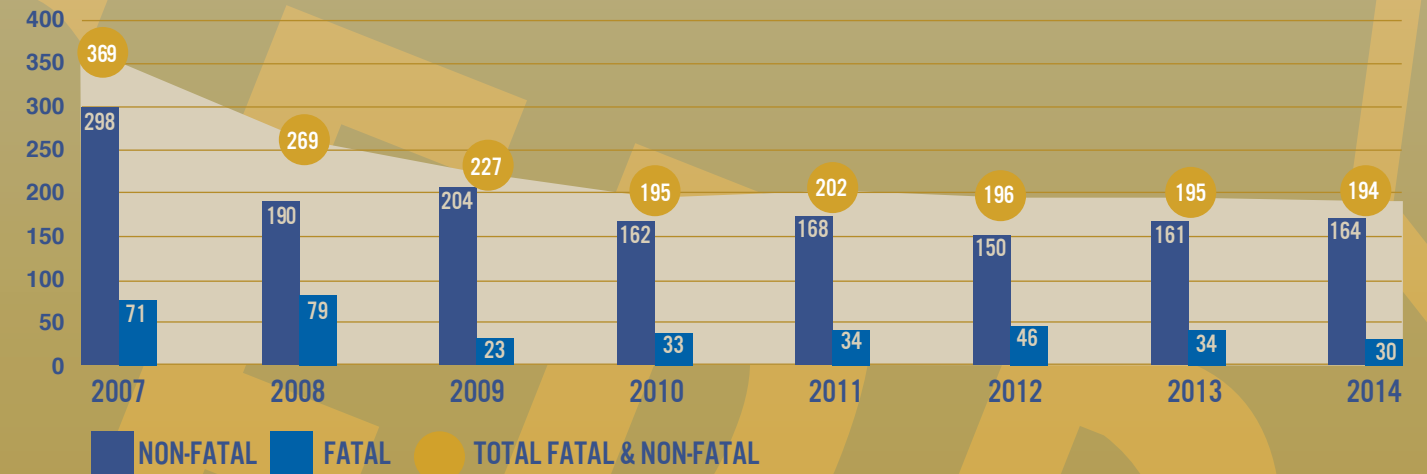
## HOMICIDES



## SHOOTING VICTIMS (Non-Fatal and Homicides with Firearm) 2007-14

In tracking gun violence, the Department combines the number of individuals injured by a firearm with those killed with a firearm for a total measure. The Department also tracks the number of shooting incidents, with and without victims. By verifying all gunfire tracking alerts and reports of gunshots with an in-field investigation, this ensures reported shooting incidents are confirmed gun-related incidents and not the result of fireworks, vehicle backfire, or other loud noise.

In an effort to reduce gun violence, efforts this past year included work by Gang Task Force investigators who worked closely with other local law enforcement agencies, as well as state and federal agencies, to reduce violent criminal gang activity. One of these collaborative efforts resulted in the indictment and arrest of 14 violent gang members who were charged with racketeering, murder, attempted murder, gun possession, and other charges after a lengthy, four-year investigation.



## LAW ENFORCEMENT OFFICERS KILLED OR ASSAULTED DATA

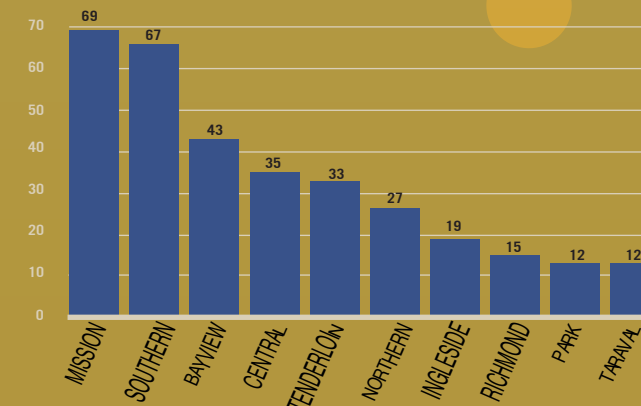
This past year, 333 officers were assaulted in 223 incidents within San Francisco. The district with the most assaults on officers was Mission, 69 officers, followed by Southern with 67 assaults. The districts with the least amount of officers assaults were Park and Taraval; each with 12. Thankfully, there were no in-the-line-of-duty deaths, the last one being in 2006. A further analysis of the numbers

shows 80 percent of the officers assaulted in 2014 were the first to arrive on scene, with 82 percent arriving in a vehicle with two or more officers. Only 22 percent of incidents involved alcohol, which is a significant decrease from the last comparison in 2012 which was 39 percent. In 2014, four percent of assaults occurred while the suspects were in a drinking establishment.

of weapon used against officers is categorized as hands, fists, and feet. The use of firearms, knives, or other cutting instruments and other dangerous weapons has decreased. In 2012, 38 percent of assaults included weapons compared to 28 in 2014. In 2014, 86 percent of officer assault cases were cleared.

Assaults increased as the day progresses with the most common time an assault occurs is between 7 p.m. and 10 p.m. The least amount occurred in the early morning between 6 a.m. and 7 a.m. The highest number of assaults happens on Saturdays, 19 percent, and the lowest incident are Tuesdays and Fridays with 9 percent.

### ASSAULTS AGAINST SF POLICE OFFICERS BY DISTRICT



The two most common calls, 61 percent, resulting in assaults on officers are investigating suspicious circumstances and disturbances. The most common type

### ASSAULTS AGAINST SFPD POLICE OFFICERS

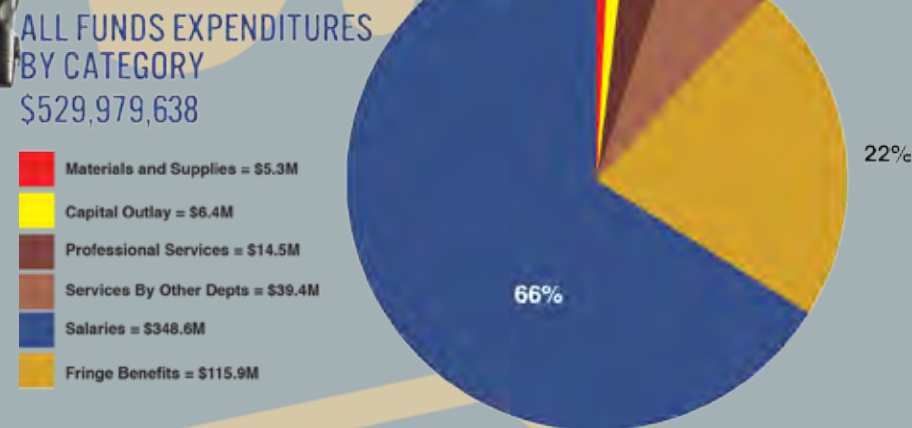
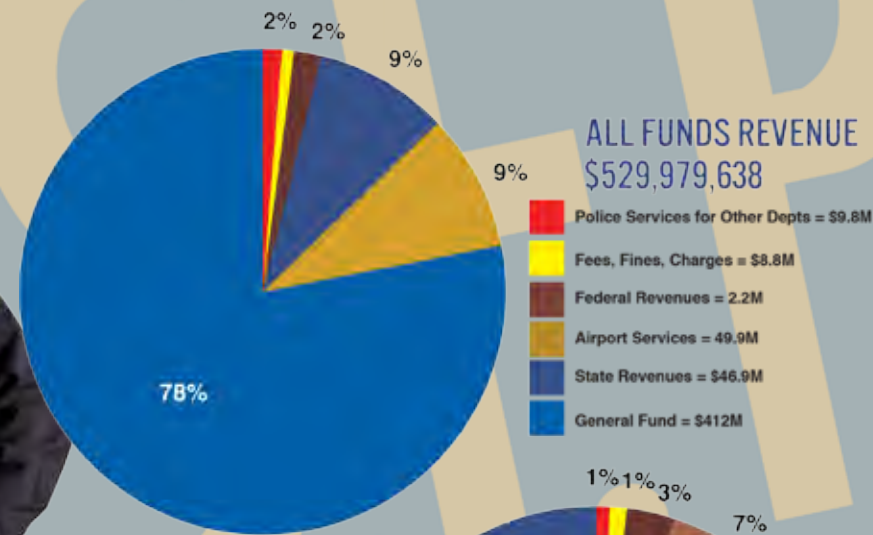
| 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|------|------|------|------|------|------|
| 400  | 344  | 420  | 420  | 419  | 333  |

Data Sources: UCR/CABLE, SFPD, LEOKA Database  
UCR definition counts Assaults Against Police Officers (LEOKAs) as per officer, not per incident

# BUDGET & STAFFING

The Fiscal Year (FY) 2014-15 proposed budget of \$529.9 million for the Police Department is \$38.9 million, or 7.9 percent, higher than the FY 2012-13 budget of \$492.1 million. A significant portion of this increase is due to the rise in salary and fringe benefits costs, which represent approximately 88 percent of the budget. The cost for major expenses, materials, and supplies remained steady.

| FUNDING SOURCE   | FY 09-10      | FY 10-11      | FY 11-12      | FY 12-13      | FY 13-14      |
|------------------|---------------|---------------|---------------|---------------|---------------|
| GENERAL FUND     | \$345,158,182 | \$346,464,016 | \$353,986,061 | \$375,230,863 | \$407,431,936 |
| NON-GENERAL FUND | \$97,014,237  | \$99,016,107  | \$107,821,130 | \$116,893,368 | \$122,547,702 |
| TOTAL            | \$442,172,419 | \$445,480,123 | \$461,807,061 | \$492,124,231 | \$529,979,638 |



# STAFFING

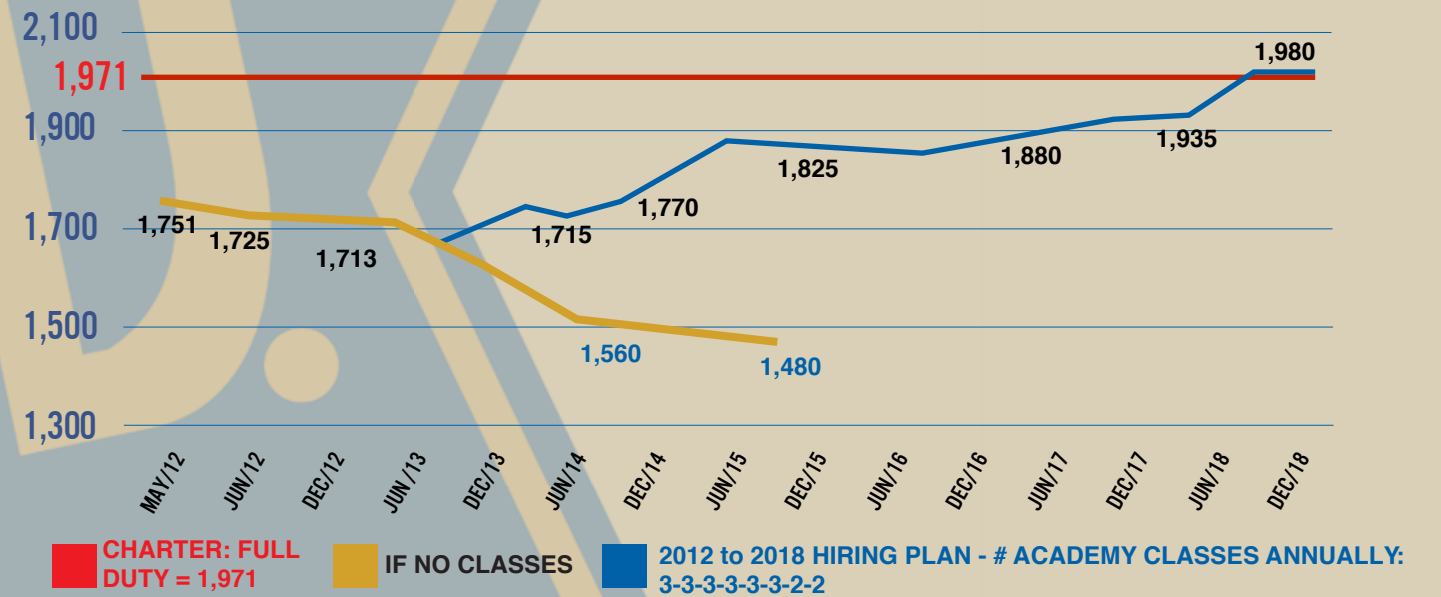
The Department is mandated by the City Charter to maintain a sworn staff of 1,971. This does not include the number of officers assigned to the Airport, which averages approximately 150 positions, nor does it take into account the number of officers not available for field duty for a variety of reasons including recruits attending the 32 week Police Academy, and on-duty injuries, temporary modified duty, medical leave, and administrative leave, which averages close to 15 percent or 300 positions.

During 2014, the Department averaged 1,691 total full-duty sworn officers; 280 below the mandated figure.

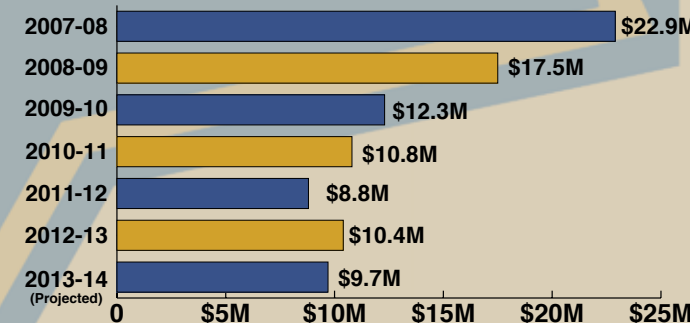
The budget added 61 sworn positions which is the amount needed to continue the six-year hiring plan. The Department is beginning to reach the point where the number of officers hired is more than the number of officers retiring. This will increase the sworn FTE annually through 2018 to return staffing to the 1,971 charter mandated level.

The increase in civilian positions total 10, including four new public service aides needed for security at the new Police Headquarters, plus two new public service aide supervisors at the Airport to supervise night shifts. The balance of the increase is the annualized funding of last year's 31 re-civilianization positions.

## MULTI-YEAR STAFFING PLAN TO REACH 1,971 FULL DUTY



### OVERTIME



### BUDGETED VS. FILLED FULL-TIME POSITIONS (FTE)

| FULL-TIME POSITIONS | FY 09-10 |        | FY 10-11 |        | FY 11-12 |        | FY 12-13 |        | FY 13-14 |        |
|---------------------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|
|                     | BUDGET   | FILLED | BUDGET   | FILLED | BUDGET   | FILLED | BUDGET   | FILLED | BUDGET   | FILLED |
| SWORN               | 2,558    | 2,326  | 2,552    | 2,236  | 2,340    | 2,189  | 2,212    | 2,168  | 2,201    | 2,119  |
| CIVILIAN            | 476      | 432    | 495      | 424    | 502      | 428    | 445      | 411    | 495      | 462    |
| FTE                 | 3,034    | 2,758  | 3,047    | 2,660  | 2,842    | 2,617  | 2,657    | 2,579  | 2,696    | 2,581  |
| DIFFERENCE          |          | -276   |          | -387   |          | -225   |          | -78    |          | -115   |

TOGETHER WE CAN  
TOGETHER WE DID

# ADMIN BUREAU

THE PRIMARY FUNCTION OF THE ADMINISTRATION BUREAU IS TO PROVIDE TECHNICAL AND ADMINISTRATIVE SUPPORT TO THE DEPARTMENT BY FURNISHING A WIDE VARIETY OF SPECIALIZED SERVICES. THE BUREAU HAS THE OVERALL RESPONSIBILITY FOR FLEET OPERATIONS, PROCUREMENT OF SUPPLIES, PERSONNEL FUNCTIONS, TECHNOLOGY, FORENSIC SERVICES, AND THE MAINTENANCE AND RELEASE OF POLICE REPORTS TO THE PUBLIC. THE BUREAU PERFORMS A VARIETY OF SERVICES IN THE AREAS OF BUDGET MANAGEMENT AND LOGISTICAL SUPPORT, INCLUDING THE PLANNING AND OVERSIGHT OF THE NEW POLICE HEADQUARTERS PROJECT SLATED TO OPEN IN 2015.

**THE BUREAU STRIVES TO ENHANCE AND IMPROVE UPON THE QUALITY AND EFFICIENCY OF THE SERVICES PROVIDED. EACH DIVISION AND UNIT WITHIN THE BUREAU PROVIDES SPECIFIC SERVICES TO MEMBERS, BOTH SWORN AND CIVILIAN, AND TO MEMBERS OF THE PUBLIC.**

**THE BUREAU IS COMPRISED OF: BUREAU HEADQUARTERS, CRIME INFORMATION SERVICES, EDUCATION AND TRAINING/ACADEMY, FISCAL, FORENSIC SERVICES, STAFF SERVICES, AND TECHNOLOGY.**

#### THE EDUCATION AND TRAINING DIVISION

The primary function of the Education and Training Division is providing members with basic and continuing professional training. The Academy is responsible for ensuring all members are trained according to state and legislative mandates and are informed of all changes to laws, as well as Department policies and procedures. The division is separated into five units; Basic Training Office, Field Training Office, Professional Development Unit, Video Productions, and the Range.



With a dedicated and professional staff, the division is able to fulfill its mission to enhance professionalism throughout the Department through quality education, training, and support. The goal is to deliver a training program that meets or exceeds standards and serves needs of the members of the police department and the community it serves.

The Education and Training Division has set key goals for 2015 which include the development of training programs that will ensure all members are provided with the knowledge and tools to perform their duties beyond the expectations of the Department and the community. Training programs also will be available to enhance the professional development of our all the sworn and civilian members.

These efforts will be achieved by providing members with nationally recognized leadership and risk management courses, delivering POST-mandated continuing professional training (CPT) through the POST Learning Portal, leveraging technology to enhance our ability to deliver 25 percent of roll call training through the internet/intranet, provide training opportunities to all Department members, promote life fitness to all members through healthy eating and exercise through quarterly publications, and increase the Academy's use of social media (Twitter, etc.) to promote recruit achievements and community/youth engagements.



#### Basic Training Office

The duration of the Basic Academy is seven months and consists of 1,208 hours of instruction, which provides all police recruits with a solid educational and experiential foundation to become outstanding police officers. The goal is to prepare all recruits mentally and physically to assume the role and responsibilities of a peace officer upon graduation. Currently the Basic Academy is mandated to train and develop 150 new police officers each fiscal year, with the goal of increasing the number of academies and recruits in 2015.

A highlight of the curriculum offered during the Basic Academy is the Youth Engagement program. As an essential part of the Department's commitment to community policing, especially pertaining to youth, this program was implemented to demonstrate to recruits the impact positive interactions with youths can have on the lives of our children. During the Academy, recruits volunteer and participate in numerous youth engagement



activities and events throughout the city. Strengthening police-community relations and encouraging neighborhood camaraderie by participating in neighborhood events continues to be a focus of the San Francisco Police Department.

#### The Field Training Office

The Field Training Office (FTO) provides further guidance, training, and support to newly appointed police officers. The program affords new officers the opportunity to demonstrate their knowledge, skills, and abilities through a 16-week standardized training program. With close supervision, one-on-one training, and guidance from a certified Field Training Officer (FTO), the new police officer demonstrates his/her ability to perform as a competent solo officer.

#### Professional Development Unit

The primary function and role of the Professional Training Development is to deliver continuing education to veteran officers to maintain their knowledge, skills, and abilities related to their peace officer duties. Leadership, risk management, supervisory, and investigative courses are also offered to further develop members.

Certified and professional training delivered to sworn and civilian members includes physical training and defensive tactics, as well as continued professional training and



advanced officer training programs (CPT/AO), including:

**Crisis Intervention and Suicide Prevention:** These training courses provide police officers with an opportunity to understand and respond compassionately and effectively to members of the community who are in crisis.

**Cultural Diversity:** Exposure to the diverse people and communities in San Francisco enables our officers to provide service with empathy, understanding, compassion and patience.

**Emergency Vehicle Operation Course (EVOC):** This training provides initial instruction and refresher courses in the area of operating an emergency vehicle.



**First Aid and CPR:** Police officers are often the first on scene and may be required to provide basic first aid to members of the community.

**Force Options and Defensive Tactics Course:** This training provides initial and refresher training in the area of how and when to use force. The course includes the use of weapons and physical tactics to control a suspect using an appropriate and measured level of force according to all laws and Department policies.

**Tactical Communication:** The de-escalation of the situation can be heavily dependent on an officer's ability to listen and tactfully, professionally, skillfully communicate with a member of the community.

**TOGETHER WE CAN  
TOGETHER WE DID**



#### Video Production Unit

The Video Production Unit (VPU) produces training videos for Academy recruits as well as veteran officers. The unit also memorializes activities and events, including ceremonies and youth engagement, with videos and still photographs.

This past year, staff assigned to VPU accompanied the Operation Genesis group to Ghana, Africa, to capture this historic trip. An informational film was produced and released to demonstrate the Department's commitment to community youth.

#### The Range

The function of the Range is to provide training to ensure the sworn members of the Department are proficient and qualified in the proper use of firearms. This training is directed toward officers and recruits becoming safe, confident, and skilled in the use of their issued weapons.

This is accomplished through a variety of POST-certified training such as Basic Firearms Training, semi-annual qualifications, and specialized courses as required by the Department's needs.

This training is provided on two levels and includes the actual training and qualification in the use of firearms as well as the use of these weapons in a simulator that evaluates judgment and tactics.

The Education and Training Division also provides additional programs and support services in the following areas:

#### Auxiliary Law Enforcement Response Team

The ALERT (Auxiliary Law Enforcement Response Team) is a citizen disaster preparedness program designed for volunteers. The goal of the program is to locate, train, and then coordinate volunteers to safely perform essential tasks after a major disaster.

#### Information Technology Training Unit

The Information Technology Training Unit (ITTU) continues to work with the Department's Technology Division to ensure that training is available to all Department members in existing and newly developed technology programs.

#### Reserve Unit

The Reserve Unit consists of officers that supplement full-time officers in a variety of duties throughout the Department. They patrol in vehicles, on foot patrols, or on bicycle patrol. This program is ideal for individuals who have an established career and do not wish to make a full transition to full-time police officer.



#### CRIME INFORMATION SERVICES DIVISION

The Crime Information Service Division (CIS) is responsible for the management of records, property control, and crime analysis. CIS maintains a database for all stolen, lost, and recovered property entered into evidence, as well as property destroyed according to regulations and mandates. The division maintains all evidence and found property in a secure facility. In addition, CIS compiles statistics and performs analysis for strategic management of Department resources.

**The Records Management Unit** has the primary function of the collection, storage, and distribution of all incident reports. These reports are submitted by both Department members and outside agencies, as well as by members of the public via online reporting and the City's 3-1-1 system. Over the course of 2014, Records processed nearly 130,000 reports. The unit also keeps and maintains historic records, with the added responsibility of digitizing almost all of the Department's police records and files. All digital records are searchable and are able to be used for statistical and investigative purposes.

**The Property Control Unit** has the primary function of the collection and storage of evidence from the district stations. Additionally, the unit maintains the important chain of custody for approximately 335,000 evidentiary items at four separate locations. Property also has the duty of tracking and maintaining the Department's radios, stars, and uniform equipment.

### THE PROPERTY CONTROL UNIT MAINTAINS THE IMPORTANT CHAIN OF CUSTODY FOR APPROXIMATELY 335,000 EVIDENTIARY ITEMS

Through the end of 2014, approximately 62,000 items were booked as either evidence or property for safekeeping. Of those, just under 6,000 of the items booked for evidence were narcotics, 1,567 were firearms, and 783 were bicycles. Of the firearms booked into evidence, some were able to be returned to their rightful owners and 793 were destroyed. Property Control also assists with the Department's gun buyback programs, collecting 353 unwanted firearms this past year. Over the next several months, Property Control will be sending a total of 2,198 firearms for destruction.

