

Annual Community Policing Plan

Risk Management Office



CITY & COUNTY OF SAN FRANCISCO

Police Department

11.01.2024

Risk Management Office Overview

The Risk Management Office (RMO) is comprised of three main branches:

- **Internal Affairs Division (IAD)**
 - Administrative investigations of Dept. members
 - Equal Employment Opportunity Act (EEO) Liaison to SFDHR
- **Investigative Services Division (ISD)**
 - Criminal investigations of all City employees
- **Legal Division (Legal)**
 - Body Worn Camera/Senate Bill Units
 - Early Intervention System Unit
 - OIC is Liaison to City Attorney's Office and Sunshine Ordinance Task Force

RMO's Contribution to Strategy 1.0

The five strategic initiatives are:

1. Collaborate: Continue community engagement via Sunshine Ordinance Task Force.
2. Improve Responsiveness: Streamline delivery of Public Records Act Requests by modifying third-party vendor workflow.
3. Measure and Communicate: Continue to evolve quarterly public reporting by analyzing and including data compiled in Benchmark FirstSign (pilot program began Q4 2024).
4. Strengthen the Department: Continue to advance transparency around officer conduct, to build trust and rapport with the communities we serve.
5. Define the Future: Engage with feedback from the Police Commission and the Department of Police Accountability.

Review and Improvement

- Feedback from oversight bodies (Police Commission, Dept. of Police Accountability, Labor Relations)
- Engagement with the Police Officer's Association and professional unions on applicable personnel matters
- Community feedback regarding Public Records Act Requests and SOTF dialogues

Impact on Public Safety

The overall goal of RMO's community policing plan is to increase public safety and reduce crime by continuing to advance transparency around officer conduct and help highlight the work that officers and professional staff engage in on a daily basis, to make San Francisco safer. We anticipate that the continued advancements in timely, accurate, and detailed reporting, to the full extent possible, will contribute to relationship-building work being done by public-facing Stations, Units, and Details.

FUTURE GOALS

Anticipated developments for 2025:

- Analyzing the results of Benchmark's FirstSign pilot program (est. Q4 2024)
- Continued workflow modifications to PRA portal
- Continued development of more robust public reporting (primarily IAD and EIS)

Thank you.

Any questions?