



San Francisco Police Department Phase I Implementation Proposal

Presented to the Board of Supervisors

Public Safety Committee

April 20, 2009



Presentation Overview

- SFPD Studies
- A New Collective Vision for the Future
- Three-Pronged Approach for Achieving the Vision
- Phase One District
 - Purpose
 - Benefits to phased implementation
 - Goals and Measures of Success
- Phase One District Selection Criteria
- Next Steps
 - Working Groups purposes and membership



SFPD Studies

- Eight studies over the last few years – 7 were City sponsored and 1 was community initiated.
 1. Organizational Assessment
 2. District Station Boundaries Analysis
 3. Foot Patrol Evaluation
 4. The San Francisco Community Safety Camera Program
 5. Community Police Advisory Committee Report
 6. Information Technology Strategic Plan
 7. Fair and Impartial Policing Study
 8. Community Peace Plan
- Collectively, these studies offer over 350 recommendations for changes in SFPD operations.



Themes from the Vision Statement

- Community Engagement
- Problem Solving
- Information-Driven Tactics
- Accountability and Transparency
- Personnel Development



Approach for Achieving the Vision

- **Policy.** High level recommendations that require policy maker and/or voter approval.
- **Procedural.** Recommendations that represent national best practices and can be department initiated.
- **Phase 1 District.** Phased implementation of district based recommendations.



Procedural

- All 291 procedural recommendations categorized by vision statement theme and assigned to a bureau.
- Bureau Deputy Chiefs are responsible for implementation.
- Quarterly status updates to Commission



Phase 1 District - Purpose

- Implementation of district based recommendations at one police district.
- Phased implementation is fiscally prudent, allows for evaluation and improvements in design.
- The goal of the Phase 1 District is to reduce crime and improve quality of life through community and police partnerships.



Phase 1 District - Measures of Success

- Decrease in targeted crimes over time
 - Fewer incidents of targeted crimes
 - Fewer public complaints about targeted crimes
 - Fewer calls for service about targeted crimes
- Increase in community satisfaction with quality of life.
 - Reduced fear/concern about problem
 - Improved public perception of safety
- Improved trust between community and police.
 - Increased public cooperation
 - Increased public satisfaction police handling of problems
 - Increased police officer job satisfaction



Phase 1 District Proposal

- Station Reorganization
- Sector Deployment
- Investigative Function
- Coordinated Process for Community Engagement/Problem Solving
- Local Information System



Phase 1 - Reorganization

- **District Resources Unit.** Supports the daily community policing activities of station and coordinates problem solving efforts.
- **Sector Policing.** Responds to calls for service, identifies and solves problems, engages the community and prevents crime.
- **Staff Support Unit.** Permits, facility maintenance, subpoenas and special events tracking by Police Service Aides.



Phase 1 District Personnel

- **Job Descriptions.** All job descriptions include duties and responsibilities specific to community engagement and problem solving.
- **Performance Evaluations.** Measurable objective criteria and expectations to track performance.
- **Training.** Community engagement, problem solving and communications.



Phase 1 District - Problem Solving

- Scanning, Analysis, Response, Assessment (SARA) problem solving methodology.
- The SARA process will be coordinated through a Problem Analysis Committee
- Members are expected to integrate a problem solving approach into their daily activities
- Creation of a database to track problem solving projects and impact.



Phase 1 District – Information System

- A district specific information system for timely information of:
 - crime reports
 - calls for service
 - self-initiated activities
 - arrests
- System key for problem analysis, impact evaluation and progress reports.



District Selection Criteria

- Community Involvement
- Crime Statistics
- District Features
- Community Demographics
- Police Station Facilities
- SFPD Personnel



District Selection Criteria

		Bayview	Central	Ingleside	Mission	Northern	Park	Richmond	Southern	Taraval	Tenderloin
Crime Statistics	Similar to crime mixture in City			✓					✓	✓	
	High in Homicide	✓		✓	✓						
	High in History of Violent Crime			✓	✓						✓
District Features	High number of schools			✓	✓					✓	
	High number of Supervisorial Districts			✓		✓	✓				
	Comparable to Citywide population density			✓			✓	✓			
Community Demographics	Balance of ethnic demographic	✓		✓							✓
	High # Housing Authority sites			✓	✓	✓					
Community Involvement	High # community organizations	✓		✓		✓					
	High willingness to participate (high response rate to voluntary PER community survey)			✓	✓	✓					



Next Steps

- Hiring of Strategic Management Division director.
- Procedural Recommendations
 - Prioritization by Bureau Chiefs by April 21, 2009
 - Command Staff meets to develop Departmental priorities April 27, 2009
- Quarterly Police Commission reports.