Continuing the bicycle donation program, this year the unit was able to donate approximately 650 unclaimed bicycles to the San Francisco Human Services Agency. While the

Department makes every effort to return lost and stolen bicycles to their rightful owners, we are more than pleased to be able to donate unclaimed bikes to those in need.

### THE GRANTS UNIT OVERSAW 37 GRANTS TOTALING \$27.7 MILLION IN ADDITIONAL FUNDS FOR THE DEPARTMENT

#### FISCAL DIVISION

The Fiscal Division is responsible for the development and oversight of the Department's operating budget. In addition, the Fiscal Division is responsible for assisting in and responding to audits from federal, state and local agencies. The Division is staffed by 14 full-time civilians.

**The Budget Unit** is responsible for the development and administration of the annual Department budget of \$526 Million. Staff in this unit monitors revenue and expenditures to ensure compliance with the adopted budget and monitors overtime usage and compliance with the City's overtime ordinance on a bi-weekly basis. Staff also conducts important, difficult, complex, and sensitive analytical work that has a substantive impact on the operations of the Department.

**The Accounting Unit** is responsible for processing all payments to vendors as well as interdepartmental work orders. Staff processes all employee reimbursements, which is done in a timely manner, and is responsible for procuring all equipment and supplies for the Department.

**The Grants Unit** identifies reviews, prepares, and submits grant proposals to secure additional funding for equipment and personnel. Grant proposals are written and submitted throughout the year in coordination with Command Staff, the Police Commission, and Board of Supervisor. When grant funds are received, the unit is responsible for implementing, managing and monitoring compliance with grantor requirements. This past year, the Grants Unit monitored 37 grants totaling over \$27.7 million. Monies received from the grants funded the bulletproof vest replacement program, selective traffic enforcement (sobriety checkpoints, pedestrian safety/education), and the forensic DNA Backlog reduction program.

**The Storeroom Unit** manages the procurement of all supplies needed by Department personnel and distributes the items to district stations and specialized units. This includes stationary items, office supplies, and cleaning products. The unit also has reproduction services including printing of brochures, pamphlets, and other materials needed by staff.



### THE FORENSIC DIVISION

The Forensic Services Division is comprised of several separate units which utilize scientific methods to develop investigative leads in criminal investigations and maintain criminal history databases. The Crime Scene Investigations Unit, Criminalistics Laboratory, and Identification Unit all serve as resources to the Department to aid in the investigations of crime and the proper identification of offenders. The division also assists other law enforcement agencies and City departments.

### The Crime Scene Investigations Unit (CSI)

is comprised of several sub-units of highly-trained personnel dedicated to their respective disciplines such as crime scene and evidence processing; fingerprint analysis and comparison; multimedia, video, and computer forensics; and photography and digital image archiving and production. Staff is responsible for the documentation, cataloging, retrieval, and processing of critical evidence from the scene of crimes. The methodical process extends into today's digital age with the use of personal electronics, video, and data extraction.

Over the last year, the CSI and Multi Media units processed over 2,400 crime scenes, actively collected and investigated several hundred cases involving video, computer, and cellular phone generated crimes, and worked

closely with the Investigations Division to solve criminal cases, often testifying about the scientific methods used to locate and extract critical evidence in major cases.

In addition the Photography and Video units are often called upon to photograph and or videotape civic and departmental affairs. Members undergo extensive, ongoing training to stay abreast of developing methods and technology.



The Criminalistics Laboratory, which is accredited by the American Society of Crime Lab Directors (ASCLD), is comprised of dedicated criminalists who utilize advanced technology to examine evidence in a scientific manner to obtain the best data. This information is used as either an investigative lead or definitive identification and provides investigators and the courts with information which assists in the prosecution of criminal offenses. The Crime Lab consists of several sub-units committed to their respective fields which include Forensic Biology (DNA Unit), who extract and identify DNA evidence from crime scene evidence and suspects; Firearms and Toolmark Analysis,



### The Identification Unit

Staff of the Identification Unit uses their fingerprint expertise 24-hours a day, 7-days a week to ensure the integrity of the criminal history rap sheet of all arrests in the city. This work includes performing fingerprint comparisons for court testimony and testifying in court as expert witnesses. Additionally, staff is responsible for capturing biometric information such as photographs, fingerprints, and palmprints using sophisticated electronic fingerprint equipment, executing searches against the Automatic Biometric Identification System (ABIS) of known and unknown subjects, registering sex, arson, and narcotics offenders per the court orders, searching for additional warrants on new arrests, processing fingerprints on citations for court, ensuring court numbers match the proper subject, and assisting investigators in searching

Impression Evidence who compare toolmarks, ballistics and firearms; Forensic Breath Alcohol Unit who calibrate devices, interpret results, and train sworn personnel in the use of technology used to detect alcohol in an inhibited driver offender; Gunshot Residue Analysis who analyze evidence in relations to fired weapons.

All Crime Lab units adhere to strict guidelines, including the DNA Unit is responsible for the adherence to the U.S. DOJ FBI, CODIS Database and Quality Assurance Program. In addition, the Firearm and Toolmark Unit serves provides information related to crimes involving firearms, and provides expert testimony of the results and conclusions reached during an analysis. The type of examinations performed by the Firearm and Toolmark Unit include firearm function testing, NIBIN Database entry and comparison, microscopic comparison of fired ammunition components (bullets and cartridge cases and shot shells), serial number restoration, muzzle to garment distance determination, and traditional toolmark comparison of bolt cutters, screwdrivers, and like evidence. Last year in 2014, the Crime Lab received over 1,500 requests for DNA analysis and over 500 requests for firearms and toolmark comparisons.

local, state, and federal fingerprint repositories of known subjects against unknown subjects.

This past year, staff processed a total of 46,952 fingerprint requests including 21,770 criminal, 667 juvenile, 3,224 registrant (sex, arson, narcotics, 1,985 applicant, 1,084 deceased (requested by Medical Examiner), and 387 identification of unknown subjects. In addition, staff performed over 8,927 conversion card scans of old criminal records into the system.





### STAFF SERVICES DIVISION

The Staff Services Division is responsible for the overall management and direction of human resources programs which includes consultation and advice to the Chief, Command Staff, and members of the City's Department of Human Resources while coordinating with the Fiscal and Internal Affairs Divisions on hiring, spending plans, disciplinary processes, and Public Records Act requests.

*Background Investigations Unit (BIU)* is responsible for conducting background investigations for all employees hired by the Department. Although the majority of the

integrity, and other factors to determine suitability for employment. In addition to performing backgrounds, the staff at BIU review application packets, provide candidates with orientation information, conduct "triage sessions" to determine eligibility, and facilitate the processing of new hires.

This past year, BIU reviewed and processed over 1,000 submitted background packets. As a result, the Department was able to fill three entry-level Police Academy classes, one lateral class, and two Police Service Aide classes, for a total of 158 Officers and 18 PSAs.

*The Behavioral Science Unit (BSU)* is a confidential unit which provides and coordinates psychological support and education to all sworn and civilian members as well as their dependents. The unit provides crisis intervention, peer counseling, and referrals to a licensed group of police specialty providers, as well as oversees the Police Chaplains, Hostage/Crisis Negotiations, and Critical Incident Response teams. In addition, staff advises and consults with the chain of command on the impact of psychological issues to assist in the mitigation of the negative effects of incident trauma on members through education, resources and referrals. The unit also coordinates the evaluation and rehabilitation for members involved in the Department's General Order 11.11 program (Evaluation and Rehabilitation), and our Peer Support Program is recognized as the national model for law enforcement. We provide critical incident debriefings as mandated after officer-involved shootings and other critical incidents whenever requested.

This past year, the BSU assisted outside law enforcement agencies requesting to use our Peer Support Program as a model to implement their program, which this year included police departments from Houston, Norfolk, Sacramento, Oakland, Miami-Dade, Golden Gate Recreation Area

This past year, the Department hired 168 police officers (Q-2 classification). The following demonstrates the complexity and workload of the hiring process: The total number of Q-2 applicants received by DHR

**6,273.**

Of those, the total who qualified to take the written test was **2,577**  
 Of those, the total who passed the exam was **1,994**  
 Of those, total who passed the physical agility was **1,289**  
 Of those, the total who passed the oral exam/invited to orientation was **1,064**  
 Of those, the total who turned in a background packet was **1,421**  
 Of those, the total who were assigned a background investigator was **903**  
 Of those, the total who passed the background process was **315** – this becomes the eligibility list and of those, the total who were hired was **168** or **2.6% of applications received**

backgrounds are for police officer candidates, the BIU also performs investigations for civilian positions, interns, volunteers, and contractors. BIU utilizes POST hiring standards investigations, measuring a candidate's honesty,

District, Detroit, and Milwaukee, as well as the Department of Justice Research Institute.

*The Fleet Unit* is tasked with purchasing, outfitting, and maintenance of vehicles for general purpose and emergency operations of the 1,281 vehicles of the Department. The current inventory ranges from black-and-white (radio cars) vehicles, unmarked vehicles, vans, trucks, trailers, motorcycles, bicycles, and water vessels. Fleet maintains a motor pool for daily usage and oversees the maintenance, repairs, and fueling of vehicles. Maintenance, fueling, and upkeep of the Department's aging fleet totaled over \$5.9 million.



This past year, staff integrated 48 of the newly redesigned Ford Police Interceptor sedans into patrol since Ford discontinued manufacturing the Crown Victoria platform. The challenges were to introduce new equipment to fit into these vehicles, i.e., console box, prisoner partitions, prisoner seats, radios, computers, electronics rack, and gun locks.

Staff is required to conduct the California smog checks and registration renewal program with DMV annually and tracks all overnight vehicle usages required by City Ordinance. Fleet continues to test and evaluate police-purpose built vehicles, and as part of this responsibility, monitors Michigan State Police and the Los Angeles Sheriff's Office annual testing and evaluations protocols. Fleet assigns vehicles to district stations, specialized units, and monitors the 11 Automotive Service Workers assigned to maintain the vehicles.

During 2014, Fleet handled 196 collision cases recovering \$159,364 in collision costs, obtained 330 citation dismissals for emergency vehicles, and resolved 74 FASTRAK violations. Forty-two vehicles were removed from inventory due to high-maintenance issues and major collision damages.

Staff successfully reclassified the command van through the CHP from commercial to private use so officers are not required to have a special driver's license to operate. Staff also assisted the City's General Services to implement the

City Vehicle Use Policy for non-sworn employees within the Department. Fleet oversaw the installation of 45 AED devices into vehicles for patrol use. Fleet took the Prestige's "Best in Class" award for displaying our 1931 Lincoln Phaeton at Ripon's annual Emergency Vehicle Car Show.

*The Illness and Injury Prevention Unit (IIPU)* promotes the health and safety of all members pursuant to California Occupational Safety and Health Standards, California Code of Regulations (CCR), Title 8, Section 3203. By working in close liaison with the Department's staff physician, the ADA coordinator, the City's Industrial Hygienist, and representatives from Cal-OSHA, staff coordinates the Hepatitis B, Tuberculosis, and the annual influenza screenings and vaccinations. In addition, the unit provides related training to all academy classes, has oversight over the Automated External Defibrillators (AED) devices located at all Department facilities, conducts workstation ergonomic evaluations, and implements written programs and protocols to prevent and treat airborne, blood borne, aerosol transmitted diseases, and the performance of facility hazard inspections

This past year, a written protocol was established for the storage of plastic needle deposit tubes, PPE kits, and infectious disease kits located in all vehicles. The unit conducted and/or implemented the Hazards Communication and Chemical update, the Aerosol Transmissible Disease Program (ATDP), and provided training for the N95 respirator fit testing. The IIPP coordinator assisted with the City's Ebola-related collaboration and communication protocol for public safety to respond to and ensure the effects of this disease would be minimized in case of an outbreak in our jurisdiction.

*The Medical Liaison Unit* monitors work-related employee injuries for both sworn and civilian members of the Department and is responsible for processing all workers compensation claims. This unit is the communication link between injured members of the Department, Workers Compensation, the Retirement Board, the City Attorney's Office, and the District Attorney's Office.

Medical Liaison works closely with the appropriate Department staff regarding medical issues, assisting with the return-to-work process of members including those in need of a reasonable accommodation. Medical Liaison also is responsible for coordinating and tracking all modified-duty assignments for injured members and works closely with the ADA coordinator in tracking and scheduling members to appear before the duty evaluation committee to determine duty status.

This year, Medical Liaison worked in conjunction with the Police Range to implement policy regarding the Weapon Storage Unit. Staff also oversaw the implementation of a process for on-site drug testing, medical exams, and identification photo protocol for those being promoted. During the year, the unit processed over 668 workers

compensation claims, assisted 584 members with medical treatment for work-related injuries, and assisted 271 members who were off work due to an injury. In addition, the unit processed 132 members who were placed in a temporary-modified duty position while recovering from their injuries.

*The Payroll Unit* is responsible for all payroll functions necessary to ensure the accurate compensation of nearly 3,000 Department members. Staff works in conjunction with the City Controller's Office to process the thousands of hours worked by members during various shifts and prepares special reports and information requests relating to litigation. As the Department is a 24/7 operation which requires response to unscheduled emergency situations, its payroll is extremely complex. Sworn members routinely work overtime, are on call to appear for court duty, and work special assignments; all activities needing to be recorded into the system and accurately tracked for accounting purposes and proper payment to the employees.

This past year, staff successfully implemented a time file interface between our local time reporting system (HRMS) and the City's eMerge system which eliminated the need of double-data entries which will decrease errors substantially and eliminate overtime in the unit as data will only need to be validated from the main payroll database. In addition, staff facilitated the migration from paper to electronic pay advices for both sworn and civilian members to ensure employees have access to secure, accurate, reliable, and convenient pay information while reducing paper waste and protecting the environment. The ePayroll service provides employees with more pay information than standard pay advices, including floating holiday balances, compensatory time balances, earning pay codes, and deduction pay codes. All pay information is available via a secure web-based service on the Sunday before Tuesday's payday.



*The Permits Unit* processed hundreds of permit applications and is responsible for maintaining thousands of files for permitted businesses including commercial parking garages and parking lots, valet parking at both special events and fixed location, discharge of cannon, dealer in firearms, fortune tellers, auto wreckers, funeral escorts, horse drawn vehicles, tour guides (walking/bus/segway), charitable solicitation, balloon kite advertising, public bath houses, escort businesses/employees, pedi-cabs, non-food peddlers, tow firms, tow operators, junk dealers with and without a yard, massage establishments/employees, bingo games, secondhand dealers, pawn shops, and other miscellaneous permits.

Staff works closely with other City agencies during the permit process to make sure these businesses are in compliance with all local, state, and federal laws and regulations. The unit holds weekly public hearings throughout the year, and in 2014, processed over \$820,600 in fees. In addition, in response to complaints, unit staff worked with Tax Collector inspectors to conduct surprise evening inspections of commercial parking operators.

*The Personnel Unit* is responsible for human resource functions of the Department including processing of new hires, promotions, leaves of absence, and separations as well as maintains personnel files, processes secondary employment, and performs statistical records management as part of the distribution and transfer program. Staff participates in and advises upon the negotiation and implementation of the collective bargaining agreement process with over 12 employee groups/associations that represent Department employees.

This past year, staff processed 168 sworn hires, facilitated 83 sworn promotions, processed 124 POST advancements, and separated 178 sworn employees of which 123 were retirements. In addition, staff processed 86 non-sworn new employees and separated 25 non-sworn employees, of which 10 were retirements.



## TECHNOLOGY DIVISION

The Technology Division provides all communication and information technology support services to the Department. The division reviews, researches, and advises command staff on a multitude of technology advancements. Currently, the division has a four-point technology improvement plan which includes creating a robust data warehouse, equipping officers with proper technology tools, creating a technology help desk, and building a strong technology team.

The Department's Technology team was busier than ever in 2014. At the center of our work was the design and implementation of state-of-the-art technologies for our new Police Headquarters at Mission Bay. In addition to expanding the capabilities of the smartphones deployed to officers last year, our email system was replaced with a more robust, secure, and City-integrated email platform; Microsoft 365. Staff worked with the Department of Emergency Management (DEM) to assist them in replacing their Computer Aided Dispatch system for 9-1-1 call management, which was implemented in March and provides dispatchers with improved capabilities.

Strides to improve crime reporting, specifically creating new reporting directly from Crime Data Warehouse and conforming to state (Uniform Crime Reporting) standards, were addressed. Finally, staff worked with the Operations Bureau and representatives from the San Francisco Unified School District to implement a program on our smartphones to track school maps, contacts, and operations plans so that these are available to all officers in the field in the event of an active shooter critical incident at or near a school campus.

While we have made great progress in the past three years with reducing our reliance on paper, the Criminal Justice System still requires hard copies of a variety of forms and documents. To increase efficiency and reduce costs, the Department has implemented a four-point plan. We have already reduced our printing costs by over \$100,000 per year and are moving from a re-active support to a proactive support model.

*Details of additional accomplishments by the Technology Division are highlighted in Strategy 3.*







AIRPORT  
BUREAU

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TOGETHER  
WE DID

SAN FRANCISCO



**San Francisco International Airport is a world transportation hub serving a cosmopolitan and diverse community consisting of the traveling public, visitors, tenants, and employees. The unique and highly visible environment presents a potential target for terrorism and disaster as well as the challenges of traditional law enforcement.**

As the lead law enforcement agency for the San Francisco International Airport (SFO), the San Francisco Police Department is dedicated to making SFO the safest airport in the country. The members of Department's Airport Bureau embody SFO's core value of making safety and security our first priority by delivering world class law enforcement services with impeccable customer service to everyone who visits, uses, or works at this vital City resource.

San Francisco International Airport is a world transportation hub serving a cosmopolitan and diverse community consisting of the traveling public, visitors, tenants, and employees. The unique and highly visible environment presents a potential target for terrorism and disaster, coupled with the challenges of traditional law enforcement.

This was the third consecutive year of passenger traffic growth with total passengers served reaching 47.2 million, which represents 66 percent of the domestic passengers and 95 percent of the international passengers traveling to the Bay Area. More than 128,000 passengers move through SFO on any given day, served by an around-the-clock work force of 30,000 airport and vendor employees. More than 200 retail locations including bars, restaurants, bookstores, clothing boutiques, high-end electronics, rental car companies, and specialty craft stores conduct business seven days-a-week on the 5,171-acre facility. On

an average day, 1,200 flights are coordinated by the air tower from the 58 airlines operating at the airport. All sizes of general aviation and commercial aviation aircraft ranging from two passengers to more than 500 passengers per aircraft operate on a daily basis. An additional 50,000 metric tons of U.S. mail and 400,000 metric tons of cargo were processed through SFO in 2014. The airport is linked to the Peninsula and the City of San Francisco via two major freeways, BART, Cal Train, and Sam Trans. More than 3.5 million cars used the airport lots and garages and long-term parking lots operated at capacity levels throughout the year presenting significant challenges for the prevention of property crime.

As a vital part of San Francisco's economy and critical infrastructure, SFO is considered a high-threat target on the West Coast. The resulting challenge to the Airport Bureau is the prevention of a terrorist incident. By interacting with the public in a professional and courteous manner, staff is able to remain vigilant in recognizing potential threats and, more importantly, increase the level of service provided to our customers. By working together with local, state, and federal agencies, the Bureau processes and monitors information relating to terrorist activity and develops emergency operation plans to deter or eliminate potential threats. During 2014, the Department partnered with Airport staff to provide active-shooter response training

to employees and vendors in the Airport's Emergency Operations Center.

#### Patrol Division

The Patrol Division has the main responsibility of policing all the buildings and roadways of the 5,171 acres of Airport properties that border three cities. Members of the Airport Bureau are the first law enforcement officers with whom most travelers have contact when they arrive at SFO. Officers patrol throughout the 3.5 miles of the terminals on foot, bicycle, and Segway. Marked police vehicles (radio cars) and motorcycle officers provide coverage on the approaching and surrounding roadways, the terminal roads, the airfield, and the parking structures and lots throughout the facility. In 2014, TSA selected the SFO Patrol Division for an increase in our highly-trained Explosive Ordnance Disposal (EOD) Canine teams tasked with conducting daily screening of US mail, the four terminals, parking areas, and cargo facilities. This brought our full complement up to 15 canine teams.

Our officers work closely with the San Mateo Sheriff's Department, FBI, U.S. Customs and Border Patrol, Drug Enforcement Administration, Transportation and Safety Administration, and other municipal and federal law enforcement agencies to enforce all state and federal laws.

As the largest Category X airport in Northern California and the seventh busiest airport in the United States, the officers assigned to the Airport Bureau bear the great responsibility of protecting this jewel of San Francisco's infrastructure.

#### Traffic Division

The Airport Bureau Traffic Division is the first line of defense for the San Francisco International Airport. The Traffic Division is one of the largest number of personnel of any unit in the Police Department, and the members play a critical role in the safety and security of the traveling public, visitors, and employees at SFO. The unit is comprised primarily of civilian uniformed Police Service Aides (PSA) and their supervisors. These dedicated individuals ensure the safe and smooth flow of vehicle traffic through the four terminals, staff all exterior checkpoints for the airfield,



#### BY THE NUMBERS:

**47.2 Million**  
The number of passengers served last year at SFO

and inspect and control all vendor deliveries to the airport facility. These members are the embodiment of customer service as they work with the public to ensure a smooth flow of pick-up and drop-off of passengers. The PSAs also provide the first line of defense for the terminal by monitoring and moving traffic at the curbs consistently and fairly enforcing safety protocols and TSA regulations with a vigilant eye to prevent a terrorist act or airfield incursion.

The PSAs are among the most visible enforcement arm at the airport. One of their functions is to ensure that traffic flows smoothly through SFO and that there are no violations of safety protocols or TSA regulations especially in regard to the approximately 38 million vehicles and their occupants who travel the SFO roadways annually. The PSAs are supervised by a cadre of PSA supervisors, selected from within their ranks for their leadership, experience, and knowledge of all facets of airport operations. The current PSA supervisory staff has a combined experience of 150 years of service.

A Solo Motorcycle contingent is assigned to the Traffic Division to ensure the motoring public safely makes use of the roadways. These sworn motorcycle officers provide rapid response to collisions and congestion points, monitor, and assist the flow of traffic on-and-off airport properties from the adjoining freeways and city streets. Their duties include collision investigations, enforcement action, and escorts for visiting dignitaries. Top priorities for unit enforcement include speeding violations and distracted driving by cell phone use; two behaviors known to contribute to vehicle collisions. Reducing these behaviors on airport property through directed enforcement creates safer driving conditions throughout the Bay Area. During 2014, this unit issued more than 2,000 citations including 100 speeding tickets and 200 citations for using a cell phone while driving. An additional 80 unlicensed drivers and 150 uninsured motorists were stopped.

Unique to the Airport Bureau are the duties and responsibilities carried out by the officers of the Ground Transportation Unit (GTU). The sworn officers of this unit perform enforcement actions on unlicensed, unregulated "for hire" vehicles to assure that the traveling public's entire journey is a safe one. In this mission, they work closely with Airport Administration, San Mateo County Sheriff's Detectives, the California Public Utilities Commission, and other outside agencies. They perform daily enforcement

actions as well as large-scale inspection and sting operations. During 2014, the members of GTU provided the front-line work of incorporating the Transportation Network Companies (TNC) into the fabric of transportation options for the traveling public. The growth in rideshare companies like Lyft, Uber, Wings, and Sidecar created a large uptick in vehicular traffic. GTU worked throughout the year to educate individual drivers to ensure fair access to airport property while minimizing roadway backups. Their efforts provided the framework for regulating this emerging industry to ensure safe transportation options.

The combined resources of the Airport Traffic Division work to create a safe and secure environment for the traveling public and employees of the international airport.

