

San Francisco Police Department Studies Implementation Update

Presented to the Police Commission May 20, 2009



Overview

Brief Background

Phase 1 District Implementation progress

Procedural Recommendations
 Implementation progress



Background

Eight studies of SFPD

 Recommendations further the new SFPD Vision Statement

 Three-pronged approach – Policy, Procedural, and Phased Implementation



Phase 1 Implementation - Proposal

Station Reorganization

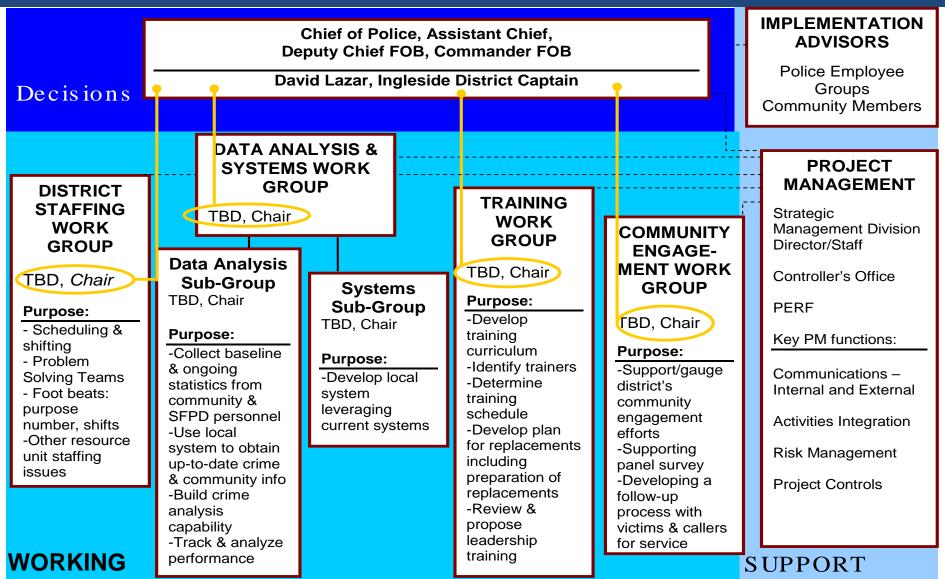
Sector Deployment

- Investigative Function
- Community Engagement/Problem Solving

District Information System



Phase 1 Implementation – Working Groups



Phase 1 Implementation - Staffing Working Group

<u>Purpose</u>

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

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



Phase 1 Implementation Analysis and Systems Working Groups

<u>Purpose</u>

- 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

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



Phase 1 Implementation – Training Working Group

<u>Purpose</u>

- 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

- 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



Phase 1 Implementation Community Engagement Working Group

<u>Purpose</u>

- 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

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



Overview

- Working Group categories also reflective of type of work completed to date.
- Briefing Document developed for personnel
 - 16 major steps for implementation
 - 47 recommendations for implementation at the District Level



District Staffing and Operations

- Resource Lieutenant identified
- Staff Sergeant in place
- Investigative function planning started
- Foot Patrol
 - PSSG recommended planning and implementation
 - "Operation Safe Neighborhood"
- Housing Unit brought to full strength
- Call Signs made consistent with assignments
- Enforcement Operations streamlined & scheduled

District Staffing and Operations Next 21 Days

Develop Miranda Program

Begin Development of 2-year Strategic Plan



Analysis and Systems

- Identified analyst to mock up District System
- Collecting Baseline data
 - Calls for Service, HRMS, CABLE
 - City Survey
- Next 21 Days:
 - Crime Analyst identification
 - Work toward updating CAD with new beat information



Training

- PERF recommended training for personnel
- Domestic Violence Training
- Training from Community BasedOrganizations
- Command Post Training
- Police Crisis Intervention Training



Training – Next 21 Days

- Development of a new officer arrival package
- Development of ongoing training schedule of members from the Investigations Bureau.
- Draft Ingleside Resource Guide



Community Engagement and Communications

- -Community contact list; email list
- Community meetings and communications
- Monthly Police Community Relations meeting in neighborhoods
- Voicemail for each officer at the station
- Station cleanup



Community Engagement and Communications Next 21 Days

- Explore real-time crime information dissemination process
- Expand Police/Youth involvement
- Engage Non-English Speaking Community
- Explore Cops Read to Kids
- Develop Graffiti Resource Guide



Stakeholder Engagement

- -Station Personnel and Other SFPD
 - Station Personnel briefings, weekly meetings, promotional workshops
 - Employee groups meetings
 - Police Commission input on Advisory Group members
- External City Stakeholders
 - Board of Supervisors meetings and Advisory Group input
 - OCC, DA, DEM meetings
 - Introductory email to school officials
 - Housing Authority meeting



District Specific Recommendations

- Recommendations Implemented (examples)
 - Public housing sites and parks should have dedicated officers.
 - Develop a strategy/policy that defines a working foot beat.
 - Problem solving should be the focus at community meetings.
 Limit officers attending.
- Recommendations for next 60 days (examples)
 - Propose CAD updates to reflect accurate sector and beat locations.
 - Each District should have a crime analyst.
 - Structure of Department must focus on crime control through community policing.

Procedural Recommendations

- Progress Monitoring
 - Assigned to Bureau
 - Assigned Project Managers
 - Action Plans
 - Electronic Tracking

Recommendation Prioritization



Progress Monitoring: Bureau Assignment

Assigned to Bureau

- Administration (128)
- Field Operations (72)
- Investigations (10)
- Airport (8)
- Chief's Office (61)



Progress Monitoring: Project Managers

One Representatives from each Bureau

Develop and Lead Implementation teams

Identify Action Steps

 Responsible for moving individual recommendations towards completion



Progress Monitoring: Action Plan & Reporting

- Every Recommendation is Separated
- Goal is Identified
- Action Steps/Timeline
- Identify Person Responsible
- Estimated Completion Date
- Reviewed by Bureau Chief
- Progress Updated Bi-weekly



Progress Monitoring: Electronic Tracking

- Electronic tracking of individual recommendations
- Monitor Progress
- Track completion of action steps
- Tie-in dependencies
- Simplify reporting



Recommendation Prioritization

Impact Level

 Moving the Department closer to the Vision Statement

Increase productivity

Increase efficiency

Effort Level

Technology

 Hiring or training of civilians or sworn personnel

Funding



Procedural Recommendations - Prioritization

Effort Level

	Low	Medium	High
High	1st Priority	2 nd Priority	4 th Priority
Medium	3 rd Priority	5 th Priority	8 th Priority
Low	6 th Priority	7 th Priority	9 th Priority



Impact Level

Procedural Recommendations - Prioritization

All Procedural Recommendations

Effort Level

	Low	Medium	High
High	21	33	61
Medium	33	36	41
Low	23	17	14

Impact Level

Procedural Recommendations - Prioritization

Closed Procedural Recommendations

Effort Level

	Low	Medium	High
High	3	1	-
Medium	9	_	2
Low	7	-	3
			TRANCOS (* POLICE *)

Impact Level

Phase 1 Implementation Information

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

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

Ongoing updates with Commission and Board of Supervisors presentations.

