

Dear Acting Captain Altorfer,

Our office has completed its review of the materials related to Recommendation 43.3 that have been submitted to us as part of the collaborative reform process. After reviewing the package and information provided by the Department, the California Department of Justice finds as follows:

Recommendation 43.3:

The SFPD should consider reinvigorating its community police academy program to educate the community about the department's policing practices. The training should range from basic police orientation to ride-alongs with district police officers.

Response to 43.3:

In 2017, SFPD reinstated its Community Police Academy, which was briefly suspended following the retirement of the Captain who oversaw the Academy. SFPD transferred responsibility of Academy to the Community Engagement Division, which now offers the Academy three times a year and a youth Academy once a year. In light of the COVID-19 pandemic, SFPD has stopped offering the Community Police Academy but will resume the academy once pandemic-related restrictions are lifted.

The Community Police Academy is a 10-week program, where participants come together once a week to learn about a wide range of SFPD's policies, practices, and procedures. As examples, Academy participants learn about SFPD's training on implicit bias and crisis intervention, the Department's community policing efforts, and the policies and procedures around investigating officer-involved shootings.

To ensure that the Academy is continuously improving its training topics, SFPD has participants fill out a class evaluation for each week of instruction and SFPD reviews those evaluations for any areas of improvement to its Academy trainings.

Based on the all of the above, the California Department of Justice finds SFPD in substantial compliance with this recommendation.

Please let us know if you have any questions or would like to discuss this further. Thank you.

Tanya

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<b>Finding # 43</b>	<b>The SFPD engages in a range of successful activities, programs, and community partnerships that support community policing tenets, particularly those coordinated through the Youth and Community Engagement Unit.</b>
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<b>Recommendation # 43.3</b>	The SFPD should consider reinvigorating its community police academy program to educate the community about the department’s policing practices. The training should range from basic police orientation to ride-alongs with district police officers.
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<b>Recommendation Status</b>	<b>Complete</b> <b>Partially Complete</b> <b>In Progress</b> <b>Not Started</b> <b>No Assessment</b>
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**Summary**

The San Francisco Police Department re-invigorated its community police academy. The curriculum includes a range of topics. Form 2001 indicates course evaluations (included) are used to assess the effectiveness of department initiatives and determine whether to revise community police academy curriculums or strategies.

Prior to forwarding this recommendation package to Cal DOJ, the following changes to the packet need to be made:

1. Cal DOJ advised DB 18-026 was expired; SFPD said subject matter is covered in CP DGO, but this DGO was not included in the file. This needs to be updated prior to submission to Cal DOJ.
2. Cal DOJ asked for evidence that notice of CP Academies are posted to the Department website – Form 2001 should reflect that currently CP Academies are not being scheduled (COVID 19) but when offered notice of police academies will be posted to the department’s webpage – if information currently exists – and explain where to find it on webpage.

Compliance Measures	Status/Measure Met
<b>1</b> Evidence of consideration of reinvigorating community police academy program.	✓ <b>Yes</b> <input type="checkbox"/> <b>No</b> <input type="checkbox"/> <b>N/A</b>
<b>2</b> If decided to act, curriculum that provides education regarding SFPD’s policing practices. If decided not to act, provide an explanation and evidence for how the current program is adequate.	✓ <b>Yes</b> <input type="checkbox"/> <b>No</b> <input type="checkbox"/> <b>N/A</b>
<b>3</b> Evidence of a range of training topics and outreach to engage community participation.	✓ <b>Yes</b> <input type="checkbox"/> <b>No</b> <input type="checkbox"/> <b>N/A</b>
<b>4</b> Ongoing review and continuous improvement loop for training topics and participation	✓ <b>Yes</b> <input type="checkbox"/> <b>No</b> <input type="checkbox"/> <b>N/A</b>

**Administrative Issues**

**Compliance Issues**





## Collaborative Reform Completion Memorandum

### Finding # 43:

The SFPD engages in a range of successful activities, programs, and community partnerships that support community policing tenets, particularly those coordinated through the Youth and Community Engagement Unit.

### Recommendation # 43.3:

The SFPD should consider reinvigorating its community police academy program to educate the community about the department's policing practices. The training should range from basic police orientation to ride-alongs with district police officers.

**Response Date: 08/27/20**

### ADDENDUM:

On Thursday October 10, 2020, the SFPD received the following feedback form Hilliard Heintze:

*Prior to forwarding this recommendation package to Cal DOJ, the following changes to the packet need to be made:*

- 1. Cal DOJ advised DB 18-026 was expired; SFPD said subject matter is covered in CP DGO, but this DGO was not included in the file. This needs to be updated prior to submission to Cal DOJ.*
- 2. Cal DOJ asked for evidence that notice of CP Academies are posted to the Department website – Form 2001 should reflect that currently CP Academies are not being scheduled (COVID 19) but when offered notice of police academies will be posted to the department's webpage – if information currently exists – and explain where to find it on webpage.*

In response to #1 the updated version of DB18-026 and DGO 1.08 has been included in the file. Refer to file for (Attachment #1) DB 19-093, and (Attachment #10) DGO 1.08. It should be noted that the attached DGO 1.08 is in draft form as after adoption, the DGO has entered meet and confer with the San Francisco Police Officer's Association. To demonstrate that the DGO has been adopted by the San Francisco Police Commission, Resolution 20-60 letter from the Commission.

In response to #2- The updated file contains evidence of advertisement for the CP Academy posted to the department's website. (Attachment #3)




## Collaborative Reform Completion Memorandum

Please note the following Addendum to 43.3:

Due to the National Pandemic of COVID-19, the Community Police Academy is not being scheduled at this time. The Community Police Academy will resume once the COVID-19 restrictions are lifted. Information regarding how to apply for the classes will be posted on the Department's website as well as various social media outlets.

This addendum will be attached to the recommendation case file to reflect the receipt, acknowledgement, and implementation of Hilliard Heintze's request for supplemental information in order for this recommendation to be presented to the California Department of Justice to deemed substantially complaint.

Furthermore, this addendum and updated case file will replace the previous file in PowerDMS.

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ACT CAPT. ERIC J. ALTORFER #151

Acting Captain Eric J. Altorfer # 151

Professional Standards & Principled Policing Unit