**Administrative Services Division**

The Airport Administrative Services Division is tasked with ensuring that the members of the Bureau have the tools, procedures, and plans in place to carry out the safety mission. The division includes oversight of all facilities, the fleet, and the Airport Range. Policy matters are addressed through drafting and issuing written directives. Investigations are advanced through the Records officers who provide video review of the airport's vast video monitoring system. During 2014, the division acquired and deployed a fingerprint identification system which enabled field officers to determine the true identity of custodies prior to transport. Members of the division oversee a robust internship program, tailoring a unique and valuable experience for young adults seeking a career in law enforcement.



**Special Services Division**

The Airport Special Services Division consists of three separate and uniquely different enforcement and investigative teams; the Airport Dignitary Protection Detail, Cargo Task Force, and Drug Enforcement Agency (DEA) Unit.

*The Dignitary Protection Detail* coordinates all dignitary and VIP arrivals and departures involving security protection at SFO. The unit plans and facilitates the safe movement of all VIPs and dignitaries, high-profile individuals, professional sports teams, individuals under witness protection, and prisoner transports.

**BY THE NUMBERS:**

**1,200**

The number of flights SFO handled on an average day

The unit coordinates the VIP details with various federal agencies, including the Secret Service, Department of State's Diplomatic Security Service, U.S. Marshall's, FBI, CIA, the Military, and White House staff, as well as state, local, and foreign consulates and governments.

*The Cargo Task Force* is a plainclothes team consisting of sworn police officers from the SFPD and San Mateo County Sheriff Deputies.

The team investigates property theft aboard planes, baggage thefts along the carousals, and shipment thefts from cargo facilities and tracks the activities and movement of organized theft rings throughout the Bay Area. The team, in cooperation with the various airlines' corporate security, conducts "sting/theft" operations and embezzlement investigations. Most importantly, the officers of the Cargo Task Force provide bulletins throughout the year of identified theft suspects which enables the Patrol Division to interrupt these crimes in progress.

At the end of 2014, the Cargo Task Force had reviewed 323 cases, closing 223 of these. Another 100 cases were actively investigated with 29 cases leading to arrests and prosecutions.

*The DEA Task Force* is a multi-agency unit that works to interrupt the flow of illicit narcotics and currency moving through the Bay Area by means of commercial transportation. Department officers work in concert with DEA agents and members of San Mateo County law enforcement. A multifaceted approach by task force members includes plainclothes operations and protracted sting operations, as well as uniformed consensual contacts with possible narcotic couriers utilizing these transportation centers. The task force keeps an active liaison with train and bus station personnel, hotel employees, storage facilities, and overnight delivery companies in the greater Bay Area in an attempt to identify and locate drug and money couriers. This year, the Department added an additional K9 asset to the task force as this type of resource has proven a highly effective means of interdiction.

**BY THE NUMBERS:**

**58**

The number of airlines that operate at SFO.



**128,000**

The number of passengers that move through SFO on any given day.

**50,000**

The number of metric tons of U.S. Mail processed through SFO last year.



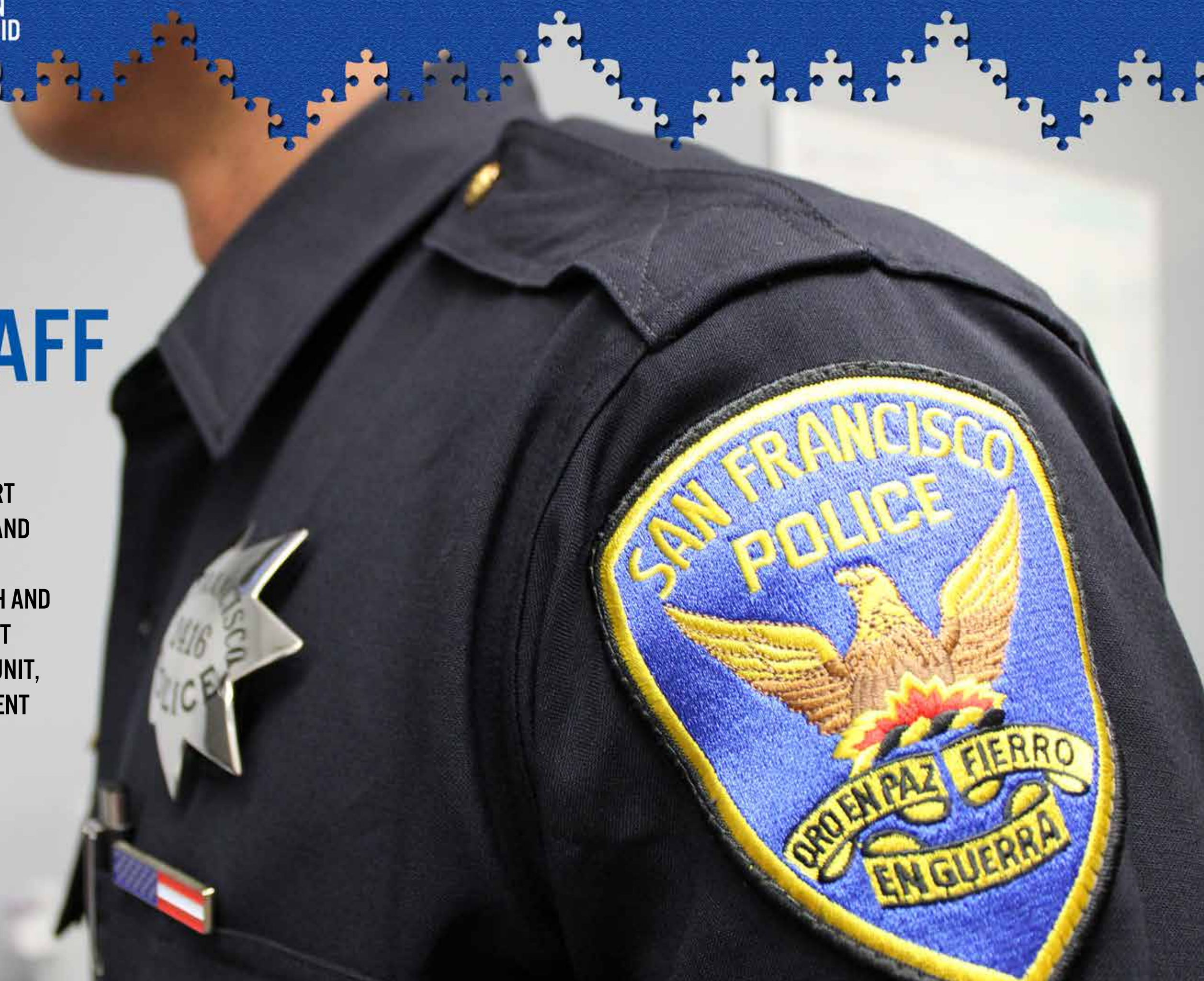
**400,000**

The number of metric tons of cargo processed through SFO in 2014.

TOGETHER WE CAN  
TOGETHER WE DID

# CHIEF OF STAFF

THE OFFICE OF THE CHIEF OF STAFF PROVIDES ADMINISTRATIVE SUPPORT TO THE CHIEF OF POLICE AND IS RESPONSIBLE FOR THE OVERSIGHT OF THE YOUTH AND COMMUNITY ENGAGEMENT UNIT, MEDIA RELATIONS UNIT, AND THE RISK MANAGEMENT DIVISION.



## YOUTH AND COMMUNITY ENGAGEMENT UNIT

The Youth and Community Engagement Unit (YCEU) is the cornerstone of the Department's commitment to community policing. As a highly visible and active unit, YCEU acts as a direct liaison between the Chief and members of the public. The main focus of YCEU is to interact with all communities in an effort to build and foster positive relationships. However, an emphasis is placed on building partnerships with organizations and agencies that provide services to youth and to assist in developing programs to better serve those in underserved neighborhoods. In addition to youth services, YCEU also oversees the Department's compliance with the City's Language Access Ordinance, coordinates the efforts of the Patrol Specials program, and is responsible for the recruitment of potential candidates.

### Limited-English Proficiency

As part of the City's Language Access Ordinance (LAO), the Department has tasked YCEU with ensuring that compliance with all mandates is achieved. But more importantly, the LEP officer tracks the members certified in a variety of languages in order to provide service to limited-English proficiency customers in a timely manner. Currently, the Department has over 460 members who speak all 30 languages (including the five core languages Chinese, Cantonese, Mandarin, Russian, and Tagalog).

This past year, the Department began a pilot program to assist in the translation of language, including American Sign Language, a feature that will be central when the new Police Headquarters opens in 2015. The Video Remote Interpreting (VRI) technology is a unique system which allows members to better assist limited-English speaking and hearing impaired individuals who need police assistance or request information from our Record Management Section.

The VRI software program is an application much like Skype or Face Time and can assist with translation services. This will eliminate the need, and at times the long wait for our customers, of finding a Department member certified in the various languages spoken throughout our city, including American Sign Language. As we test this new system, we will be adding additional languages and expanding the location of the software to the information desk. Additionally, Google Language is available for language assistance on all Department smartphones.

### Youth Engagement

The Youth Engagement segment of YCEU provides for youth through a variety of ways including outdoor activities, after-school programs, and summer jobs. Staff engages in outreach efforts during the school year as part of the Future Grads program and uses this opportunity to actively recruit participants for the Summer Interns program.

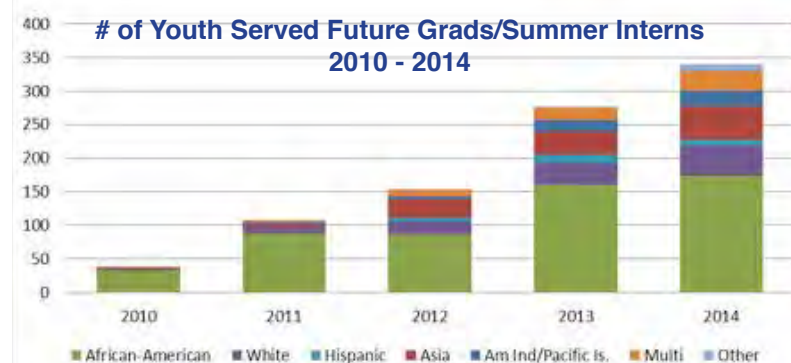
The Department remains active in several educational programs including the Mission Education Project (MEPI), the Garden Project, Operation DREAM, and the Future Grads/Summer Interns programs. Members actively engage youth throughout the city at events sponsored by partner organizations such as Mo' Magic, Boys and Girls Club, and the YMCA.

Early in the year, members of this specialized unit worked diligently to ensure that the clubhouse at Garfield Park, along with sport and educational activities, were well organized to provide a safe place for children to go. Once the program was up and running, the Mission District Police Station assumed responsibility for oversight of the programs. This allowed members assigned to YCEU to turn their attention to bring this model to Boeddeker Park to repeat the success of Garfield Park. The goal is to use this model for Herz Playground located in the Ingleside District.

Each summer, members of YCEU coordinate activities for youth mainly in underserved neighborhoods. There are several programs aimed to keep children busy during the summer months as part of the ongoing efforts to provide positive activities for these youth.

In addition to the Summer Interns program, the Department supports the Mayor's Summer Jobs+ initiative as a means to provide paid jobs throughout the city. In addition to the Garden Project, the Department partners with the San Francisco Police Foundation, sf.citi, and other City departments to provide paid internships at the Police Department and at a variety of technology companies throughout San Francisco. This past year, 340 youth participated and since its inception in 2010, there have been 918 total youth from diverse backgrounds.

In addition to the Summer Interns program, the Department supports the Mayor's Summer Jobs+ initiative as a means to provide paid jobs throughout the city. In addition to the Garden Project, the Department partners with the San Francisco Police Foundation, sf.citi, and other City departments to provide paid internships at the Police Department and at a variety of technology companies throughout San Francisco. This past year, 340 youth participated and since its inception in 2010, there have been 918 total youth from diverse backgrounds.



## Outdoor Activities

Officers assigned to the Wilderness Program work with at-risk children providing an opportunity to participate in a variety of outside activities. This year, over 1,400 children enjoyed outdoor activities sponsored by the Department, such as backpacking trips, day hikes, river rafting, and sailing. The program is currently overseen by one full-time officer, Karl Ma, and one retired officer, Mike Rivera, who volunteers his own time to ensure the Wilderness Program continues to provide quality activities to our youth. Over 150 officers assisted with over 80 planned events, including several multi-day adventures.



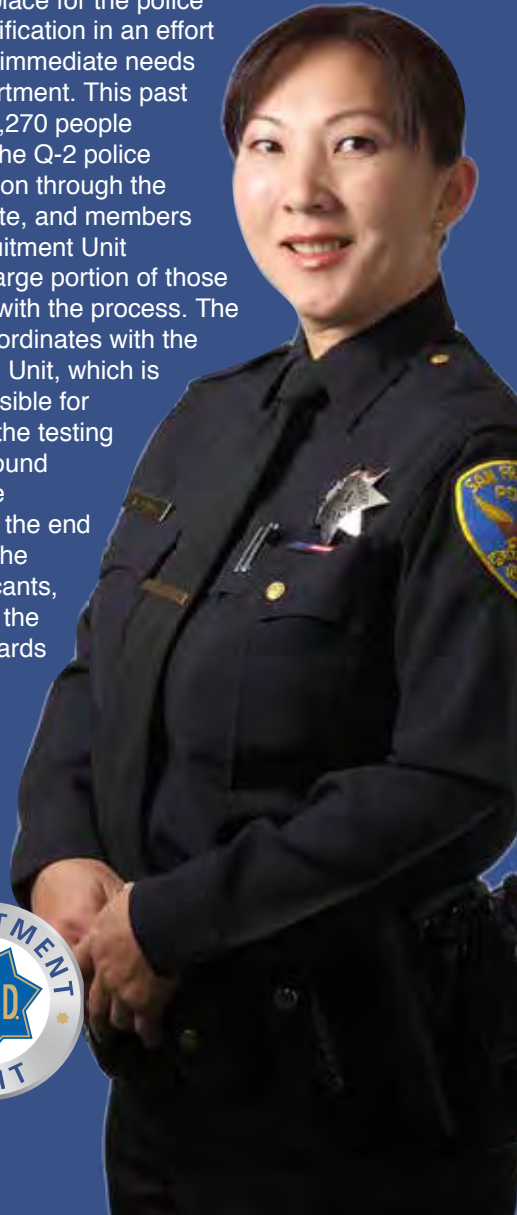
**TOGETHER WE CAN  
TOGETHER WE DID**



## RECRUITMENT UNIT

In an effort to attract the most qualified candidates from a diverse background, the Recruitment Unit attends events throughout the year not only within San Francisco, but in other areas throughout the western United States. Staff attends college fairs, high school assemblies, and set up information booths at cultural events to distribute brochures and answer questions to those interested in a career in law enforcement. The unit oversees an aggressive advertisement campaign, which this year included developing billboards, banners on MUNI buses, and radio and television commercials.

With approval for up to five additional academies in the coming year, finding qualified candidates is a priority. The City currently has an open recruitment process in place for the police officer classification in an effort to meet the immediate needs of the Department. This past year, over 6,270 people applied for the Q-2 police officer position through the City's website, and members of the Recruitment Unit assisted a large portion of those candidates with the process. The unit then coordinates with the Background Unit, which is then responsible for completing the testing and background phase of the process. By the end of 2014, of the 6,273 applicants, 168 passed the hiring standards of the Department based on POST mandates.



## MEDIA RELATIONS UNIT

Disseminating information to the public in a timely manner is essential, and the Media Relations Unit (MRU) is the point of contact to the various print, television, social, and radio media. Members of the unit provide information to the public by maintaining a professional and responsible relationship with the media based on honesty, understanding, and trust.

Social media and the impact it has on the delivery of news to the public, which is instant, has grown exorbitantly in the past few years to the point that it is the main avenue by which the majority of people receive information. MRU manages the Department's portals to ensure all information relating to the Police Department is accessible on our traditional website, through Facebook, and Twitter, as well as video postings on YouTube and Vimeo. With the ability of all district stations to disseminate information through their social media sites, MRU coordinates and evaluates all postings for content and accuracy.

Members of the unit are expected to respond to all major events and remain on call 24-hours a day. This past year, staff responded to major critical incidents and were available during the Major League Baseball Playoff and World Series games and World Championship parade.



## RISK MANAGEMENT OFFICE

The Risk Management Office (RMO) oversees the Internal Affairs Division (Administrative and Criminal), the Equal Employment Opportunity (EEO) Unit, the Legal Division, and the Professional Standards Unit.

### Internal Affairs Division

The Internal Affairs Division is responsible for investigating cases that involve officer misconduct as well officer-involved shootings/discharges.

Two units within Internal Affairs are responsible for investigating both criminal and administrative allegations against police officers.

*Internal Affairs Administrative Unit* investigates administrative complaints initiated by the Department. In 2014, 255 cases were opened relating to concerns of members not following proper policies or procedures, as well as referrals from the Office of Citizen Complaints. Of those, 171 were completed and four cases were considered "voided." By the end of the year, there were a total of 111 cases pending completion for the years of 2011 through 2014.

*Internal Affairs Criminal Unit* investigates cases in which criminal activity on the part of a member is suspected.

*The Equal Employment Opportunity Unit* ensures all employees are afforded equality in the workplace. Members are encouraged to come forward when violations occur. This section conducts training on EEO workplace issues for Department members and investigates violations of Department policy under General Order 11.07, "Discrimination and Harassment."

### Legal Division

Responsible for ensuring the Department complies with all the applicable laws and legal requirements imposed by local, state, and federal mandates.

The Division monitors litigation in which the Department, its members, or the Chief is named and works with the City Attorney's Office on civil litigation matters. The Legal Division consists of three sub-units.

*The Court Liaison Unit* receives and processes subpoenas and deals with other court-related processes for the Department.

*The Legal Unit* provides legal support and guidance to Department members and assists in the defense of lawsuits and claims against the Department. The unit also handles the majority of Public Records Act and Sunshine Ordinance requests made by the public.

*The Brady Unit* is responsible for the review and identification of personnel files of police employees for material that may be subject to disclosure pursuant to Brady v. Maryland, 373 U.S. 83 (1963). In 2014, the unit responded to hundreds of Brady inquiries and motions filed by the San Francisco District Attorney's Office. In early 2014, a San Francisco Superior Court Judge ordered SFPD to allow the District Attorney's Office direct access to SFPD's personnel files to identify Brady material. SFPD appealed the ruling on the grounds that such access would be a violation of state law. The matter is currently before the California Supreme Court.

### The Professional Standards Division

Ensures excellence in law enforcement by increasing professionalism and by maintaining high levels of accountability within the Department. Two sub-units work in unison to meet these goals.

*Early Intervention System Unit (EIS)* is a proactive approach to ensuring accountability. The Department uses the EIS to increase officer performance and strengthen supervision by the use of a structured system that identifies and manages behaviors that result in performance-related problems by individual members.

The EIS approach is consistent with the Community Policing philosophy and contributes to a positive community-police relationship.

Staff meets with members of the Command Staff on a quarterly basis to review information collected through the system. In 2014, the unit monitored all 2,715 members, sworn and non-sworn, of the Department, issued 385 EIS "alerts" to supervisors, processed 385 performance reviews, and made 7 interventions. In addition, staff continues to monitor a total of 17 members who are part of the intervention plan.

*The Written Directives Unit* assists in developing, publishing, and distributing policies and procedures issued by the Chief of Police, as well as changes needed pursuant to local, state, and federal laws and mandates. In 2014, the unit issued 258 Department Bulletins (DB), amended one General Order, issued two DBs which modified a General Order, and issued two new General Orders: DGO 6.20, Member Involved Domestic Violence, and DGO 7.04, Children of Arrested Parents.

**TOGETHER WE CAN  
TOGETHER WE DID**

TOGETHER WE CAN  
TOGETHER WE DID



# OFFICE OF THE CHIEF OF POLICE

## CHIEF'S OFFICE

The Chief's Office provides direct support to the Chief of Police and is the liaison for the Chief to the public and members of the Department. Staff is responsible for answering calls and inquiries into the Chief's office, as well as responding to correspondence both through the U.S. Mail and email.

The Chief's support team includes an executive secretary whose main responsibility is maintaining his calendar. This includes coordinating hundreds of requests per year for meetings, interviews, and social events. The Chief readily accepts invitations to attend local and national events and is regularly a keynote speaker at community celebrations and business conferences. The executive secretary, along with the office manager and the clerk, ensures the Chief is prepared to attend all meetings and functions with needed materials, including speeches and notes for reference.

Sworn staff assigned to the office includes a sergeant, three police officers, and one PSA. The staff ensures the

security of the office as well as answers incoming phones, assisting the public as needed. Sworn staff acts as the liaison to outside organizations including the California Peace Officers Memorial Foundation, Special Olympics, and the Make-a-Wish Foundation. The officers ensure the Chief has current information on critical incidents as they occur and provide security and transportation for command staff as needed.

All staff within the Chief's Office coordinates several major events for the Department including the retirement and promotional ceremonies and fundraising events including the annual Polar Plunge, Cable Car Pull, Torch Run, and Law Enforcement Night at AT&T Park.

This past year, the Department raised funds for the various charities supported by the Police Department. This included monies donated by all Department members as well as the special events coordinated by the Chief's Office.



# FUNDRAISING



**TOGETHER WE CAN  
TOGETHER WE DID**

# OPERATION DREAM

The Department in collaboration with Operation DREAM, a non-profit organization, has provided memories for families during the holiday season for many years.

The focus of the program is to provide needed resources for children and families throughout the year, especially the residents of the various housing authority developments.

Through generous donations, Operation DREAM has been providing food and gifts for families during the holiday months beginning in November through the end of the year.

Operation DREAM sponsors fundraising and toy drives with the goal of providing gifts during the holidays, and this year, volunteers collected thousands of toys and raised over \$40,000.

Although the signature fundraising event, a partnership with the San Francisco 49ers, was held annually at Candlestick Park was not held, the 49ers organization continued to support the efforts through monetary donations. The Police Department and board of Operation DREAM wholeheartedly thanks the San Francisco 49ers for graciously allowing the program to operate each year at the 'Stick, and we are forever grateful for all they have done.





TOGETHER WE CAN  
TOGETHER WE DID

# SPECIAL OPERATIONS





The Special Operations Bureau (Spec Ops) provides support to the basic patrol functions of the Department through the deployment of supplemental Tactical, Traffic, Homeland Security, Honda, Mounted, and Marine assets, as well as serving as the command center for planned and unplanned events. The Bureau contains the Municipal Transportation Administration/Traffic Company, the Tactical Company, the Homeland Security Unit, and the Department's Operations Center. The Bureau also acquires and manages grant-funded equipment and training, which enables the Department to meet its obligation to prevent and respond to terrorist acts, as well as assists the City in recovery from natural and man-made disasters

**THE DEPARTMENT'S OPERATIONS CENTER (DOC)**

Central to the support that Special Ops provides is the daily work carried out by the staff of the Department's Operations Center (DOC), which serves as the nerve center for the Department. Sworn and non-sworn staff trained in National Incident Management Systems (NIMS) protocols monitors Operations Bureau activities and worldwide events 24-hours a day. On a daily basis, staff provides immediate notification to command staff of developing field situations, requesting and deploying supplemental investigative or scene management resources.

During 2014, the members of the DOC set up the Unified Command for multiple special events, as well as for planned and unplanned civic demonstrations. Utilizing NIMS, DOC provided coordination among multiple local, state, and federal agencies, along with private sector partners, to provide command, control, and communications over complex events. DOC regularly hosted representatives from the Northern California Regional Intelligence Center (NCRIC), the Fire Department, the Sheriff's Department, the Department of Parking and Traffic (DPT), the Department of Public Works (DPW), and the CHP as well as other law

enforcement agencies from throughout the region.

