



Executive Sponsor Working Group Meeting
Commander Peter Walsh
DOJ – Use of Force

Group #	Topic Area	Associated Findings/Recommendations
1	Academic/Research	1.1, 6.3, 20.4
2	Data Collection	4.1, 4.2, 4.3 , 4.6, 20.1, 20.2, 20.3, 21.1, 22.1
3	Training	4.5 , 4.7, 5.2, 6.1, 6.2, 7.2
4	Public Relations	2.1, 3.2, 13.1 , 14.1 , 14.2, 14.3, 15.1, 15.2 , 16.1
5	Policy	3.1 , 4.4 , 5.1, 7.1, 7.3 , 8.1 , 8.2 , 8.3, 9.1 , 9.2 , 9.3 , 9.4 , 12.1 , 12.2, 12.3, 17.1, 18.1, 18.2, 18.3
6	Office Involved Shooting	10.1, 10.2, 11.1, 11.2, 11.3, 11.4, 19.1, 19.2, 19.3 , 23.1, 23.2
7	Taser	16.2

ESWG Meeting 06/13/17: Training – **4.5**, 4.7, 5.2, 6.1, 6.2, 7.2

Green = Submitted to Chief for Review or DOJ
Red = CED/Tasers

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Executive Sponsor Working Group Meeting 06/13/17
Training – 4.5, 4.7, 5.2, 6.1, 6.2, 7.2

Finding 4 Finding Manager: Lt. Kathryn Waaland & Sgt. Stacy Youngblood

The Use of Force Log captures insufficient information about use of force incidents. The SFPD does not have a separate use of force report for personnel to complete after a use of force incident. Rather, the specific articulable facts leading to the force incident are documented in the narrative of a regular incident report form and a paper use of force log, making it difficult to collect accurate and complete data or analyze aggregate use of force data. In addition, it requires staff to manually log the information into the Early Intervention System.

Recommendation 4.5

Project Manager: Sgt. Stacy Youngblood

The SFPD should continue the manual entry of use of force data until the electronic use of force report is operational. To ensure consistency and accuracy in the data, this entry should be conducted in a single unit rather than multiple units.

Recommendation 4.7

Project Manager: Lt. Michelle Jean

The SFPD should assign the Training and Education Division to synthesize the issues emerging from the use of force reports and create announcements for roll call on emerging trends. The announcements can include scenarios from incidents that were troubling or complicated in some way and encourage officers to discuss with one another in advance about how they would communicate and approach such situations.

Finding 5 Finding Manager: Lt. Kathryn Waaland & Lt. Andy Cox

The SFPD does not consistently document the types of force used by officers. Out of a sample of more than 500 reported incidents of use of force, only five had documented the type of use of force on the Use of Force Log. Department Bulletin 14-111 – Documenting Use of Force, drafted April 4, 2014, requires officers to document the type and amount of force used, including the use of impact weapons, with supervisors responsible for ensuring compliance with the policy. However, through 2015, the team found that force data remained incomplete. The overall lack of consistent data collection is indicative of limited oversight of force reporting.

Recommendation 5.2

Project Manager: Sgt. Eric Altofer, Sgt. Jayme Campbell, Sgt. Dennis Toomer, Sgt. John Crudo & Sgt. Stacy Youngblood

The SFPD needs to hold supervisors and officers accountable for failure to properly document use of force incidents.



Finding 6 **Finding Manager: Lt. Michelle Jean**

The SFPD has not developed comprehensive formal training specifically related to use of force practices. A number of training issues on emerging operational practices in the SFPD and those highlighted in the *Final Report of the President's Task Force of 21st Century Policing*, such as de-escalation, have not been adequately addressed.

Recommendation 6.1

Project Manager: Lt. Im

The Training and Education Division should adopt and implement a formal Learning Needs Assessment model that identifies and prioritizes training needs, and should subsequently design and present them in the most effective and efficient ways possible.

Recommendation 6.2

Project Manager: Lt. Michelle Jean

To support policies mandated through recent Department Bulletins, as well as to ensure implementation of best practices and policies outlined in *the Final Report of the President's Task Force of 21st Century Policing*, The SFPD's Training and Education Division should prepare training on the following topics at minimum:

- Enhanced de-escalation
- Sanctity of life
- Enhanced service-oriented interactions with homeless individuals
- Improved dispatch protocols for cases requiring Crisis Intervention Team response

Finding 7 **Finding Manager: Commander Peter Walsh**

SFPD officers have not been trained on operational field use of the mandated 36" baton. Department Bulletin 16-071, which was published on April 30, 2016, requires all officers to carry a 36-inch baton as part of their daily uniform requirements. The assessment team was concerned that the Training Academy staff did not have advance knowledge of the baton policy change. During the team's visit, Training Academy staff members were drafting training guidelines for use of the 36-inch baton after the policy had already been issued. There must be good communication before and following the publication of orders that affect daily activities or provide for a change in organizational focus. This would allow for smoother implementation and ensure that appropriate training is available, particularly for key orders.

Recommendation 7.2

Project Manager: Commander Peter Walsh

The SFPD must develop training on the use of the 36-inch baton for the use of interacting with individuals with edged weapons. Once developed, the training should be deployed to all officers.