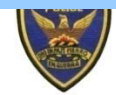
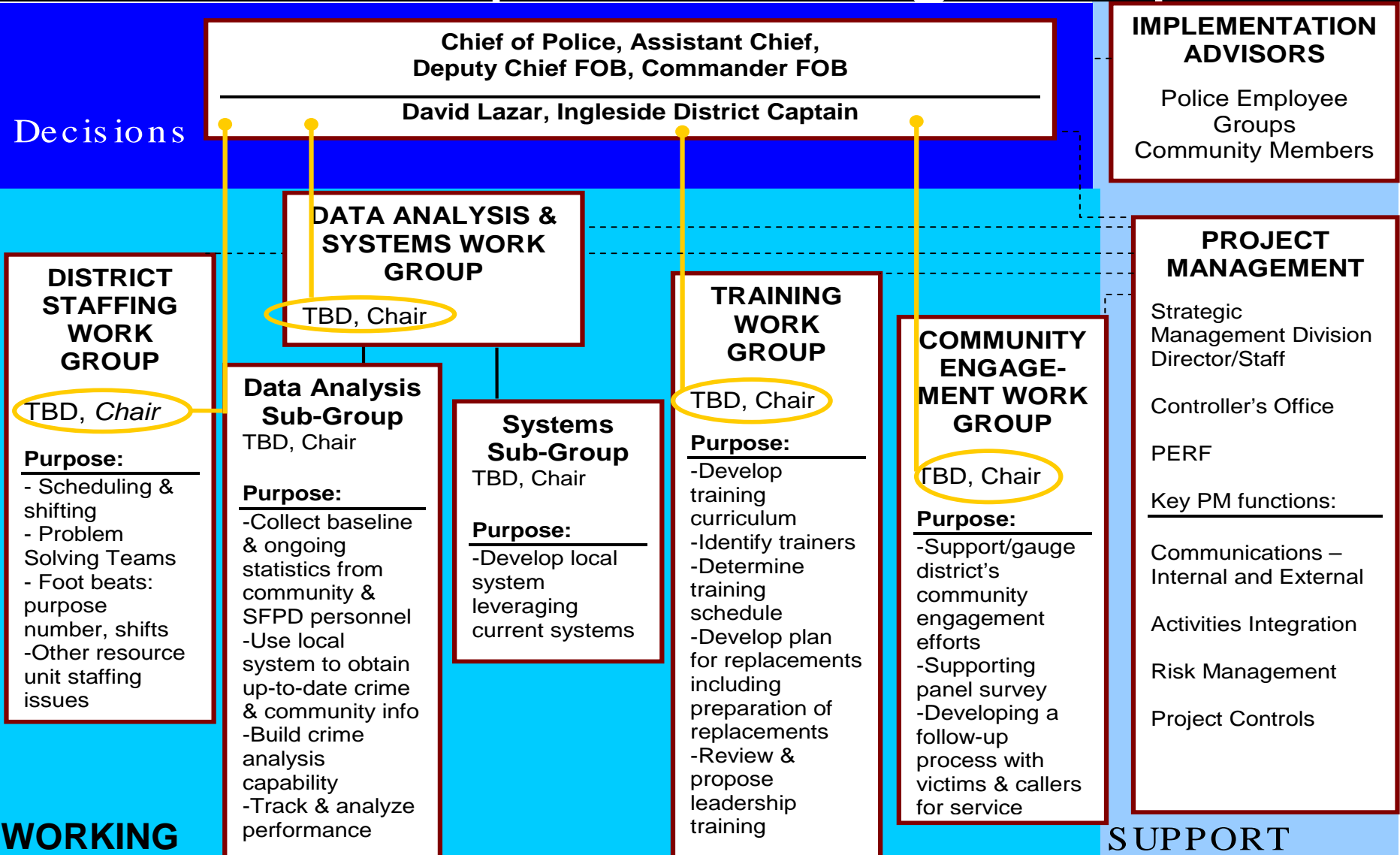


Next Steps – Phase 1 District

- Development of implementation plan with selected captain, district personnel, departmental working groups and community.
- Collection of baseline statistics.
- Development of computerized information system.
- Pursuit of grants to fund hiring and the scientific evaluation of Phase 1 District.



Next Steps – Working Groups



Next Steps – Staffing Working Group

Purpose

- Data-driven shift scheduling of Sector deployment
- Demand-based allocation of Resource Unit personnel
- Data-driven strategies for foot beats

Proposed Membership

- Staff Support Sergeant
- Police Employee Groups membership
- Department of Emergency Management representative
- PERF experts
- Strategic Mgt Division Lieutenant, SFPD Human Resources



Next Steps – Analysis and Systems Working Groups

Purpose

- Analysis – collect baseline & ongoing statistics
- Analysis – Build crime analysis capability
- Analysis – Analyze performance
- Systems – Develop Station system to monitor crime, calls for service, and community information

Proposed Membership

- District Resource Lieutenant
- Other Sworn personnel (Strategic Management Division Lt, District personnel)
- SFPD systems expert
- SFPD crime analysts
- PERF experts
- Controller's Office



Next Steps – Training Working Group

Purpose

- Develop training curricula for community policing
- Identify trainers – internal and external
- Determine training schedule
- Develop staffing plan for training sessions
- Review and propose leadership training

Proposed Membership

- District Resource Lieutenant
- Academy/Field Training representation
- FOB HQ personnel (District Commander, Community Policing Lt.)
- Other Sworn personnel (Strategic Management Division Lt, District sector, foot beat personnel)
- PERF experts
- Police Employee Group membership



Next Steps – Community Engagement Working Group

Purpose

- Support and gauge district's community engagement efforts
- Supporting administration of panel survey
- Developing a follow-up process with victims
- Establish Ingleside Community Advisory Group

Proposed Membership

- District Problem Analysis Committee (PAC)
- District Sergeants (2)
- District Officers (2)
- Representatives from MONS and SFSAFE



Phase 1 Implementation Proposal

The full 92-page Phase 1 Implementation Proposal may be found on:

http://www.sfgov.org/site/police_index.asp