DOC assumed additional duties and responsibilities in 2014 in the areas of mutual-aid coordination, monitoring of open source information on the internet for threats to public safety, and the deployment of the Mobile Emergency Operations Vehicle(s) to the field for large-scale events. There were also several notable planned and unplanned events which required activation of the DOC to coordinate both City and outside agency resources including Bay-to-Breakers, Pride Week celebrations, Fleet Week, Giants events (World Series and victory parade), anti-police demonstrations, Halloween, Black Friday protests, and the New Year's Eve celebrations

**HOMELAND SECURITY UNIT (HSU)**

The Department's Homeland Security Unit (HSU) consists of HSU Administrations, Port Security, Terrorism Liaison Officer Program (TLO), and the Marine Unit. HSU provides the planning, analysis, and training necessary to ensure the city is prepared to prevent and respond to terrorist events as well as natural disasters. On a day-to-day basis, this involves conducting site analysis of critical infrastructures

such as transportation and communication hubs, partnering with private sector leaders to target harden businesses, working with the Department of Emergency Management (DEM) to improve radio interoperability, and planning for and managing the deployment of resources for large-scale public events.

In their broad scope of duties, the members of HSU implement strategies to mitigate the impact of man-made and natural events such as tsunamis, earthquakes, and diseases, to allow for a quicker recovery of the city. This past year, staff created a number of industry leading policies and training exercises. HSU crafted one of the first Law Enforcement Personal Radiation Detector (PRD) policies in the Bay Area and facilitated two highly-competitive active shooter training exercises at the Urban Shield 2014 competition. SWAT teams from around the nation ranked our exercises at the Golden Gate Bridge and Candlestick Park among the best and most realistic training.

The Port Security Unit provides police services along the San Francisco waterfront to decrease the vulnerability of Port properties to crime and natural disasters. These officers patrol seven miles of Port property every day and liaison with a number of external agencies to keep the residents, merchants, workers, and tourists safe along our beautiful waterfront.

This past year, Port Security officers provided security to a number of high-profile events including Fleet Week, the opening of the new Pier 27 Cruise Terminal, and Fisherman Wharf's Operation Safe Tourist.

The Terrorism Liaison Officer (TLO) Program routinely interacts with each district station and the Airport Bureau personnel. The TLO Program regularly distributes terrorism and safety alerts, conducts bi-monthly meetings for all TLOs, and delivers a two-day course entitled "Law Enforcement Prevention and Deterrence of Terrorist Acts," which is a certified FEMA-level training. This past year, the TLO program bolstered our program to over 80 TLOs throughout the Department.

The Marine Unit consists of eight boats and four personal water crafts. The unit employs advanced technology including 3-D side sonar, gyrostabilized infrared scanners, and vessel-mounted radiation detectors. The unit patrols seven-days-a-week safeguarding critical maritime infrastructure and key resources.

This past year, the Marine Unit made a number of high-profile maritime-related arrests, recoveries, and rescues. A wanted fugitive had abandoned his vessel at sea prompting a huge search-and-rescue effort. The unit later tracked down the subject and took him into custody. In the middle of the year, an airplane crashed into the San Pablo Bay, and the Contra Costa County Sheriff requested the unit for our side sonar and searching expertise. Our Marine Unit subsequently located the wreckage. The unit regularly assisted distressed swimmers, kayakers, and boaters throughout the year. Lastly, the unit supported numerous maritime special events including Fleet Week with the commissioning of the new United States Navy Ship "USS America" and secured the waters around McCovey Cove during the Giants successful post-season and World Series victory!



### Department of Emergency Management Liaison

The Department assigns a liaison, traditionally a lieutenant, to the City's Department of Emergency Management (DEM), which provides a critical link to ensure policy and procedural issues are resolved quickly. The DEM liaison has primary responsibility for staffing the Law Branch of the City's Emergency Operations Center (EOC) during emergency and/or critical public safety situations and is responsible for ensuring the Department is represented during drills or disaster response.

Over the course of 2014, the DEM liaison worked EOC mobilization during Bay-to-Breakers, Giant's playoffs and World Series games, the Giant's World Series victory parade, and the New Year's Eve celebration.

### SAN FRANCISCO PUBLIC UTILITIES COMMISSION

The San Francisco Public Utilities Commission (PUC) is responsible for the storage, quality control, and distribution of the area's drinking water. With miles of pipeline and multiple collection and storage sites, the PUC relies on the Department's liaison to provide site inspections and make recommendations which safeguard the most essential resource needed to sustain life.

### URBAN AREA SECURITY INITIATIVE (UASI)

The Department is an active participant in the San Francisco Bay Area Urban Area Security Initiative (UASI) as a member of the West Bay Hub. Our mission is to prepare to prevent, protect against, respond to, and recover from acts of terrorism or other man-made or natural catastrophes. Working with the Operations Bureau, planning, risk assessment, training, and equipment needs are identified and funds are sought.

The Department not only addresses the needs of the City and County of San Francisco, but also has a role in supporting our law enforcement partners throughout the region. We are prepared to respond as mutual aid when requested.

During 2014, the UASI captain managed over \$3 million in grant funding, drafting and submitting requests for new monies while ensuring that the procurement, acquisition, and deployment of equipment and training met federal and state requirements. By year's end, all 2013 grant funds were allocated, with delivery of items finalized by the first quarter of 2014.

### MUNICIPAL TRANSPORTATION AGENCY AND TRAFFIC COMPANY

Under the Direction of a Commander, the Department's Municipal Transportation (MTA) and Traffic Company resources work to increase safety for all pedestrians, cyclists, and motorists who use the city's streets. Education and enforcement strategies are deployed throughout the city.

**The safety of all motorists, pedestrians, and bicyclists traveling in the city falls under the responsibility of the staff assigned to the Municipal Transportation Agency and Traffic Unit**

### Municipal Transportation Agency (MTA)

The Department's Municipal Transportation Division includes the MUNI Explosive Ordnance Disposal (EOD) K-9s, MUNI Task Force (MTF), and MUNI Response Team (MRT).

### MUNI EOD K-9s

In 2014, MUNI K-9s consisted of four teams. They participated as Bomb Teams (with EOD) in several large scale events such as Bay-to-Breakers, SF Pride, and the 2014 World Series games and parade. During the annual TSA certifications in June 2014, all four teams tested had a 100 percent find rate and no false responses – a pass rate which is not common for an entire unit. The teams assisted as mutual aid to the Santa Clara County Sheriff's Office during President Obama's visit.

This past year, Sergeant Manny Bonilla became a member of the National Explosive Detection Canine Team Program Quality Assurance Team, which has only 20 members nationwide. The team meets twice a year to discuss national policies, procedures, and protocols involving explosive detection canines in mass transit, rail, and aviation.

### MUNI Task Force

In 2014, the MUNI Task Force (MTF) conducted investigations and made arrests for crimes such as threats against public transportation system and transit personnel, robbery, attempted robbery, pickpocketing, narcotics sales on MUNI coaches and bus stops, vandalism/graffiti on MUNI coaches and facilities, trespassing on MUNI property, theft of MUNI property, and theft of MUNI revenue.

MTF conducted robbery decoy operations on problematic MUNI lines, as well as undercover pickpocket abatement operations on board MUNI coaches. Members recovered three loaded handguns from dangerous felons and assisted Station Investigative Teams on a variety of investigations and arrests related to MUNI coaches and facilities.

### MUNI Response Team (MRT)

MRT reduced overall crime on MUNI equipment and/or facilities by 30 percent over the previous year. Five officers assigned to MRT participated in over 96 arrests and generated 206 police reports. These arrests include robberies of MUNI patrons, vandalism to MUNI equipment, assaults of passengers, and other crimes on-viewed by MRT officers. Historically, MUNI underground stations have been havens for homeless persons to lodge, loiter, or harass MUNI patrons. Officers were able to reduce the amount of homeless persons loitering in the nine underground subway stations, decreasing this type of activity by over 65 percent.

Staff participated in the MUNI SURGE project to decrease crime onboard MUNI coaches. This program was created to provide high visibility on the buses, at bus stops, and within the Metro subway stations. As a Citywide project, officers throughout the Department have conducted enforcement and high-visibility activities on the most troubled MUNI lines. Over 1,000 citations have been issued for various crimes in-or-around MUNI equipment/facilities.

Officers were instrumental in rolling out the SFMTA Public Safety Campaign, "Eyes Up, Phones Down," to address robberies on board MUNI coaches. Staff conducted in-house training of all MUNI station agents to detect and deter suspicious activities within underground MUNI facilities and created a specific training program for over 50 stations agents on how to prevent terrorism within the MUNI Metro System. MRT also created a unique training program for SFMTA fare inspectors on how to improve their customer service skills, training over 40 in the use verbal judo, a technique used to improve interpersonal communications and avoid confrontations with MUNI patrons.

### The Traffic Company

The Traffic Company is part of the Metropolitan Transportation Agency (MTA) and works collaboratively with other personnel within the Department to review collision data and employ strategies in an effort to increase traffic safety for pedestrians, cyclists, and motorists.

In 2014, the Traffic Company increased targeted traffic enforcement at locations identified by the "Focus on the Five" campaign, with an emphasis on school zones and locations where seniors frequent. The targeted enforcement included multiple decoy operations and LIDAR speed enforcement. A new protocol was implemented that emphasizes high-visibility saturation at locations where serious injury collisions occurred. The Traffic Company issued 23,722 citations in 2014, an increase of 8 percent over 2013 total of 21,891.

In 2015, the Traffic Company will continue the "Focus on the Five" traffic enforcement campaign and place greater emphasis on increasing citation issuance percentages

related to these violations.

In 2014, the Traffic Company fully embraced the "Vision Zero" program, a Citywide effort sponsored by the Mayor with a goal to reduce pedestrian fatalities to zero in 10 years.

**In 2014, the Traffic Company fully embraced the "Vision Zero" program, a Citywide effort sponsored by the Mayor with a goal to reduce pedestrian fatalities to ZERO by 2024**

The Traffic Company staff participated in the Avoid/Sobriety/DUI Program which contributed to a decrease in the number of driving under the influence incidents from the previous year. The Traffic Company also participated in the "Safe School Corridor Program" ensuring child pedestrian safety in school zones citywide.

In addition, members of the Traffic Company provided dignitary escorts, including Presidential and Heads of State visits. Traffic management also was provided at eight parades and 33 scheduled civic events.

In 2014, the Traffic Company Investigative Unit (TCIU) completed 155 collision investigation follow-ups, with a case closure rate of 82 percent, and issued 3451 citations to at-fault drivers of collisions.

### THE TACTICAL COMPANY

The Tactical Company (TAC) is one of the leading such unit of its kind in the country. Their abilities have been tested and proven by performance at many major events including dignitary visits, sporting events (Giants games, World Series, and numerous victory celebrations), planned and unplanned demonstrations, and large holiday events such as the annual New Year's Eve celebrations. Throughout the year, TAC provided support and assistance to the Operations Bureau and the Investigations Division in a variety of assignments.

As a resource to the Department, TAC includes the members of Special Weapons and Tactics (SWAT), the Bomb Squad, the Honda Unit, the Canine Unit, the Hostage Negotiation Team, and the Mounted Unit. TAC assists with crowd control and management for planned and unplanned

events, high-risk search warrants, zone deployment enforcement, violence reduction, community outreach, and hostage negotiation.

#### SWAT Team

This past year, SWAT was deployed 70 times for planned and unplanned demonstrations to facilitate and protect First Amendment rights of the public. SWAT and the Specialist Team were activated to 11 critical incidents involving possible life-threatening situations, assisted investigative units during 50 high-risk search warrants which included responding into outside jurisdictions to facilitate the warrant service. As experts in crowd management, staff was deployed to countless civic events. When not deployed or training, this specialized group of officers was assigned to assist with patrolling of high-crime areas of the city in an effort to reduce violence.

TAC/SWAT is a resource to the Police Academy providing training to the recruit classes and veteran officers through Advanced Officer/Continued Professional Training (AO/CPT) classes. TAC provides training in crowd control and management policy and techniques, gas deployment, and an introduction to tactical operations. This unit trained over half of the Department's first responders in the latest tactics related to active shooter events. The unit also hosted POST-certified courses in SWAT tactics and a Rappel Master Course.



The SWAT Team won the 2014 Urban Shield competition, an event in which 30 local, national, and international law enforcement agencies participated in different high-stress scenarios at various locations throughout the Bay Area, including the Golden Gate Bridge, SFO, and Candlestick Park. As the host agency, the Sheriff of Alameda County introduced the Department's team after their win as "the best SWAT team in the world." This was quite an accomplishment for the team which had many newly assigned members, which allowed for very little time to prepare for the competition as a result of a very busy work schedule.



**BY THE NUMBERS:  
The K-9 Unit took part  
in 62 arrests, 269  
moving violations,  
2,921 calls for service  
and 370 explosives  
searches in 2014.**



**QUADSKI  
The Department received  
a donation of a Gibbs  
Quadski XL from the  
Benioff family. The craft  
will be used by the Marine  
Unit in hard-to-reach areas  
of the bay.**



#### The Explosive Ordnance Disposal (EOD) Unit

The EOD is one of the most advanced bomb detection units in the state. This highly specialized unit responded to 140 calls for service regarding suspicious packages and devices throughout the year and conducted 260 bomb sweeps. Additionally, these officers instruct new and veteran officers at the academy on Department policies and procedures involving bomb, explosives, and suspicious devices.

#### Tactical K-9:

The Tactical K-9 Unit is a highly productive sub-unit of the Tactical Company. The teams assigned to this unit produced 62 arrests, 269 moving violations, 2,921 calls for service, and 370 suspicious device searches. The K-9 Unit is an important part of TAC due to their versatility and ability to detect narcotics, apprehend violent subjects, and detect

explosive devices prior to law enforcement personnel and/or dignitaries entering potentially dangerous locations.

#### Honda Unit

The Honda Unit covers the entire City of San Francisco, including the beaches and parks, and assists with enforcement efforts in the high-crime areas and communities experiencing a rise in criminal activity including gang violence, robberies, and aggravated assaults. As a proactive unit of the Department, this resource allows TAC the mobility to patrol in the most difficult areas of Golden Gate Park, the beaches of Crissy Field, and along the Ocean Beach shoreline.

#### Mounted Unit

The Mounted Unit primarily patrols Golden Gate Park and the surrounding area and is utilized in specific areas such as Union Square for the "Safe Shopper" program during the holiday season. The unit performs at various community functions and participates in parades and funeral details. Recognized by the public as one of the most beloved unit of the Department, the Mounted Unit is a great asset to our overall community policing mission.

#### Hostage Negotiation Team (HNT):

The Hostage Negotiation Team (HNT) is comprised of officers regularly assigned to other units and who respond from their regular assignments to assist with subjects in crisis. HNT officers responded and assisted in the safe outcome of 34 potentially life-threatening incidents, a 36 percent increase over 2013 and an almost 50 percent more than 2012.



## TOGETHER WE CAN TOGETHER WE DID

As the front-line conduit to the community, the Operations Bureau (Ops) is the backbone of the San Francisco Police Department. As the enforcement component of the Department, the main focus of the Bureau is to provide public safety service to the community in support of our mission of being the safest major city in the United States. The emphasis remains on reducing violent crime through community engagement, education, and enforcement.

The overall composition of the Bureau includes Ops Headquarters and the Investigations and Patrol Divisions. One Deputy Chief and three commanders oversee the complex operations necessary to manage the staff assigned to patrol the city and investigate crime. To manage such a densely populated area, the city is divided into ten district stations to provide direct and efficient service to their respective communities. Each station is commanded by a captain and staffed with a complement of officers, vehicles, equipment, and facilities to meet the needs of the particular area. District station captains are keenly aware of the issues in their communities and they strive to make their district a safe and enjoyable place to live.

This past year, Ops staff continued to develop strategies to protect the city while recovering from low staffing levels. In response to these challenges, command staff realigned resources, streamlined units, and adjusted shifts to ensure services remain responsive to the public's needs. Ops is responsible for hundreds of planned and unplanned events each year, including this year's World Series Parade which drew over a million spectators, as well as coordinating our response to national protests arising from critical incidents such as those occurring in across the country.

Operations Headquarters is the command center of the Bureau and staff is focused on meeting the needs of the front-line officers in the Patrol Division. Several sub-units of Headquarters include the Alcohol Licensing Unit, the Housing Unit, the Police Law Enforcement Services Unit, and Special Projects, as well as a team of Night Captains.



# OPERATIONS BUREAU

John McDermott  
Photographer, [www.mcdfoto.com](http://www.mcdfoto.com)



#### ALCOHOL LICENSING UNIT

The Alcohol Liaison Unit (ALU) administers the provisions of the California Alcoholic Beverage Control (ABC) Act and the Entertainment Commission in a manner that fosters growth and economic development while protecting the health, safety, welfare, and economic wellbeing of the people within San Francisco. The centralization of ALU has brought improved service to the public and enabled the Department to update applicants and personnel on the status of ABC and Entertainment licenses in a timelier manner.

#### THE HOUSING TEAM

The Housing Unit is the Department's liaison to the residents of the housing developments located throughout the city. Staff coordinates the efforts of the Department via the district stations with the San Francisco Housing Authority with the focus to provide specialized services to the 13 housing developments within the city to ensure quality-of-life issues are maintained. These properties include Alemany, Alice Griffith, Bernal Dwellings, Hayes Valley, Hunters Point East and West/Westbrook Apartments, Hunters View, Plaza East, Potrero Terrace and Annex, Sunnydale, and Valencia Gardens.

#### POLICE LAW ENFORCEMENT SERVICES (PLES)

Staff assigned to PLES is responsible for coordinating sworn staffing services for security as provided under the City's Administrative Code Chapter 10B. This program allows for any person or business to request additional police services at a cost to the requestor. The unit coordinates these requests and ensures funds to pay for the services are received. Examples of 10B services include security at construction sites, local clubs, financial institutions, and major sporting events, including Giants baseball.

#### SPECIAL PROJECTS

This year, the Department added staff within Ops to coordinate special projects due to several major events planned in San Francisco in the next couple of years, including Super Bowl 50.



# INVESTIGATIONS DIVISION

As part of the Operations Bureau, the Investigations Division's primary goal is the reduction of crime. Members assigned to the division are responsible for conducting complete and thorough investigations and work closely with the Station Investigations Teams (SIT) to follow-up on cases requiring more complex and detailed investigations, such as homicides, sexual assaults, and human trafficking.

The division, led by Commander Robert Moser, is divided into four units; Major Crimes (MCU), Special Victims (SVU), the Special Investigations Detail (SID), and the Crime Analysis Unit. Members of the division participate in a variety of crime-reduction programs, including the Mayor's Office of Violence Prevention's Interrupt, Predict, and Organize (IPO) plan implemented in 2013. In addition, the Department is represented by staff assigned to Investigations on a variety of local, state, and federal collaborations.

TOGETHER WE CAN  
TOGETHER WE DID

# MAJOR CRIMES UNIT

## CRIMINAL INVESTIGATION UNIT

Staff assigned to the Criminal Investigation Unit (CIU) primarily work the midnight shift to assist district stations as a citywide night investigations team. In addition, CIU has a Technical Services Unit (TSU) which is tasked with supporting CIU and other investigators assigned to the division.

As a specialized group of highly-trained investigators, staff has a wide scope of experience, knowledge, and skills that provide a great advantage in solving some of the most difficult types of crimes such as bank robberies, serious violent assaults, attempted murder, and high-profile serial crimes extending beyond a single police district. Staff assists other units within the division with various aspects of a complex investigation, such as homicides and sexual assaults. And members of TSU, with their vast knowledge of technology-related investigative methods, provide additional resources in developing cases using advanced technology solutions.

This past year, staff investigated numerous, high-profile arrests including the Elderly Bully Bandit who terrorized at least 16 victims in the Asian communities of Japantown and Chinatown. In addition, when bank robberies quadrupled during the last four months compared to the first eight months of the year, staff collaborated with other units and coordinated the arrest of suspects. Through a thorough investigation, suspects were identified, located, and arrested in 24 high-profile bank robberies linking 11 cases to the Chuck Taylor Bandit, 10 to the Capped Bandit, and three to the Pill Popper Bandit.

## THE GANG TASK FORCE

Members assigned to the Gang Task Force (GTF) are highly-trained, experienced professionals responsible for the investigation of all non-fatal crimes involving criminal street gang members either as suspects or victims. Members work closely with patrol officers, Station Investigations Teams (SIT), the Narcotics Unit, and the Homicide Unit in an effort to take a pro-active approach to the presence of gang activity and related violence in San Francisco. By using an intelligence-driven enforcement and thorough-investigation strategy, the goal is to improve the safety and quality of life in our communities.

In addition to investigating gang-related criminal cases, staff provides expert court testimony, assists outside agencies with gang-related criminal investigations, and maintains current data on criminal gang activity and the gang

members who commit these crimes. Several members are accredited instructors through POST and are committed to teaching veteran officers, as well as new recruits, to recognize the signs of gang involvement and tactics for interacting with gang members. GTF members also hold public presentations to inform community members, neighborhood groups, and parents how to recognize the warning signs that may indicate who is in a gang and how to avoid conflict.

Members assigned to the unit have developed expertise in various criminal street gangs including those affiliated and/or associate with outlaw motorcycle, Latin, Asian, African American, white supremacists, and prison gangs. When an investigation establishes that a suspect has committed a crime in furtherance of their gang, by working closely with the District Attorney's Office Gang Unit, staff ensures a gang-enhancement charge is added, which may result in a harsher penalty upon conviction.

Because many gang cases involve crimes in which a firearm has been used, these weapons are routinely seized during the execution of search warrants, probation searches, and parole searches of known gang members, their vehicles, and their residences. In 2014, the Gang Task Force participated in investigations resulting in the seizure of over 150 firearms.

## THE HOMICIDE UNIT

San Francisco has seen an unprecedented decline in the rate of homicides occurring in the city. With a total of 45 homicides in 2014, there continues to be a downward trend in keeping our rate at its lowest level in 50 years. Clearance rates of current 2014 cases are experiencing an upward surge, while older cases are being worked and cleared. This means, homicide inspectors are meeting success in making arrests and solving murders on their assigned cases.

Staff cleared 62 percent of all of 2014 cases by arrest, with the other homicides being worked toward clearance with the goal of arresting and prosecuting those responsible. This success was achieved by utilizing a team concept and sharing information with each other as well as the rest of the Department.

Embracing technology along with hard work, including the applied expertise and diligence of investigators, allowed Homicide inspectors to develop leads and receive tips in real time while at the scene of a homicide. When

information on a suspect is obtained, it is immediately disseminated to the rest of the Department via e-mail that is readily accessible to field units via smartphone and computer terminals, both in vehicles and traditional desktops. Instead of just the three or four members of Homicide looking for a suspect, technology has allowed us to put almost 2,000 officers on alert and on the lookout for the suspect(s) instantly.

During the past year, this information sharing yielded major investigative successes with the arrest and charging of several suspects identified as being involved in more than one homicide. In July, there was a spike in homicides including two incidents occurring in one day; one in the Ingleside's Visitation Valley in the early morning hours and the other in Bayview's Hunters View six hours later. During the same month, two homicides occurred two days apart, separated by a mere three city blocks, and another one in September in the Mission District which was captured on cell phone video by a witness. These cases represent a collaboration among members of the Department including Homicide, Station Investigation Teams, and district station patrol units, as well as the public, which culminated in the removal of very dangerous subjects from our street.

## NARCOTICS UNIT

The Narcotics Unit is comprised of highly motivated officers and sergeants who investigate narcotics traffickers and related crimes throughout the city. The unit also participates in several regional task force partnerships with the Drug Enforcement Administration, High Intensity Drug Trafficking Area (HIDTA), U.S. Postal Service, Homeland Security, and the Bureau of Alcohol, Tobacco, Firearms, and Explosives. Over the last year, these partnerships have resulted in the

seizure of over \$8.5 million in drug-related currency and the confiscation of illicit narcotics destined for the streets of San Francisco.

## VIOLENCE REDUCTION TEAM

As the enforcement unit of the Investigations Division, the Violence Reduction Team (VRT) is a rapidly deployable unit used to augment Patrol. This unit performs a variety of plainclothes and uniformed assignments including robbery abatement, surveillance, decoy operations, buy/bust operations, fugitive recovery, saturation patrols, crowd control, and mobile field force response.

VRT operations have been instrumental in preventing and suppressing crime since its inception in August 2011. The unit can work autonomously or in conjunction with Patrol, Investigations, and/or Special Operations units, and this flexibility provides a dependable and responsive unit to identify and address a wide spectrum of problems and situations. In 2014, this deployment strategy resulted in over 780 arrests and the seizure of 100 weapons — 92 of which were firearms. Notable among these arrests were suspects wanted in homicides, arsons, and robberies involving criminal street gangs, as well several arrests in support of the Special Victims Unit in sex-related crimes targeting minors.

By the end of 2014, VRT was reorganized into two specialty teams; the Patrol Bureau Task Force and the Night Investigations Unit. This strategy will further augment the efforts of Patrol officers with crime reduction and will assist other units of Investigations with the serving of search warrants and other operations.



Photo courtesy Peter Thoshinsky, SFPD



# SPECIAL VICTIMS UNIT

The Special Victims Unit (SVU) was formed in 2011 to better meet and serve the needs of victims and survivors of serious crimes through a consolidated-effort approach. The investigators assigned to SVU handle a wide variety of cases with one common thread; serving our most vulnerable community members. SVU provides professional service to victims and witnesses of domestic violence, sexual assault, human trafficking, child abuse, child exploitation, internet crimes against children, and elder abuse — physical and financial. In addition, SVU handles and coordinates missing person's investigations and is home to the stalking and psychiatric liaison investigators. SVU is committed to serving, preventing, intervening and solving crimes committed against the most vulnerable members of our community. "The best investigating the worst" is one of the common phrases heard when someone mentions the members of the Special Victims Unit and the crimes that are investigated.

All staff assigned to the Special Victims Unit are cross-trained in the various crimes that are assigned to SVU. This year, the Department was able to increase the number of investigators assigned to this unit allowing for more partnerships with public, non-profit, and private entities to prevent the circle of violence.

## DOMESTIC VIOLENCE

The majority of cases investigated by the Special Victims Unit are related to domestic violence. Domestic violence is a crime which cannot be ignored, and each and every member of SVU understands the importance of investigating these cases. The Department continues to support one of our public partners, La Casa de las Madres, which has victim advocates on site to assist victims and their families of domestic violence.



## PSYCHIATRIC LIAISON

Investigators routinely are contacted by other members of the Department, including the district stations, looking for assistance when evaluating a person experiencing a psychological crisis. The information that is exchanged between the patrol officers and the SVU investigators is instrumental in determining the appropriate services that should be rendered. These investigators show great compassion and strength when someone is in crisis.

## STALKING UNIT

The Stalking Unit identifies and investigates patterns of harmful behavior that intimidates and terrorizes individuals over a long period of time. A recent case revealed a domestic violence survivor who was being stalked by her abuser. The suspect made numerous threats by electronic means and finally confronted the victim and her daughter. During this encounter, he terrorized the daughter. After a lengthy trial, the suspect was found guilty of stalking and making terrorist threats.

## SEXUAL ASSAULTS

All sexual assaults are investigated by SVU. As this type of criminal and violent act is very difficult to investigate, and the need for evidence is crucial, members of the unit work daily with the Crime Lab and CSI to fully identify, collect, and process evidence. Our partnership with the doctors, physician assistants, nurses, and other medical providers at San Francisco General Hospital is instrumental in providing services to survivors of sexual assaults and is crucial in the collection of evidence.

## THE SEXUAL OFFENDER UNIT

Crimes committed by court-recognized sexual offenders are investigated by members of the Sexual Offender Unit. Additionally, staff monitors sexual offenders to ensure they are registered and are in compliance with the terms of their release.

## HUMAN TRAFFICKING UNIT

The goal of the Human Trafficking Unit is to concentrate efforts on identifying and investigating crimes associated with the human trafficking trade. In August 2014, staff investigated a case in which a young victim was befriended by a male and female couple. Over the course of a week, the two suspects turned their alleged friendship into a nightmare for this victim of human trafficking. When the victim was able to contact her family, she was rescued, and the crime was reported to SVU. As a result of a lengthy and thorough investigation, both suspects were identified and arrested, and the case was reviewed by the District Attorney's Office and charged.



## CHILD ABUSE

The Department has partnered with Children's Advocacy Center in an effort to stop all forms of child abuse as the first step to creating a community that keeps our children safe. SVU investigators work daily with the City Attorney, the District Attorney's Office, Human Services Agency, Department of Public Health, the Child and Adolescent Support Advocacy and Resource Center, and the University of California San Francisco. Along with the new Children's Advocacy Center located on 3rd Street, this partnership has made reporting and investigating crimes against children more accessible for the victim and provides much needed resources for the child and family members.

## INTERNET CRIME AGAINST CHILDREN (ICAC)

Members assigned to the ICAC provide another component and level of expertise to investigating child abuse. These investigations are one of the most difficult to investigate because countless hours of reviewing evidence is crucial in having a successful prosecution. There are now three full-time investigators assigned to this unit.





### THE FINANCIAL CRIMES UNIT

Members assigned to FCU investigate financial crimes and elder abuse cases. As elder abuse can be either financial or physical, sometimes both, investigators work daily with Adult Protective Services and members of the Institute on Aging to identify the abuse and investigate the allegations. This year, suspects were arrested in a series of blessing scams where community members were beguiled and targeted because of their age and ethnicity. These victims were coerced into giving money to the perpetrator with the belief that if they paid, their family would experience good fortune. As a result of our thorough investigations and community outreach, the public was educated on these scams, and how they are perpetrated against our vulnerable community members. This outreach resulted in greater community awareness and successful prosecution of those involved in this type of crime.



### MISSING PERSONS UNIT

Cases involving at-risk individuals and where foul play is suspected are investigated by the Missing Persons Unit. Additionally, these investigators assist the District Attorney's Office in parental child abduction cases.



### CRIME ANALYSIS UNIT

To better serve the Department and community, the functions performed by both Crime Analysis and CompStat units were reorganized and streamlined into one centralized location under the umbrella of the Investigations Division.

The Crime Analysis Unit is staffed by a team of professional analysts. Investigative support includes creating tactical and strategic analytical products, analyzing crime trends and series, linking suspects and locations, analyzing electronic records, performing analysis of crime patterns and criminal networks, and creating crime scene diagrams.

The Crime Analysis Unit also prepares detailed mapping products and multimedia presentations which are used for criminal investigations and prosecutions.

Additionally, Crime Analysts perform administrative functions including supporting the monthly CompStat process, preparing the Uniform Crime Reports (UCR), responding to Public Records Act requests, and providing information for specific requests received from within the Department, other law enforcement agencies, City agencies, and members of the public.

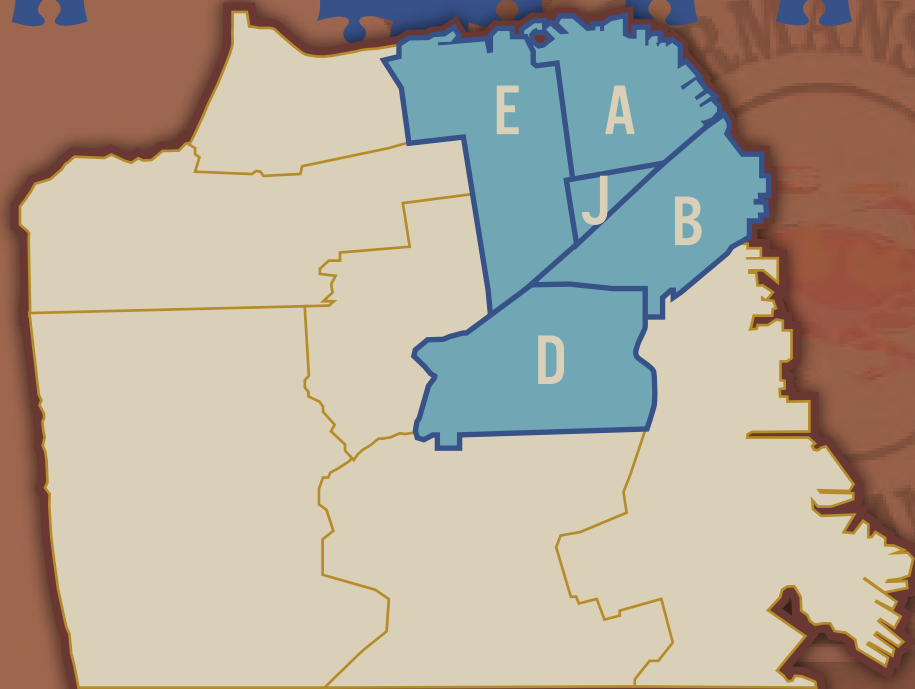


### SPECIAL INVESTIGATIONS DETAIL

Members assigned to the Special Investigations Detail (SID) are responsible for criminal investigations involving arson, explosives, hate crimes, metal thefts, threats involving public officials, and other sensitive investigations. The unit provides protection for foreign and domestic dignitaries including providing protection for the Mayor of San Francisco. To accomplish its mission, SID works in partnership with many City departments, along with other local, state, and federal agencies.

TOGETHER WE CAN  
TOGETHER WE DID

# PATROL DIVISION



CENTRAL, COMPANY A  
SOUTHERN, COMPANY B  
MISSION, COMPANY D  
NORTHERN, COMPANY E  
TENDERLOIN, COMPANY J

# METRO DIVISION



TOGETHER WE CAN  
TOGETHER WE DID



# CENTRAL

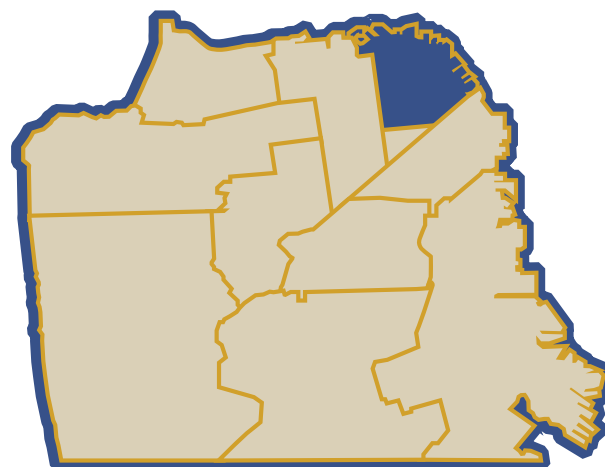
METRO DIVISION • COMPANY A  
CAPTAIN DAVID LAZAR

## CAPTAIN'S MESSAGE

*At Central Station, we are fortunate to work in an area of San Francisco most visited by tourists as an international destination. Community engagement, partnership, and collaboration are essential when working closely with the residents, visitors, merchants, and private entities of the district. Building trust and developing relationships enables officers to work side-by-side with the community. This is accomplished by identifying and developing short- and long-term plans to address problems, concerns, crime, and disorder. Officers assigned to the district speak nine different languages and are connected with the diverse communities working closely with residents to encourage the reporting of crime.*

The Central Police District is almost two square miles with a population of approximately 75,000, which rises closer to 350,000 during the daytime. It is estimated that 11 million tourists pass through this area each year on foot and along the major traffic corridors to experience the essence of San Francisco. The district is bounded by Market Street on the south, the Embarcadero on the east, Fisherman's Wharf on the north, and the Marina and Polk Gulch along Larkin Street on the west.

The district is home to most of the major hotels, restaurants, and eight out of the 10 major tourist attractions in the city; Chinatown, North Beach, Alcatraz, Fisherman's Wharf, Pier 39, Lombard Street (crooked street section), Cable Cars, Union Square, Nob Hill, Telegraph Hill, Russian Hill, Coit Tower, the Financial District, and the Embarcadero. In addition to being the center for business and commerce,



## CENTRAL STATION

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nighttime entertainment, and tourism, the district has 24 schools, 24 parks, 20 hotels, 4 hospitals, and 23 foreign consulates.

There are over 100 planned and unplanned events held in the district including major celebrations (New Year's Eve, 4th of July), parades (Chinese New Year, Italian Heritage) Fleet Week/ the Blue Angeles, the North Beach Fair, the Autumn Moon Festival, holiday shopping (Black Friday), demonstrations, and dignitary visits.

## BEST PRACTICES MODEL

Central Station's mission is to be responsive to the community and assist all those in need. Although we have developed enforcement strategies to address crime specific to our neighborhoods, educating the community and preventing crime is our primary goal. In addition to the basic tenet of policing which involves the deployment of uniformed radio car patrol, foot beat officers, bicycle officers, plainclothes teams, and investigators, a major component of reducing crime is partnering with the community and engaging youth in positive activities.

**BY THE NUMBERS:**  
**The Central District is responsible for the safety of over 11 million tourists each year!**

## BEST PRACTICES IN ACTION

Central Station's Community Police Advisory Board (CPAB) is made up of 12 community members who work to develop projects to impact and reduce crime.

This past year, CPAB members worked to implement the Park Smart program which was designed to draw awareness to the rash of auto burglaries throughout the district. Postcard sized placards were distributed in the tourist-populated areas of the district as a means to educate tourists and others about how to avoid being a victim of an auto burglary.

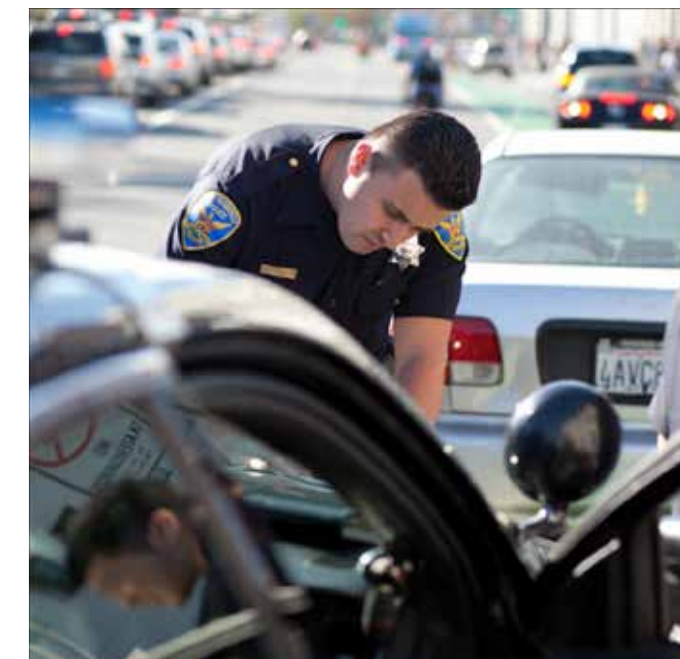
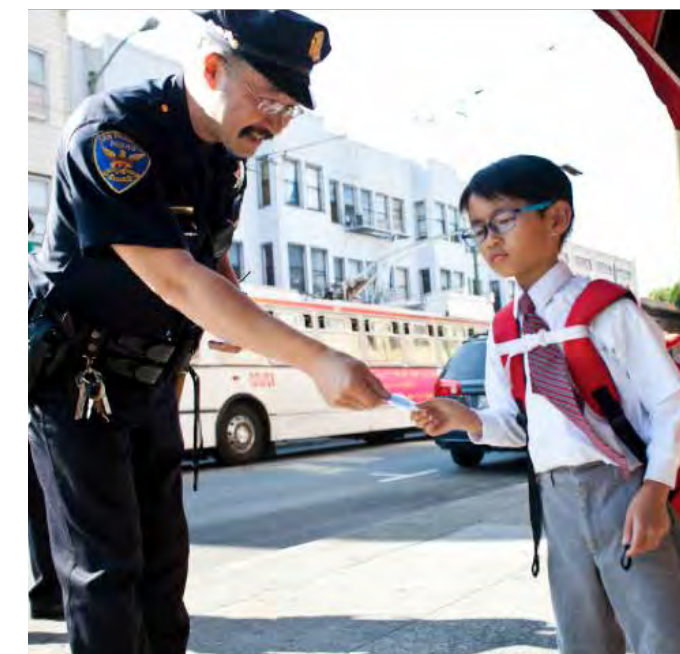
Each August, the Department participates in National Night Out (NNO), a police-community partnership to build safer neighborhoods. This year, with the assistance of the CPAB, the district sponsored an NNO event at Joe DiMaggio Recreation Center. Approximately 400 people enjoyed the evening festivities, including games for the entire family, informative safety lectures, and a barbecue prepared by our officers.

Central Station also hosted the Chinatown Night Out. With a large population of elderly residents in our Chinatown neighborhoods, the goal was to reach out to this demographic to provide information about safety. In collaboration with SF SAFE, the Chinese Chamber of Commerce, and the Community Youth Center, the district hosted a barbecue, feeding over 800 people, and provided crime prevention information such as personal and pedestrian safety, how to report crime, and information on available translation and language access services.

In order to connect with the community, Central Station uses social media, distributing a weekly newsletter, and now, Twitter, as a means to promote community engagement. In 2014, there were approximately 600 people following the station, receiving information about community events, great arrests and public safety alerts.

Central Operation Safe Tourist is an effort to provide additional resources at Fisherman's Wharf. Officers are reassigned to conduct high visibility patrol and community engagement in this area to deter criminal activity.

One of the ways to address the prevention of crime was to promote the "Chinatown Safety Program." This program developed by Central Station, in partnership with SF Safe, the Chinese Chamber of Commerce, the Chinatown Community Development Center and the Department of Building Inspection, to promote the installation of security cameras, additional lighting and gates in order to "harden the target" by preventing crime through environmental design.





# SOUTHERN

METRO DIVISION • COMPANY B  
CAPTAIN JEROME DEFILIPPO

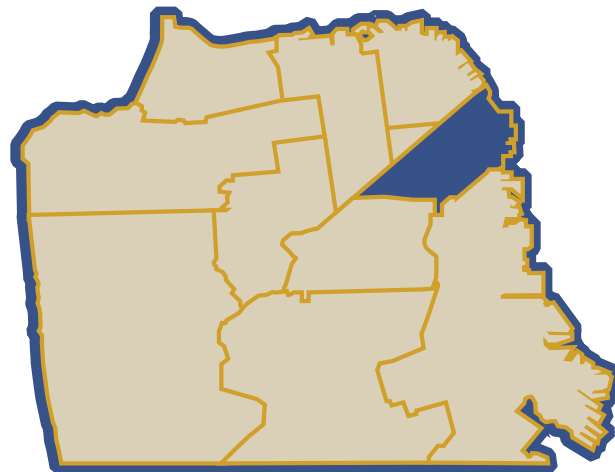
## CAPTAIN'S MESSAGE

*Our goal at Southern Station is to work closely with the community to form a closer bond between the community and the officers who serve them. We want everyone, from residents to business owners and visitors to the less fortunate, to have a quality of life they deserve.*

The Southern Police District's boundaries are Market Street to the northwest, San Francisco Bay to the northeast, Mission Creek to the southeast, and Division/13th Street to the southwest. The district is divided into five patrol sectors within the city limits and an additional two patrol sectors on Treasure Island and Yerba Buena Island. The district covers approximately 2.9 square miles with a daily population fluctuating with the many visitors and locals who live, work, and play in the area. The district also is the home to the Central Market Public Safety Hub located on 6th Street.

The Southern District is a diverse community spread through the many neighborhoods, such as South Park, Yerba Buena, South Beach, and Rincon Hill. Each neighborhood is unique, and the people who live there are passionate about their community. The district boasts a large corporate retail area along Market and Mission Streets, yet also has quaint, family-owned small businesses spread throughout the neighborhoods.

The area is host to many events each year including the Pride, Martin Luther King, St. Patrick's, and Veterans Day



## SOUTHERN STATION

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parades, as well as a variety of planned and unplanned demonstrations. It also is home to AT&T Park and the Giants organization, which fortunately has had three World Series championships in the past five years, which includes post-season games and parades. Major technology firms, such as Oracle and Sales Force, hold yearly events at the Moscone Center and its surrounding venues, bringing substantial crowds to this area.

## BEST PRACTICES MODEL

The officers who work in the Southern District work with the philosophy of – What more can we do? The district has many neighborhoods that experience similar public safety issues, such as personal and property crimes and quality-of-life issues. Officers are tasked with not only dealing with the criminal element in the district, but also with being social workers handling a significant amount of quality-of-life issues for the homeless population in the district. By working collaboratively with many City agencies to address concerns and issues relating to homelessness, officers work to build strong community support and provide needed services to this population.

We continue to build trust with the youth who live in our community by working with local organizations. By interacting with youth in positive activities and providing them with a safe environment, we are empowering them to reach their highest potential - today and in the future.

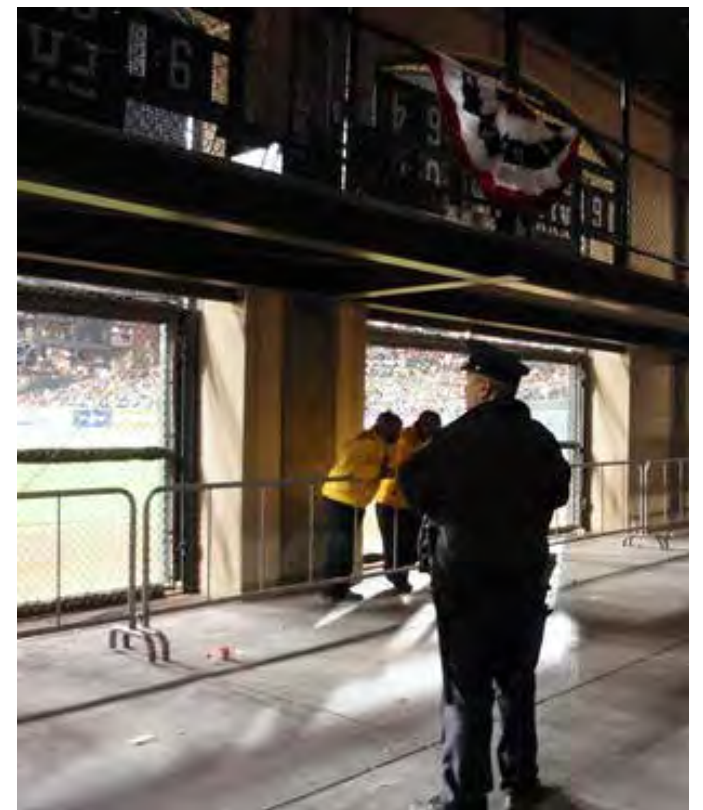
## BEST PRACTICES IN ACTION

The dedicated officers who work the Mid-Market foot beat continue to work closely with the stakeholders in this area to reduce crime and create a safe corridor for those doing business here. The Safety Hub on 6th Street has been in operation for over two years and continues to be a fundamental part of the crime prevention efforts of officers assigned to this area. Officers continue to work closely with SF SAFE in recovering many stolen bicycles and returning them to their rightful owners.

This year, new officers were assigned to the foot beats and have continued the great work of their predecessors to forge community partnerships. These officers purchased toys with their own money for the annual Operation DREAM Toy Drive, and in conjunction with their monthly Coffee with the Foot Beats event, held a toy drive at the Safety Hub.

Southern Station has dedicated officers who work Operation Outreach. Their mission is to determine the places most frequented by the homeless, provide strict attention to those areas, and to contact the individuals to determine their needs. They work in collaboration with various city agencies to provide appropriate social services for those in need while addressing quality of life concerns in the communities they serve. Being out there daily, officers know the individuals who make the streets their home. This became more apparent when a homeless woman was violently kicked in the head by an unknown suspect, which was caught on video. The victim did not come forward and no one was aware of her current condition or identity. Southern Outreach officer's viewed the footage and immediately recognized the woman and knew where she slept at night. They gave that information to officers who in turn located the woman later in the evening. The suspect in the vicious crime was later caught.

*Special Note: Pictured with the staff of Southern Station is Captain Jerome DeFilippo. Captain Bill Roulades retired in January 2015, he was the commanding officer of Southern Station throughout the year and submitted this report.*



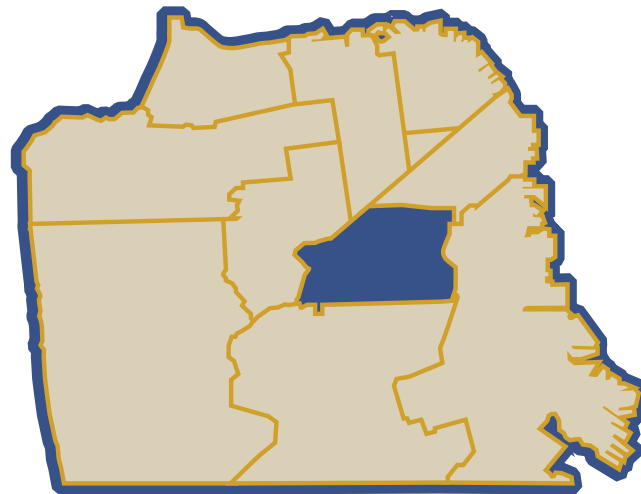


# MISSION

METRO DIVISION • COMPANY D  
CAPTAIN DANIEL PEREA

## CAPTAIN'S MESSAGE

*We work every day to be connected, engaged members of the community we serve. We begin with partnerships, with honest dialogue comes progress, and by working together with our community, we succeed. We work with our fellow officers to utilize effective strategies to provide police service that improves and maintains public safety. We work with City agencies and community members to bring resources to facilitate our problem-solving endeavors. Our desire to keep our district safe drives our daily efforts. The Mission is our mission.*



## MISSION STATION

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History, culture, and community are the foundation on which neighborhoods encompassed within the Mission Police District were built. The Mission is known as “la Corazon de la Ciudad” meaning the Heart of the City. Rich in architectural heritage, our district is home to Mission Dolores, established by the Franciscan Order in 1776 as one of the first missions in California.

The district is approximately 2.7 square miles with 104.8 road miles, a population estimated at 103,690, and is centrally located between the downtown area and the outlying residential neighborhoods. The district boundaries cover the region east of Twin Peaks to the James Lick Freeway, and south of Market Street to Cesar Chavez Street. Whether a destination or a point of departure, the Mission is served by major transportation hubs for MUNI

and BART with stations at 16th and 24th Streets. These transportation systems provide a connection from the Mission to the Financial and shopping districts, the Castro, and Noe Valley, as well as to other Bay Area cities.

Residential land use is defined by densely developed blocks serving all socioeconomic levels. District neighborhoods include Noe and Eureka Valleys, Castro,

Dolores and Diamond Heights, Mission Dolores, Upper Market and Castro, Lower 24th Street, Shotwell and 25th Street, and Cesar Chavez. The commercial corridor of Mission Street extends from north of 16th to Cesar Chavez and is known as the “Mission Miracle Mile.” This corridor is a major-retail strip and is an alternative to Market Street businesses and has evolved into a citywide business district. This year through community led efforts by Calle 24, the City designated the eastern part of 24th Street as the Latino Cultural District.

Annually, the Mission is host to more than 200 special events. Additional personnel are schedule from in-house as well as from outside district stations to prepare for crowds which exceed 300,000 attendees. Our major events include Carnaval, Pink Saturday, PRIDE, Castro Street Fair, Cesar Chavez Parade and Festival, Cinco De Mayo Festival, Dia de los Muertos, Halloween and numerous street fairs.

## BEST PRACTICES MODEL

Our business owners and residents of the Mission District command and receive the highest level of law enforcement service we can provide. Mission Station personnel of every rank work together as a cohesive team to problem solve crime issues, neighborhood complaints, and concerns with proactive enforcement, complimented with the utilization of City resources.

Community input and concerns are important considerations in our staffing of car sectors, foot and bicycle beats, as well as assigning school resource officers. The result is greater ownership, responsibility and accountability of neighborhood problems via direct, frequent, and ongoing community engagement with merchants and residents. Officers assigned to Mission Station are committed to finding ways to improve and build on our relationships with the individuals we serve daily.

Mission Station officers remain passionate and committed to serving youth, their families, visitors and merchants in our district. Officers serve as positive role models to promote and foster community partnerships and are dedicated to others, especially apparent in their efforts to engage with youth to help them reach their highest potential. We are committed, connected members of the very community we serve. Our goals include creating positive changes in the community through communication and active partnership.

## BEST PRACTICES IN ACTION

Mission Station officers engaged in youth programs ranging from working with youth at Garfield Park to presenting youth and family oriented community events. Officers’ efforts included working with the SF PAL to bring youth programming to Garfield Park several days a week. SF PAL provided equipment and a Sandlot League was created bringing officers and youth together every week for soccer, kickball, and flag football. SF PAL also coordinated a Conditioning Program” for neighborhood youth at

Garfield Park, which includes physical activity coupled with information enabling youth to make healthy lifestyle choices. Our efforts were rewarded with the smiles and laughter of neighborhood youth who enjoyed participating in various outdoor activities.

Officers worked tirelessly to organize and produce several events for youth and family in our district. In October, officers working with our partners at the Mission Education Project Inc., held a well-attended pumpkin patch on 24th and Treat Streets. A complimentary lunch was provided though the generosity of sponsors including the San Francisco Police Officers Association. Free pumpkins, face painting, and trick-or-treating made for a fun and festive day for the community.

The holiday season brings the annual toy give-away. Preparations for this event are ongoing year round, and as in the past, Officers were joined by their own family members and our partners from the Latino Police Officers Association to procure toys and produce a happy event for the kids who attended. The day includes pictures with Santa for the kids and their families and small gifts for every child. We thank everyone in the community we serve for working together with us and allowing us the opportunity to have a positive impact in our district.





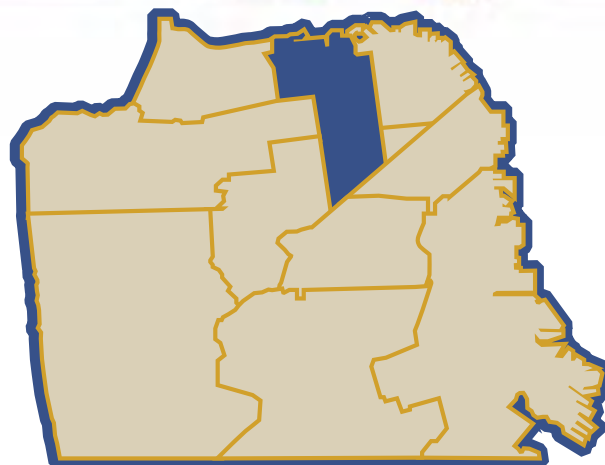
# NORTHERN

METRO DIVISION • COMPANY E  
CAPTAIN GREG McEACHERN

## CAPTAIN'S MESSAGE

*At the forefront of policing in the Northern District is the philosophy of committed community engagement. I firmly believe that a collaborative relationship between the fine men and women of Northern Station and the community is what is paramount for our success. Without this relationship, we cannot be effective and both the Police Department and the community will be negatively impacted. Each day, we strive for further engagement, conscious that our commitment to this partnership brings our community closer together and builds safer and supportive neighborhoods.*

The Northern Police District encompasses 5.3 square miles of the city. The district is bordered by Larkin Street on the east, Steiner Street to the west, Market Street to the south and the water's edge of the Marina District to the north. The area is the residence of nearly 110,000 people and is home to communities of various cultures and demographics. Some of these communities include the Lower Haight, Ashbury, Hayes Valley, the Western Addition, The Lower, Middle, and Upper Polk Communities, Japan Town, Lower Russian Hill, Pacific Heights, Cow Hollow, and the Marina. The district also is home to some of the most vibrant commercial corridors in the city including the Lower Hayes Valley, Japan Town, Upper Fillmore, Polk Street, Union Street and Chestnut Street shopping areas. At night, the District turns into a destination spot for night life with lively restaurant and entertainment venues spanning all areas



## NORTHERN STATION

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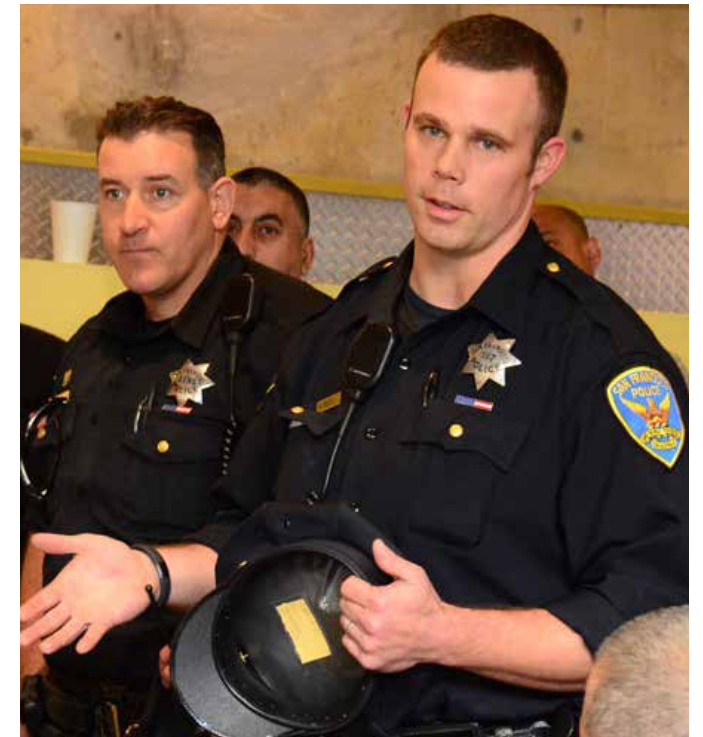
of the district from the Lower Haight, to the Polk Street corridor, to the Marina District.

Each year, the district is host to hundreds of events, both small and large, which offer a glimpse of the district's communities and culture made famous in San Francisco. The events include festivals and galas throughout the year at Civic Center Plaza, City Hall, the Bill Graham Event Center, the Opera House, the Symphony, and the San Francisco Jazz Center. The district is also home to many

community events and street fairs including the Gay Pride Celebration, The Walk for Life, Juneteenth in the Fillmore, the Cherry Blossom and Nihonmachi Festivals in Japan Town, Fleet Week, the Fillmore and Polk Street Jazz Festivals, and the Union Street Fair.

The sworn members assigned to patrol the five sectors in the district as foot beats, plainclothes, investigations, school resource, homeless outreach, and special events. The unbelievable civilian support at Northern Police Station includes public service aides, fleet maintenance, and clerical staff.

*Each year, the district is host to hundreds of events, both small and large, which offer a glimpse of the district's communities and culture made famous in San Francisco.*



## BEST PRACTICE MODEL

Engagement and interaction with our community is a priority of the San Francisco Police Department and is truly evident here at Northern Station. We believe that engagement with the community with line-level officers is necessary to foster not only a working relationship between the two but also a positive and collaborative effort to help solve problems at the community level. One of the best ways of doing this is with foot beat patrols.

## BEST PRACTICES IN ACTION

In 2014, Northern Station reinstated two foot beat patrols in our community which were previously suspended due to staffing shortages. These patrols in the lower Polk Street corridor and the Hayes Valley/Lower Haight Street corridors allowed for better engagement with the community and a stronger sense of community policing for both the community and our officers. These foot beat patrols are tasked with engaging with merchants, residents, and visitors on a daily basis with the expectation that this one-on-one engagement will foster better community relations, will keep the community in tune with the mission of our officers, and ensuring our officers to be more engaged with the community needs on a front-line basis.

After reinstating these two foot beats, the reaction and the response from the community have been wholly positive. Many in the community have commented that the foot patrols "have made the community feel safer and less likely to be victimized" and "were more satisfied with police services" due to the increased engagement with the officers. Additionally, the foot beat officers have embraced their assignments and feel more engaged and in tune with the community that they serve and see every day.



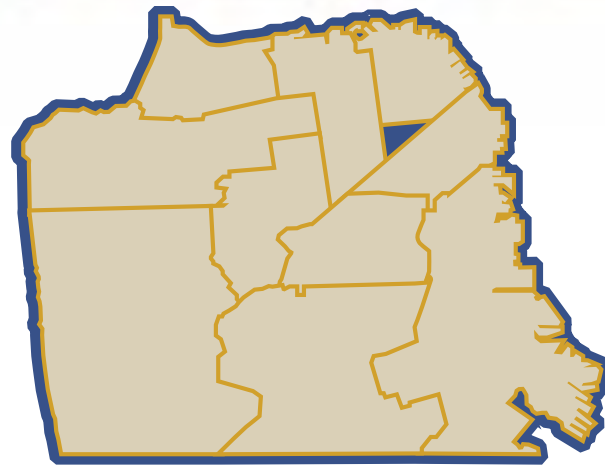


**CAPTAIN'S MESSAGE**

*The Tenderloin Police District is a place where its many challenges are only surpassed by the passion, energy, and commitment to overcome them. Tenderloin Station continues to be a partner in the many efforts to improve public safety and make the Tenderloin a safer, healthier community.*

The Tenderloin Police District is geographically the smallest of the 10 police districts. It is a .35 square mile area bordered by Market, Larkin, Geary, and Grant streets. However, it is also one of the most densely populated, with more than 20,000 people who call the neighborhood their home. With patrons shopping in the Lower Union Square area or staying at the Hilton, Parc 55, or Hotel Nikko, that number swells to over 37,000 daily. Additionally, the Tenderloin connects with the heavily traveled public transit lines on Market Street and also contains parts of Little Saigon, the Hyde Street Corridor, and a portion of the Theater District.

The service providers and community members of the Tenderloin are among the most inspired and active in San Francisco. The district has a wide array of non-profit organizations providing services to vulnerable populations including families, immigrants, youth, seniors, people in crisis, and those with substance-use disorders. Tenderloin's own Glide Memorial Church and Saint Anthony's Foundation continue to serve food to thousands of people every day. The number of children who live in the Tenderloin Community is said to be approximately 4,000. Many of those



**TENDERLOIN STATION**

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children attend Tenderloin's De Marillac Academy and San Francisco City Academy, which both serve youth in elementary and middle school.

With the new demographic of technology firms moving in to the Mid-Market area, the Tenderloin Police District has seen the emergence of new housing, businesses, and restaurants – all while maintaining the history, vibrancy, and sense of community for which this great neighborhood is known.

**BEST PRACTICES MODEL**

The team at Tenderloin Station uses a variety of tools to make the neighborhood a safer one. Community engagement is the foundation of our work in the Tenderloin Police District. Further, while enforcement remains an important component of our efforts to improve public safety, we focus on problem-solving strategies to address issues both large and small. In addition to partnerships, education, and intervention, a major component of our problem-solving efforts focus on Crime Prevention Through Environmental Design (CPTED). This area of study emphasizes how the physical engineering and upkeep of our communities can contribute to the potential for and reduction of crime – from simple things like street lighting to large-scale plans for the design of buildings, sidewalks, and methods of traffic control.

**BEST PRACTICES IN ACTION**

In December 2014, the Tenderloin welcomed the opening of the new Boeddeker Park, which exemplifies many of the tenets of CPTED. The redesign of the park was a multiyear collaboration between many organizations, agencies, and community members. With a single entrance and exit, sound rules of conduct, a constantly staffed clubhouse, and a design that affords a clear field of view to most areas in the facility, Boeddeker Park offers a safe, inclusive, and welcoming environment. Regular programming of the park has promoted a culture of safety that is in sharp contrast to the Boeddeker Park that existed in years past. Our Youth Engagement Program is heavily invested in the success of the park, and it dedicates two full-time police officers to programming and safety in-and-around the park. The officers at Boeddeker Park participate in programs with Tenderloin's youth, seniors, and anyone else who wants to enjoy the beautiful open space.

Our community engagement strategies include the distribution of a weekly newsletter, a user-friendly station website and Twitter page, attendance at various community safety forums, and a sergeant liaison program. In addition to the station's regularly scheduled monthly community meeting, we also hold additional a monthly public safety meeting at various locations in the community to assist specific populations with more focused concerns.

Tenderloin Station is highly committed to supporting and encouraging the mobilization of its community for positive activation. The Tenderloin Police District has many public safety groups that meet regularly and take ownership for what they can do to make a difference in their neighborhood. In one example, several public safety groups in the Tenderloin meet daily to activate a street cleanup called a "Take Back." And in another, a group activates some of the most challenged corners by having various random fun activities for a few hours once a month in a program called "Four Corner Friday." These and other tactics send a clear message to people who would harm

our community that we care about our community and are organized and unified in its betterment.

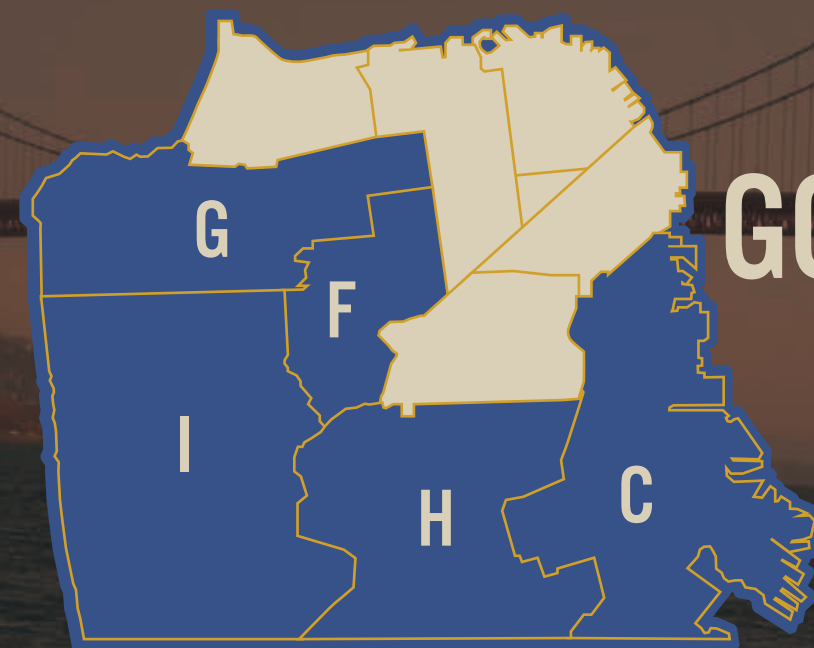
In addition to our crime prevention and problem solving efforts, the members of Tenderloin Station vigorously pursue enforcement through strategic patrol, undercover operations, and detailed investigations. In 2014, Tenderloin Station partnered with the Department of Agriculture to bring a three-year investigation to a close with indictments for several people involved in a criminal enterprise defrauding the government.



Ordinary people doing the  
**EXTRAORDINARY**



For more information on a career  
with the San Francisco Police Department  
visit [www.sfgov.org/police](http://www.sfgov.org/police)



**GOLDEN GATE  
DIVISION**

- BAYVIEW COMPANY C
- PARK COMPANY F
- RICHMOND COMPANY G
- INGLESIDE COMPANY H
- TARAVAL COMPANY I



**TOGETHER WE CAN  
TOGETHER WE DID**





# BAYVIEW

GOLDEN GATE DIVISION • COMPANY C  
CAPTAIN ROBERT O'SULLIVAN

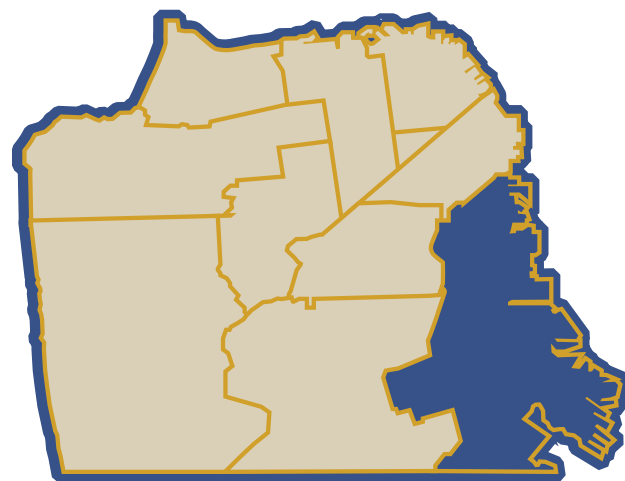
## CAPTAINS MESSAGE

*The officers of Bayview Police Station are committed to the protection of life and property for the residents, visitors, and merchants by engaging in ethical and sustained police work. Paramount in that endeavor is including the community in collaborative community policing with an emphasis on problem solving, reducing crime, and strong crime prevention.*

The Bayview District is 9.1 square miles and makes up 20 percent of San Francisco's landmass. The Bayview District is a unique combination of residential and industrial space. Within its boundaries are the neighborhoods of Potrero Hill, Dogpatch, Bayview, Hunter's Point, Silver Terrace, Portola, Bay View Heights, and Mission Bay. With a population of approximately 80,000, the community it is very diverse racially, religiously, and financially. The Bayview has a growing number of small businesses owned and operated by residents of the community.

## BEST PRACTICES MODEL

Bayview Station personnel interact on a regular basis with neighborhood associations, business groups, non-profit organizations, and schools. Sergeants are assigned to a number of organizations as a point of contact and liaison for problem solving and finding long-term solutions to issues which may arise. They solicit feedback from community members, prioritize needs, and enlist the help of officers to participate in community-based events. Implicit in this problem solving program is forming partnerships through collaborative efforts with City agencies and community-based organizations and institutions.



## BAYVIEW STATION

201 Williams Street, San Francisco, CA 94124

(415) 671-2300

Email: [SFPDBayviewStation@sfgov.org](mailto:SFPDBayviewStation@sfgov.org)

Twitter: @SFPDBayview

In order to meet the community's desire for timely information, Bayview Station distributes an electronic newsletter three times a week. The newsletter includes a summary of crimes occurring within its boundaries as well as a calendar of community events. This information also can be accessed through an online blog and Twitter feed. Community members also are encouraged to attend the Captain's community meeting held the first Tuesday of every month in the Bayview Station Community Room.

## BEST PRACTICES IN ACTION

Partnerships are important to the members of the Bayview Station not only for forging friendships within the community, but for providing services to those in need. Each year, in coordination with the Lions Veterans Club and San Francisco Rotary, officers collect, refurbish, and provide bicycles to local homeless veterans. Officers conduct a bicycle safety presentation for the veterans and provide each recipient with a helmet and lock. Some veterans now assist Bayview officers with refurbishing bicycles for future distributions.

Youth engagement is a top priority for the officers of Bayview. Officers welcome the opportunity to serve as a positive role model for the youngest members of the community. Officers regularly visit local schools to speak about personal and pedestrian safety or just to play a game. We are also proud to partner with Reading Partners, a non-profit organization dedicated to improving the reading literacy of disadvantaged youth. Each week, numerous officers meet with their assigned "reading partner" and provide an hour of reading and comprehension instruction. The relationships forged during the program extend outside of the school as many of the students live in the area of the officers' assigned beats.





# PARK

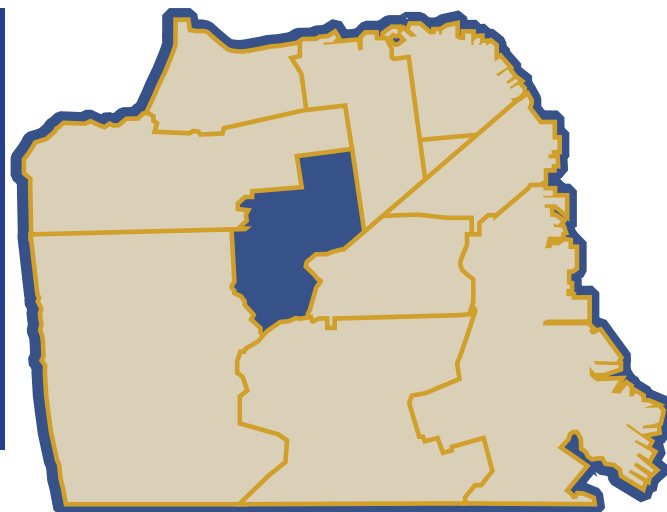
GOLDEN GATE DIVISION • COMPANY F  
CAPTAIN RAJ VASWANI

## CAPTAIN'S MESSAGE

Officers assigned to this historic district in San Francisco are highly encouraged to engage with the public throughout their shift. Areas such as Duboce Triangle, the Haight, Divisadero Corridor, Golden Gate Park, Cole Valley, NOPA, and Inner Sunset are ideal neighborhoods for officers to get out of their cars and interact with the public. It is with this interaction that we build trust and get to know the true needs of our community. An officer on foot is approachable, and members of the public can truly foster a relationship with Park Station officers.

The Park District is three square miles and is bordered by Geary Boulevard, Steiner Street, Market Street, Portola Avenue, 7th Avenue, and the east end of Golden Gate Park including the Panhandle. Park Station serves a population of over 67,000 in the communities of Alamo Square, Anza Vista, Clarendon Heights, Cole Valley, Corona Heights, Duboce Triangle, Haight/Ashbury, Midtown Terrace, Parnassus/Ashbury Heights, Twin Peaks, and Western Addition, as well as portions of the Castro.

The station was originally built as quarters for the Mounted Unit. In 1995, it was completely refurbished and opened as a district station. The original 1910 Mission style façade was maintained with its stucco walls and tile roof making it a functional, secure place for officers as well as a non-intimidating building for the residents and those who visit the district.



## PARK STATION

1899 Waller Street, San Francisco, CA 94117  
(415) 242-3000  
Email: [SFPDParkStation@sfgov.org](mailto:SFPDParkStation@sfgov.org)  
Twitter: @SFPDPark

The Park District is home to many reoccurring events and festivals. As the heart of the "Summer of Love," the district is home to a host of concerts and festivals held to commemorate the Haight Ashbury experience that continues to draw visitors internationally since 1968. This includes the annual 4/20 event which draws over 15,000 people to Hippie Hill in Sharon Meadow to celebrate smoking marijuana and embracing the hippie experience, the Haight-Ashbury Street Fair which draws 70,000 people to celebrate the

vitality, diversity, and uniqueness of the Haight, and two free concerts in Sharon Meadows hosted by Alice Radio which draw almost 15,000 people.

## BEST PRACTICE MODELS

Park Station continues to use the community policing philosophy by staffing foot and bicycle patrols in the areas of Alvard Lake/Stanyan Meadows, the Divisadero Street corridor, and the Upper Haight Corridor. Officers who are assigned to these beats maintain a high-visibility presence within the community which encourages positive contact with the police. All members, especially the officers on patrol, have positive relationships with merchants, community groups, and school administrators, which in turn, ensure the community's needs are met.

## BEST PRACTICES IN ACTION

Pedestrian safety and traffic enforcement are high priorities in the Park District due to the many visitors and tourists who flock to our neighborhoods. The "Focus on the Five" program is used as a guide for traffic enforcement in the district. To accomplish our mission of reducing fatalities caused by traffic collisions, a three-avenue approach is used; education, passive enforcement, and active enforcement. By listening to our community members, enforcement efforts have focused on small pockets of roadways that are having a particular traffic problem. A solution is designed, and officers are tasked with implementing the plan, to include all three avenues – education, passive, and active enforcement.

One problem affecting all big cities is car break-ins; a common problem in densely populated metropolitan areas. To combat this problem, Park Station began using video surveillance as a tool. By partnering with the various communities in the area, both business and residential, officers secured video surveillance footage which proved key in identifying, apprehending, arresting, and convicting criminals who come through the district. The district also partnered with other City agencies in the installation and monitoring of cameras in the Twin Peaks parking lot, which is a favorite spot for residents and tourists with its breathtaking views of the city by the bay. This partnership has led to multiple arrests of persons breaking into vehicles.

One of the many multi-faceted approaches used this past year started with a bicycle theft spree that spread through Golden Gate Park's Panhandle. Unsuspecting bicyclists riding late at night were being violently knocked off their bicycles, which were then stolen. By enlisting the community's help to identify the culprits, staff collaborated with the SF Bicycle Coalition who in turn disseminated information regarding the crimes to their membership and provided education for riding safely.

Plainclothes and patrol officers were deployed to saturate the area, and social media sites including Twitter and the district's web page further spread the information. With all

the pieces in place, a sting operation was planned which led to the arrest of a suspect, and the crime spree was stopped in its tracks.





# RICHMOND

GOLDEN GATE DIVISION  
COMPANY G  
CAPTAIN SIMON SILVERMAN

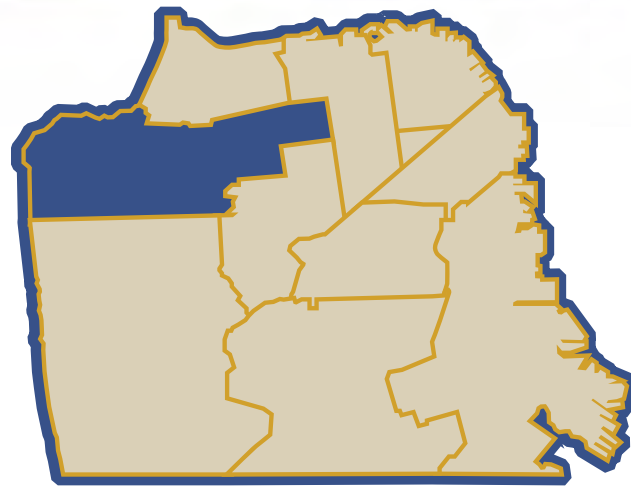
## CAPTAIN'S MESSAGE

*The Richmond Police District is culturally diverse including large Chinese and Russian communities. The diversity of our residents is mirrored in the diversity of the members who serve the district and who speak a multitude of languages. We are committed to the community we serve. Our goal is to provide our residents with excellent service, to forge partnerships with residents and businesses, and ensure the safety of all those who visit the natural landmarks located in our district.*

Located in the northwest corner of the city, the Richmond Police District is one of San Francisco's most populous areas and home to over 101,000 residents covering 5.7 square miles.

Although primarily residential, it boasts several shopping districts featuring local businesses including Geary Boulevard, Clement Street, Sacramento Street, and Laurel Village. The district also is home to Golden Gate Park, one of the nation's largest and most often visited urban parks, and it borders the Golden Gate National Recreation Area, a popular tourist destination.

Several large events take place each year in the Richmond Police District, including the multi-day concert festivals Outside Lands and Hardly Strictly Bluegrass, as well as a large section of the Bay-to-Breakers foot race.



## RICHMOND STATION

461 6th Avenue, San Francisco, CA 94118  
(415) 666-8000  
Email: [SFPDRichmondStation@sfgov.org](mailto:SFPDRichmondStation@sfgov.org)  
Twitter: @SFPDRichmond

## BEST PRACTICES MODEL

Richmond Police District officers patrol in cars, on bikes, on foot, and even in a Jeep in the various parks. Officers are assigned to special patrols in the schools, the parks, and the main business districts. They are committed to building partnerships with the community and actively

participate with dozens of neighborhood groups, merchants associations, schools, and other community organizations.

The district has an active and vibrant Community Police Advisory Boards (CPAB). The volunteers of the CPAB work closely with staff to address issues and concerns of those who live in the various neighborhoods throughout the district. Once a concern is identified, specific action plans are designed and implemented with the help of the CPAB, including outreach efforts, education programs, and enforcement.

*Several large events take place each year in the Richmond Police District, including the multi-day concert festivals Outside Lands and Hardly Strictly Bluegrass, as well as a large section of the Bay-to-Breakers foot race.*

## BEST PRACTICES IN ACTION

Traffic safety is a top priority in this area which is range from small two-way neighborhood streets to major multi-lane thoroughfares. To address this issue this past year, the CPAB implemented a traffic safety program called SF Street Smarts designed to educate drivers, pedestrians, and bicyclists about dangerous traffic violations, as well as providing safety tips for pedestrians and bicyclists. The program also featured educational materials for schools and an outdoor media campaign with banners promoting safe behavior.

This year, the members of the district focused their attention on improving traffic safety in the district by employing both enforcement and education strategies. The number



of citations issued in 2014 was three times as great as the number issued in 2013. Over half of the citations issued were for violations that pose particular threats to safety: failing to yield to pedestrians, speeding, running red lights, running stop signs, and distracted driving.

In addition, Richmond hosted a National Night Out event, with the assistance of the CPAB, with games for kids, a talking police car, visits from police horses and dogs – including McGruff, the Crime Dog. Participants were treated to barbecued food cooked and served by the officers.





# INGLESIDE

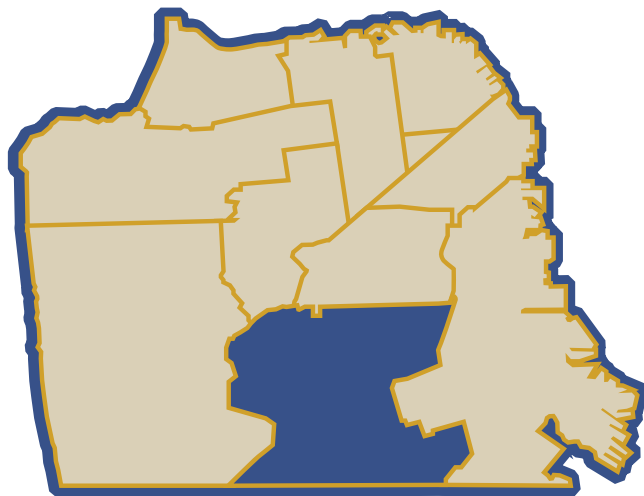
GOLDEN GATE DIVISION • COMPANY H  
CAPTAIN JOSEPH P. McFADDEN

## CAPTAIN'S MESSAGE

*The highest priority of the officers at Ingleside Police Station is to treat the members of our community with dignity and respect. The men and woman of Ingleside will provide a prompt and courteous response to all those who in our diverse community and work tirelessly to solve neighborhood problems through complete and thorough investigations. We are dedicated to serving our community with professionalism, compassion and understanding.*

The Ingleside Police District covers over 6.5 miles and is home to 123,980 residents. The district includes the culturally rich and diverse neighborhoods of Portola, Saint Mary's Square, Bernal Heights, Sunnyside, Miraloma Park, Sherwood Forest, West Park, Westwood Highland, Monterey Heights, Glen Park, Excelsior, Diamond Heights, Sunnyside, Visitation Valley, Upper Noe Valley, Mission Terrace, Outer Mission, Crocker Amazon, Balboa Terrace, Cayuga Terrace, Holly Park, Precita Park, Mount Davidson, Mission Corridor, Saint Francis Woods, Silver Terrace and San Francisco City College.

There are 18 public and 12 private schools within the district. Ingleside Officers interact on a daily basis with the children who range in age from pre-school to high school. As children are our greatest resource and the future of our city, those assigned to the district work tirelessly to build bridges with our young population – which paramount in each officer's daily assignment.



## INGLESIDE STATION

1 Sgt. John V. Young Lane, San Francisco, CA 94112  
(415) 404-4000  
Email: [SFPDInglesideStation@sfgov.org](mailto:SFPDInglesideStation@sfgov.org)  
Twitter: @SFPDIngleside

## BEST PRACTICE

Community policing is the heart of the Ingleside Police District. With strong ties to the community, members work with several neighborhood associations and merchant business groups to interact on various issues affecting our community. Members interact daily with a host of organizations including the Excelsior Action Group,

Sunnyside Neighborhood Association, Outer Mission Merchants and Residents Association, New Mission Terrace Association, Cayuga Improvement Association, District 11 Council, Boys and Girls Club (Excelsior and Visitation Valley), Diamond Heights Community Association, Glen Park Association, Excelsior District Improvement Association, Bernal Heights Community Center, Miraloma Park Improvement Association, College Hill Neighborhood Association, Upper Noe Neighbors, North-West Bernal Alliance, Glen Eagles Golf Course and the Rivers of Life Church.

In addition, the Ingleside Community Police Advisory Board (CPAB) continues to support and remain extremely active by finding solutions to concerns to ensure the safety of our residents. By working with the various groups, both private and business, the goal is to establish a sense of ownership and pride within the community.

## BEST MODEL IN ACTION

In 2014, the Ingleside District Station, with the assistance of the CPAB, hosted two National Night Out events and two gun buy-back programs, all part of the effort to reduce violence. Additionally, the CPAB hosted a trip to a Golden State Warriors basketball game with children and young adults from our Sunnyside neighborhood to further strengthen the bond between law enforcement and kids.

Ingleside Station has an extremely talented group of officers and investigators. One case in particular which utilized this expertise, along with the help of the community through social media, was a series of residential burglaries. The station's SIT, plainclothes unit, and patrol officers methodically followed up on leads and systematically developed crime information on the culprits who were responsible for dozens of home burglaries.

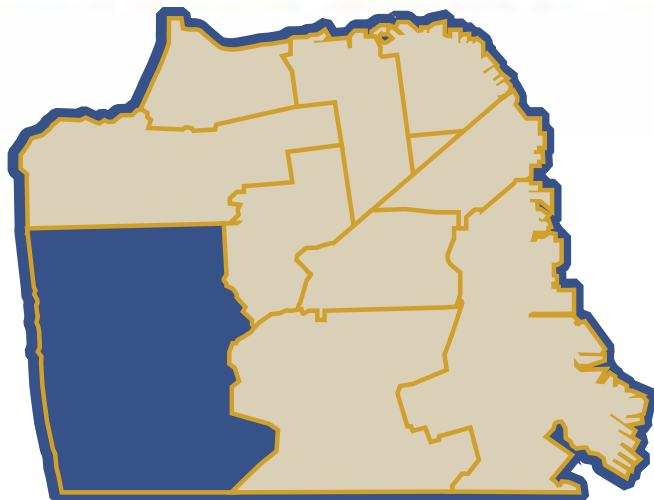
Working with all available police resources, and with assistance from witnesses in the community, multiple suspects were identified and arrested, which resulted in a decrease of a substantial amount of crime in the Ingleside and Bayview districts.





**CAPTAIN'S MESSAGE**

*In order for the police to succeed, we must be part of the community we serve. Our officers do this by going out to the schools, participating in community festivals, attending community meetings, and updating residents on events in their areas. We provide safety presentations, we collect and give away toys during the holidays, and we read to children. These are just some of the things we do because we ARE a part of the community and want people to trust us when they need help.*



**TARAVAL STATION**

2345 24th Avenue, San Francisco, CA 94116

(415) 759-3100

Email: [SFPDTaravalStation@sfgov.org](mailto:SFPDTaravalStation@sfgov.org)

Twitter: @SFPDTaraval

In addition, there are several major business corridors along Irving Street, Noriega Street, Taraval Avenue, Ocean Avenue, West Portal, and the Stonestown Mall.

**BEST PRACTICE MODEL**

The Taraval District Station is constantly upgrading and using the most effective law enforcement resources available. Although video evidence is extremely important in criminal investigations, the City of San Francisco currently does not have public surveillance camera systems as many other major metropolitan areas, with the exception of cameras on public transportation.

The Taraval Police District is the largest geographical police district in San Francisco. At 10.8 square miles, it is over a quarter of the city. Although mostly residential, there are commercial corridors throughout the district and a large state university. Lincoln Boulevard, Sloat Avenue, and Sunset Boulevard are major traffic corridors for vehicles.

Approximately 163,000 people live in the district and an additional 40,000 students who commute to San Francisco State University.

The district contains over 30 residential neighborhoods including Inner Parkside, Parkside, Outer Parkside, Forest Hill, Forest Hill Extension, West Portal, Lakeshore, Parkmerced, Inner Sunset, Outer Sunset, Balboa Terrace, St. Francis Woods, Monterey Heights, Ingleside Terrace, Ocean Beach, Great Highway, La Playa Park, Lincoln Way, Merced Manor, Merced Heights, Stonestown, Pine Lake Park, Ocean View, Country Club Acres, Golden Gate Heights, Laguna Honda, Lakeside, Merced Extension Triangle, Mount Davison Manor, and Sunset Heights.

Video footage from businesses, residences, and public transportation has proven to be useful in not only identifying those responsible for crimes, but in deterring criminal activity as well.

Taraval Station has dedicated an officer to video retrieval with the primary function of gathering video evidence following a crime. Because of this expertise, Taraval has been able to identify and arrest suspects in a variety of incidents.

**BEST PRACTICE IN ACTION**

This past year in the late afternoon, a bank robbery occurred in the district. Officers responded quickly to the location; however, the suspect fled prior to the officers' arrival. During the investigation, officers used their Department-issued smartphones to take photographs of the bank's surveillance video of the suspect. Officer Michael Pheng, the video retrieval expert, located a security camera on a building a few blocks away and was able to view the video, compare it to the photo of the suspect captured by the bank's surveillance, and determined the suspect entered a white van and drove away.

Using his Department-issued smartphone, Officer Pheng took a photo of the white van captured on the security camera and sent the image via smartphone to the Department member investigating the bank robbery. In turn, the investigator sent the photo to all other Department members. A few hours later in a different part of the city, officers saw a white van similar to the van in the photo shared through the smartphones. They stopped the van and conducted an investigation, which revealed they had stopped the correct van, with the robbery suspect driving. This suspect had committed 10 other bank robberies and was dubbed as the "Chuck Taylor Bandit" because of the sneakers he wore during those robberies.

Another successful outcome involving the use of the smartphones began with a mother who wanted to use a child's wants as a teaching moment. A little girl who wanted a cell phone was told by her mother that since things were not free, she would have to earn the money for the phone. The child thought about it and decided to she could sell candy. As she was trying to earn her money, she was accosted in a nearby store. The suspect twisted the girl's wrist and stole her money. The Park Station's plainclothes team went to work, again with the community's cooperation. They viewed video and were able to identify the suspect who had past contacts with the police. Through the diligent work of the inspectors, the suspect was later located and arrested. The investigators were able to return the child's money and fostered a sincere relationship with the child and family.

The district's Special Investigation Team is always hard at work. One night, a pedestrian was crossing the street and almost got hit by a car, yelling, "Hey you almost hit me."

The driver stops, turns around, and shoots the pedestrian two times critically injuring him and flees the scene. With no leads and just fragments of information, the SIT sergeant scours the neighborhood for just the hint of a clue, finding one, and makes a possible identification. There was enough information to produce a search warrant resulting in the arrest of the suspect, who was a felon.



# 2014 MILESTONES

TOGETHER WE CAN  
TOGETHER WE DID

# MEDAL OF VALOR 2014



The following named members of the Police Department were presented Medals of Valor and Certificates at the Medal of Valor Awards Ceremony on November 12, 2014.

## GOLD MEDAL OF VALOR

- \*Lieutenant Gaetano Caltagirone
- \*Sergeant Dennis O'Mahony
- \*Officer Derrick Lee
- \*Officer Antonette Valenzuela
- \*Sergeant Arran Pera
- \*Officer James Cunningham
- \*Officer Stuart Molver
- \*Officer Donald McIntyre

## SILVER MEDAL OF VALOR

- Captain Timothy Oberzeir
- Sergeant Walter Ware
- Sergeant Neil Cunningham
- Officer Ryan Daugherty
- Officer Valerie Durkin
- Officer David Sands
- Officer Cody Barnes
- \*Officer Alane Baca
- \*Officer John Glynn (Retired)
- \*Officer Stephen Kirwan
- \*Officer Jon Rochlin
- \*Officer Robert Toomey
- \*Officer Tauvaa Johnson

## Lieutenant Dave Johnson (Retired)

- Sergeant Ron Liberta
- Officer Gregory Latus
- Officer Aaron Cowhig
- Officer Chris Costa
- Officer John Cathey
- Officer Shante Williams
- \*Officer Andrea Joseph
- \*Officer Michael Keane
- \*Officer Jeff Brown
- \*Officer Sanjay Shastri
- \*Officer Angel Poon
- \*Officer Matthew Lobre

(\*Also awarded the Life Saving Award)

## BRONZE MEDAL OF VALOR

- \*\*Sergeant Matthew Mason
- Officer Patrick Brady
- Officer Edric Talusan
- Officer Thomas Ly
- Officer Alvaro Mora
- Officer Ryan Doherty
- Officer Kevin Rightmire

(\*\*Also awarded the Meritorious Conduct Award)



# 2014 ACADEMY GRADUATING CLASSES



## ACADEMY CLASS 238



|                        |      |                   |      |                    |      |
|------------------------|------|-------------------|------|--------------------|------|
| Eric Daniel Barreneche | 1544 | Dennis Hoang      | 1861 | Brittany Noble     | 1290 |
| Robert Brown           | 1279 | Shawn Kinnear     | 1723 | Daniel O'Neill     | 1360 |
| David Cheng            | 2080 | Wallace Kresley   | 1826 | Frank Olcomendy    | 2191 |
| Celina Chow            | 1038 | Matthew Kurose    | 1355 | Christopher Perry  | 1693 |
| Sean Cody              | 1375 | Justin Leach      | 1740 | Kaitlyn Revel      | 1892 |
| Ryan Deering           | 1641 | Joshua Lloyd      | 2172 | Christopher Segali | 1657 |
| Brian Donohue          | 1184 | Zachary McAuliffe | 1752 | Shaina Smith       | 1240 |
| Domonique Ellis        | 1614 | Justin McCall     | 1663 | Anthony Srinivas   | 1736 |
| Jennifer Foxworth      | 2239 | Anthony McKenna   | 1482 | Nicholas Stewart   | 1387 |
| Laurence Gabriel       | 1751 | Michael Morello   | 1679 | Neal Tamura        | 1626 |
| Christina Galande      | 1660 | Francesca Murphy  | 1858 | Anthony Tarantino  | 1062 |
| Ian Goold              | 1134 | Edwin Navas       | 1205 | Jessica Zamora     | 1334 |
| Tomas Guerrero         | 1242 | Lars Nelson       | 2147 |                    |      |

## ACADEMY CLASS 239



|                        |      |                     |      |                       |      |
|------------------------|------|---------------------|------|-----------------------|------|
| Mohammed Azam          | 1421 | Michael Franceschi  | 784  | Kimberly Ng           | 1817 |
| Michael Beard          | 478  | Irving Garcia, Jr.  | 1810 | Anthony Nguyen        | 1836 |
| Gregory Bernardi       | 1696 | James Willis George | 445  | Jason Nord            | 912  |
| Aaron Bjorkquist       | 563  | Glennon Griffin     | 1502 | Christopher Obermeyer | 723  |
| Joshua Bryant          | 505  | John Ishida         | 2035 | Steven Ogbonna        | 956  |
| Lauren Canedo          | 2138 | Malek Jisrawi       | 1571 | Benjamin Shih         | 2089 |
| Mikayla Connell        | 433  | Vanessa Johnson     | 844  | Jonathan Sylvester    | 837  |
| Gerard Cosgrove        | 635  | Griffin Lucia       | 1531 | Talent Tang           | 877  |
| Christopher Cunningham | 630  | Timothy Macaulay    | 1849 | Jimmy Tran            | 1591 |
| Michael Defilippo      | 1931 | Connor McDonnell    | 836  | Dexter Tsang          | 1518 |
| Kyle Deidrick          | 1039 | Lauren Newhart      | 615  | Timothy Watts         | 746  |

## LATERAL CLASS 240



|                    |      |
|--------------------|------|
| Jason Castro       | 1404 |
| Christopher Eggers | 1452 |
| Michael Globe      | 1448 |
| Kevin Kollo        | 1413 |
| Graham Matthews    | 1483 |
| Ryan McEachern     | 1341 |
| Mark Pineda        | 1418 |
| Benjamin Reinke    | 1496 |
| Gordon Wong        | 1478 |

## LATERAL CLASS 242



|                    |     |
|--------------------|-----|
| Joseph Dal Porto   | 466 |
| James Frugoli      | 424 |
| David Gilman       | 483 |
| Grant Landis       | 455 |
| Rodney Lewis       | 411 |
| Rodger PonceDeLeon | 438 |
| Justin Sturm       | 467 |
| Anthony Suhrke     | 425 |
| Shane Tarum        | 475 |
| Allen Zhao         | 488 |

2014 SAN FRANCISCO POLICE DEPARTMENT

# PROMOTIONS



**Deputy Chief**

Sharon M. Ferrigno 05.24.14  
 Charlie Orkes 01.11.14  
 Hector M. Sainez 03.01.14

**Commander**

Sharon M. Ferrigno 01.11.14  
 Robert M. Moser 03.01.14  
 Michael T. Redmond 05.24.14  
 Garret N. Tom 05.24.14

**Captain**

Steven J. Balma 01.11.14  
 Jerome A. Defilippo Jr. 08.02.14  
 Teresa J. Gracie 08.02.14  
 Kenwade Lee 08.02.14  
 Mark E. Mahoney 08.02.14  
 James H. Miller 08.02.14  
 William M. Roualdes 01.11.14  
 Simon J. Silverman 01.11.14  
 Raj P. Vaswani 01.11.14  
 Gregory B. Yee 08.02.14

**Lieutenant**

William F. Braconi 01.11.14  
 John F. Burke 08.02.14  
 William J. Conley 01.11.14  
 Paris C. Deshong 08.02.14  
 David J. Falzon 01.11.14  
 Joseph W. Fong 01.11.14  
 Arline M. Gilmore 01.11.14  
 Tammy M. Halley 08.02.14  
 Brien G. Hoo 08.02.14  
 Mark Y. Im 01.11.14  
 Hector M. Jusino 01.11.14  
 Noah D. Mallinger 01.11.14  
 Mario A. Molina 08.02.14  
 Joseph P. Nannery 01.11.14  
 Michael D. Nelson 08.02.14  
 Timothy D. Paine 01.11.14  
 Arran A. Pera 08.02.14  
 Georgia A. Sawyer 08.02.14  
 Jason C. Sawyer 08.02.14  
 Jeffrey R. Skover 08.02.14

**Sergeant**

Michael D. Alexander 08.30.14  
 Jeffrey T. Aloise 08.30.14  
 Tigran Antonian 08.30.14  
 Carmen A. Batan 08.30.14  
 Carl A. Bonner 08.30.14  
 Leonard I. Caldera 08.30.14  
 Raymond T. Callo 08.30.14  
 Culbert W. Chu 08.30.14  
 Davin L. Cole 08.30.14  
 Luis P. DeJesus 08.30.14  
 Brent A. Dittmer 08.30.14  
 Duane L. Elzey 08.30.14  
 John M. Ferrando 08.30.14  
 Jeffrey B. Ferreira 08.30.14  
 Rodney E. Fitzpatrick 08.30.14  
 Thomas W. Fong 08.30.14  
 James C. Funk 08.30.14  
 Tracy C. Gasanyan 08.30.14  
 Francis L. Graves 08.30.14  
 Michael A. Hara 08.30.14  
 William J. Heppler 08.30.14  
 Francisco Ho 08.30.14  
 Richard J. Hunt 08.30.14  
 Christina E. Johnson 08.30.14  
 Patrick T. Kennedy 08.30.14  
 Harry K. Lee 08.30.14  
 Craig J. Leung 08.30.14  
 Erik K. Leung 08.30.14  
 Christopher J. Long 08.30.14  
 Sergio R. Lopez 08.30.14  
 Thomas C. Moran 08.30.14  
 Jessica L. Nantroup 08.30.14  
 Brendan F. O'Connor 08.30.14  
 Yukio C. Oshita 08.30.14  
 George D. Perez 08.30.14  
 William B. Pon 08.30.14  
 Kathy A. Pubill 08.30.14  
 Nelson J. Ramos Jr. 08.30.14  
 Joseph M. Salazar 08.30.14  
 Jacqueline S. Selinger 08.30.14  
 Christina M. Serrano 08.30.14  
 Daniel B. Silver 08.30.14  
 Steven J. Spagnuolo 08.30.14  
 Matthew P. Sullivan 08.30.14  
 Robert J. Trujillo 08.30.14  
 Joseph M. Valdez 08.30.14  
 Stacy A. Youngblood 08.30.14  
 Nathaniel C. Yuen 08.30.14

**TOGETHER WE CAN  
 TOGETHER WE DID**





# 2014 SAN FRANCISCO POLICE DEPARTMENT RETIREMENTS

**Officer**

|                     |          |
|---------------------|----------|
| Guillermo Amigo     | 11.01.14 |
| Wade Bailey         | 06.25.14 |
| Johnson Bartholomew | 07.01.14 |
| Charles Bonnici     | 05.01.14 |
| Lorie Brophy        | 06.21.14 |
| Patrick Burke       | 06.01.14 |
| Peter Busalacchi    | 09.01.14 |
| Rolando Canales     | 06.11.14 |
| Steven Caniglia     | 06.01.14 |
| Alec Cardenas       | 12.05.14 |
| Rosemary Castro     | 05.01.14 |
| Michael Cavanaugh   | 03.01.14 |
| John Centurioni     | 04.02.14 |
| Randall Ching       | 02.19.14 |
| Calvin Chow         | 06.04.14 |
| Stephen Collins     | 06.05.14 |
| Fred Crisp          | 06.01.14 |
| James Deignan       | 06.01.14 |
| John Denny          | 06.01.14 |
| Jay Dowke           | 10.27.14 |
| Martha Fabiani      | 06.01.14 |
| Michael Fernandez   | 05.28.14 |
| Clifton Fogarty     | 10.25.14 |
| Lewis Fong          | 06.01.14 |
| Robert Ford         | 01.24.14 |
| Daniel Gallagher    | 06.01.14 |
| Matthew Gardner     | 05.10.14 |
| Steven Glickman     | 03.01.14 |
| Juan Gomez          | 03.01.14 |
| Jordan Hom          | 06.25.14 |
| Michael Huddleston  | 02.01.14 |

|                    |          |
|--------------------|----------|
| Faenetta Hutchings | 12.20.14 |
| James Jones        | 06.01.14 |
| Thomas King        | 03.01.14 |
| Ralph Kugler       | 01.28.14 |
| Anthony LaRocca    | 06.25.14 |
| Declan Leavy       | 05.11.14 |
| Ana Lee            | 06.25.14 |
| Rodney Lee         | 01.02.14 |
| Stanley Lee        | 05.28.14 |
| Alvin Louie        | 12.20.14 |
| Timmy Louie        | 06.01.14 |
| Mark Lundin        | 06.03.14 |
| Charlie Lyons      | 07.01.14 |
| Benito Manning     | 01.10.14 |
| James McAllister   | 06.01.14 |
| Gary Mendribil     | 06.03.14 |
| Robert Merino      | 04.02.14 |
| Alberto Miranda    | 09.27.14 |
| Kevin O'Malley     | 06.25.14 |
| John Paige         | 01.31.14 |
| Brian Perry        | 06.19.14 |
| Cecile Porter      | 06.21.14 |
| Robert Porter      | 06.21.14 |
| Robert Ramos       | 08.01.14 |
| Steven Ratto       | 06.01.14 |
| Michael Rivera     | 06.25.14 |
| Joseph Robles      | 01.07.14 |
| Manuel Robleto     | 06.01.14 |
| Tony Rockett       | 05.01.14 |
| Brenda Rodgers     | 06.16.14 |
| Wayne Sato         | 06.25.14 |
| Martin Scanlan     | 03.01.14 |

|                    |          |
|--------------------|----------|
| Catherine Schiefer | 07.31.14 |
| Manuel Solano      | 06.01.14 |
| Alfredie Steward   | 01.04.14 |
| Colleen Sullivan   | 01.21.14 |
| Lindsey Suslow     | 06.25.14 |
| Tonii Cato         | 07.01.14 |
| John Webb          | 06.27.14 |
| Steven Wonder      | 06.01.14 |
| Jane Wong          | 07.01.14 |
| Hoyt Wong          | 03.01.14 |
| Thomas Wong        | 06.21.14 |
| Bryan Woo          | 10.25.14 |
| Jack Wronski       | 10.20.14 |
| Gordon Yee         | 05.01.14 |
| Henry Yee          | 06.01.14 |
| Eugene Yoshii      | 03.01.14 |
| Steven Zukor       | 01.02.14 |

**Civilians**

|                   |          |
|-------------------|----------|
| Robert Bacon      | 05.01.14 |
| Gloria Buck       | 06.28.14 |
| Beatrice Edwards  | 08.31.14 |
| Saia Fonongaloa   | 01.01.14 |
| Lottina Jones     | 12.20.14 |
| Patricia Williams | 01.01.14 |
| Robert Williams   | 09.30.14 |

**Deputy Chief**

|              |          |
|--------------|----------|
| Michael Biel | 02.01.14 |
| John Loftus  | 03.15.14 |
| David Shinn  | 06.16.14 |

**Commander**

|                 |          |
|-----------------|----------|
| Richard Corriea | 10.25.14 |
|-----------------|----------|

**Captain**

|                  |          |
|------------------|----------|
| Thomas Cleary    | 06.21.14 |
| Gregory Corrales | 05.29.14 |
| Michael Moran    | 01.02.14 |
| Albert Pardini   | 12.02.14 |
| Stephen Tittel   | 04.26.14 |

**Lieutenant**

|                  |          |
|------------------|----------|
| Michael Cleary   | 05.24.14 |
| Brian Delahunty  | 06.30.14 |
| Kevin McNaughton | 01.18.14 |
| Timothy Plyer    | 07.31.14 |
| David Smith      | 03.01.14 |
| Stephan Thorne   | 06.30.14 |

**Sergeant**

|                  |          |
|------------------|----------|
| Michael Burkley  | 01.02.14 |
| Nancy Brewer     | 07.01.14 |
| Edward Cheung    | 04.04.14 |
| Leslie Forrestal | 04.30.14 |
| Wallace Gin      | 05.24.14 |
| John Haggett     | 02.05.14 |
| Janet Lacampagne | 05.16.14 |

|                   |          |
|-------------------|----------|
| Danny Lopez       | 01.01.14 |
| Siobhan McAuliffe | 08.01.14 |
| <b>Inspector</b>  |          |
| Patrick Cadigan   | 02.15.14 |
| Darcy Keller      | 02.02.14 |
| Jimmie Lew        | 02.18.14 |
| Kim Lewis         | 01.25.14 |
| Anne MacKenzie    | 05.24.14 |
| Michael Morley    | 06.13.14 |
| Steven Mulkeen    | 06.28.14 |
| Robert Velarde    | 11.01.14 |



# IN MEMORIAM



## IN TRIBUTE TO THE POLICE OFFICERS OF SAN FRANCISCO WHO GAVE THEIR LIVES IN THE LINE OF DUTY

|                  |      |
|------------------|------|
| JOHN COOTS       | 1878 |
| JOHN NICHOLSON   | 1884 |
| EDGAR OSGOOD     | 1886 |
| ALEXANDER GRANT  | 1891 |
| WILLIAM BURKE    | 1898 |
| EUGENE ROBINSON  | 1903 |
| MAX FENNER       | 1906 |
| WILLIAM H. HEINS | 1906 |

|                       |      |
|-----------------------|------|
| JAMES S. COOK         | 1906 |
| GEORGE O'CONNELL      | 1906 |
| HARRY L. SAUER        | 1907 |
| EDWARD T. MCCARTNEY   | 1907 |
| WILLIAM O'SHAUGHNESSY | 1908 |
| ANTONE NOLTING        | 1909 |
| CHARLES F. CASTOR     | 1911 |
| THOMAS FINNELLY       | 1911 |
| JOHN J. NOLAN         | 1912 |
| CHARLES H. BATES      | 1912 |
| BYRON C. WOOD         | 1913 |
| EDWARD MALONEY        | 1915 |
| PETER HAMMOND         | 1915 |
| FREDERICK COOK        | 1915 |
| THOMAS DEASY          | 1916 |
| MARTIN JUDGE          | 1916 |
| WILLIAM F. SHEEHAN    | 1917 |
| JOHN B. HURD          | 1918 |
| JOHN J. MORIARTY      | 1919 |
| ANTONE SCHOEMBS       | 1919 |
| JAMES W. HORTON       | 1921 |
| MILES JACKSON         | 1921 |
| LESTER DORMAN         | 1921 |
| THOMAS HANNA          | 1921 |

|                      |      |
|----------------------|------|
| THOMAS WALSH         | 1922 |
| TIMOTHY BAILEY       | 1922 |
| THOMAS KELLY         | 1923 |
| JOSEPH CONROY        | 1923 |
| MICHAEL J. BRADY     | 1924 |
| GEORGE CAMPBELL      | 1925 |
| BENJAMIN G. ROOT     | 1926 |
| JOHN J. DRISCOLL     | 1927 |
| FREDERICK J. NUTTMAN | 1927 |
| FREDERICK N. SPOONER | 1928 |
| JOHN MALCOLM         | 1930 |
| CHARLES ROGERSON     | 1930 |
| CHARLES W. KING      | 1931 |
| ELMER C. THONEY      | 1931 |
| WILLIAM E. MANNING   | 1932 |
| MERVYN A. REARDON    | 1932 |
| MICHAEL J. McDONALD  | 1933 |
| JAMES H. MANN        | 1934 |
| EDWARD F. FLAGLER    | 1937 |
| ALBERT W. ARGENS     | 1937 |
| CORNELIUS BROSNAN    | 1937 |
| WALDEMAR L. JENTZSCH | 1937 |
| WALTER SALISBURY     | 1939 |
| VINCENT F. LYNCH     | 1941 |

|                      |      |
|----------------------|------|
| TIMOTHY RYAN         | 1943 |
| PHILLIP T. FARSHMAN  | 1946 |
| WILLIAM L. BOWMAN    | 1948 |
| RICHARD J. SCHOLZ    | 1948 |
| ROBERT L. WALTERS    | 1952 |
| DENIS BRADLEY        | 1953 |
| THOMAS J. GUZZETTI   | 1955 |
| HENRY J. EIDLER      | 1955 |
| GORDON J. OLIVEIRA   | 1955 |
| JOSEPH E. LACEY      | 1956 |
| ROBERT J. MOREY      | 1958 |
| BARRY R. ROSEKIND    | 1958 |
| WILLIAM C. LONG      | 1958 |
| JAMES J. MANCUSI JR. | 1958 |
| HERMAN L. GEORGE     | 1967 |
| PETER F. MCELLIGOTT  | 1968 |
| RENE G. LACAU        | 1969 |
| JOSEPH M. BRODNIK    | 1969 |
| ERIC A. ZELMS        | 1970 |
| BRIAN V. McDONNELL   | 1970 |
| RICHARD P. RADETICH  | 1970 |
| HAROLD L. HAMILTON   | 1970 |
| CHARLES D. LOGASA    | 1971 |
| ARTHUR D. O'GUINN    | 1971 |

|                     |      |
|---------------------|------|
| JOHN V. YOUNG       | 1971 |
| CODE W. BEVERLY     | 1972 |
| MICHAEL W. HERRING  | 1974 |
| JOSEPH W. BOSWELL   | 1977 |
| DOUGLAS E. GIBBS    | 1977 |
| ROBERT E. HOOPER    | 1978 |
| JOHN S. MACAULAY    | 1982 |
| JAMES W. BLOESCH    | 1988 |
| JOHN J. BLESSING    | 1989 |
| ISIAH NELSON III    | 1990 |
| JAMES L. GUELFF     | 1994 |
| JAMES F. DOUGHERTY  | 2000 |
| KIRK B. BROOKBUSH   | 2000 |
| JON C. COOK         | 2002 |
| ISAAC A. ESPINOZA   | 2004 |
| DARRYL TSUJIMOTO    | 2006 |
| NICK-TOMASITO BIRCO | 2006 |
| BRYAN D. TUVERA     | 2006 |



### IN THE LINE OF DUTY

Bryan D. Tuvera - December 23, 2006  
 Nick-Tomasito Birco - July 26, 2006  
 Darryl Takeo Tsujimoto - May 1, 2006  
 Isaac Anthony Espinoza - April 10, 2004  
 Brian Dominic Olcomendy - July 26, 2003  
 Jon Clifton Cook - June 12, 2002  
 Kirk B. Brookbush - January 11, 2000  
 James Francis Dougherty - January 11, 2000  
 James Louis Guelff - November 14, 2000  
 Isiah Nelson, III - April 14, 1990  
 John J. Blessing - November 14, 1989  
 James William Bloesch - August 2, 1988  
 John S. Macaulay - July 6, 1982  
 Vernon McDowell - February 21, 1981  
 Robert E. Hooper - February 9, 1978  
 Douglas E. Gibbs - November 23, 1977  
 Joseph Boswell - May 3, 1977  
 Michael W. Herring - September 10, 1974  
 Code W. Beverly, Jr. - January 28, 1972  
 John Victor Young - August 29, 1971  
 Arthur D. O'guinn - July 30, 1971  
 Charles D. Logasa - February 11, 1971  
 Harold Hamilton - October 19, 1970  
 Richard Radetich - June 19, 1970

Brian V. McDonnell - February 18, 1970  
 Eric A. Zelms - January 1, 1970  
 Joseph Brodnik - May 1, 1969  
 Rene G. Lacau - April 15, 1969  
 Peter F. Mcelligott - June 19, 1968  
 Herman L. George - November 13, 1967  
 James J. Mancusi, Jr. - June 18, 1965  
 William C. Long - August 31, 1958  
 Barry Ronald Rosekind - August 14, 1958  
 Robert J. Morey - August 8, 1958  
 Joseph Lacey - December 30, 1956  
 Gordon Oliveira - December 30, 1955  
 Henry Joseph Eidler - May 27, 1955  
 Thomas John Guzzetti - January 26, 1955  
 Dennis Bradley - October 8, 1953  
 Robert Edward Walters - September 26, 1952  
 Richard Scholz - September 18, 1948  
 William Lawrence Bowman - January 4, 1948  
 Phillip Farshman - February 2, 1946  
 Timothy Ryan - February 1, 1943  
 Vincent P. Lynch - August 30, 1941  
 Walter O. Salisbury - January 2, 1939  
 Waldemar L. Jentzsch - December 25, 1937  
 Cornelius Brosnan - November 15, 1937

Albert W. Argens - February 17, 1937  
 Edward F. Flagler - February 8, 1937  
 James H. Mann - February 26, 1934  
 Michael J. McDonald - August 26, 1933  
 Mervyn A. Reardon - June 9, 1932  
 William E. Manning - January 2, 1932  
 Elmer C. Thoney - December 31, 1931  
 Charles W. King - June 7, 1931  
 Charles Rogerson - November 23, 1930  
 John Malcolm - April 29, 1930  
 Frederick N. Spooner - November 24, 1928  
 Frederick Nuttman - December 31, 1927  
 John J. Driscoll - June 28, 1927  
 George Campbell - April 11, 1925  
 Michael J. Brady - October 5, 1924  
 Joseph G. Conroy - November 5, 1923  
 Thomas S. Kelly - June 4, 1923  
 Benjamin G. Root - April 1, 1923  
 Timothy Bailey - August 3, 1922  
 Joseph Walsh - July 4, 1922  
 Thomas Hanna - January 23, 1923  
 Miles M. Jackson - December 5, 1920  
 Lester Dorman - December 5, 1920  
 James W. Horton - September 19, 1920  
 Antone Schoembs - November 19, 1919  
 John B. Hurd - January 28, 1918

William F. Sheehan - June 25, 1917  
 Martin Judge - December 14, 1916  
 John Joseph Moriarty - May 26, 1916  
 Peter Hammond - May 12, 1916  
 Thomas Deasy - January 8, 1916  
 Frederick Cook - November 24, 1915  
 Edward Maloney - April 19, 1915  
 Harry L. Sauer - March 10, 1914  
 Byron C. Wood - May 4, 1913  
 Charles H. Bates - July 26, 1912  
 John J. Nolan - March 19, 1912  
 Thomas Finnely - November 27, 1911  
 Charles F. Castor - November 26, 1911  
 Theodore Canham - December 11, 1909  
 Hammersly McMurray - October 15, 1909  
 Anton Nolting - January 8, 1909  
 William J. Biggy - November 30, 1908  
 William H. Heins - June 4, 1908  
 Edward T. McCartney - September 3, 1907  
 George P. O'Connell - November 16, 1906  
 James S. Cook - September 6, 1906  
 Max Fenner - April 18, 1906  
 Eugene C. Robinson - January 21, 1902  
 William L. Burke - March 23, 1898  
 Alexander Grant - September 11, 1891  
 Edjar J. Osgood - December 17, 1886



### ACTIVE MEMBERS WE LOST - 2014 (Not line-of-duty)

**Sergeant Michael Hutchings**  
 Served June 18, 1990 to January 1, 2014

**Officer James Richards**  
 Served January 25, 1999 to March 17, 2014

**Officer Hector Basurto**  
 Served June 26, 1995 to May 23, 2014

**Officer Steven Ferraz**  
 Served June 26, 2000 to May 31, 2014

**Officer Hope Nechuta**  
 Served June 24, 1996 to November 30, 2014



# SAN FRANCISCO POLICE FOUNDATION

In appreciation of the selfless efforts of the members of the San Francisco Police Department, city residents established the San Francisco Police Foundation in 2011 to assist officers in their commitment to provide excellent community service. Members of the Department willingly reach into their pockets for worthy causes such as holiday toy drives, and volunteer their precious time at charitable events like Special Olympics and programs such as the Police Activities League. Additionally, officers routinely spend their hard-earned money to buy extra tools that help them better serve their community. The Foundation is dedicated to providing resources to augment these efforts, as well as assist with community programs the Department coordinates and offers throughout the year, especially youth-oriented ventures.

In 2012, the Foundation partnered with the San Francisco Citizens Initiative for Technology and Innovation (sf.citi), a 501(c)6 organization of technology companies with a focus on providing support to youth through educational initiatives. Through this partnership, the Foundation has been able to provide over 900 youth in our community with paid internships through the Future Graduates and Summer Intern program.

As the cornerstone program of the Foundation, the goal is to encourage students to finish high school while also providing a means for these youth to experience real-world job training

through paid summer internships. This past year, 340 students were provided with rewarding paid internships at technology firms throughout the city, and sf.citi donated \$100,000 to fund the program. Students also were provided jobs at various locations within the Police Department, providing an opportunity to interact with police officers.

The Foundation donates to other Police Department collaborations including Operation DREAM. This past year, the Foundation provided needed funding for the inaugural trip to Ghana, Africa, coordinated through Operation Genesis.

As is a benevolent, non-profit, fund-raising 501(c)(3) organization, the foundation managed by a board of directors whose membership consists of community volunteers. Tax deductible contributions can be made to help support the San Francisco Police Foundation in its efforts, 465 California Street, Suite 500, San Francisco, California 94104.

For information, contact Lyn Tomioka, 415- 297-3675







**This report may be viewed in  
it's entirety online at  
[www.sanfranciscopolice.org](http://www.sanfranciscopolice.org)**