

The “RFQ” Process

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Project Manager – DOJ Recommendation 1.1

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RFQ Definition

Request For Qualifications

Intent of the RFQ

- The purpose of the RFQ is to create a pre-qualified list of firms, agencies, research institutions, etc. from which SFPD may choose prospective contractors to perform multiple types of analyses or research.

Need For The RFQ

- In October of 2016, the United States Department of Justice issued a report on the Collaborative Reform Initiative of the San Francisco Police Department.
- In the DOJ's assessment of the SFPD, there are a number of recommendations that will require external consultation, research, and/or implementation.

RFQ vs. RFP

- Work can be split up – those contractors/consultants that specialize in one aspect can perform a certain scope of work, split with other firms performing other scopes.
- Contractors are available for SFPD to engage for two-three years, pending funding availability

RFQ Elements

- Section 1 - Introduction: outlines terms, need and intent.
- Section 2 - Scope of Work: provides project descriptions, expectations of deliverables, and other needs of the projects.
- Section 3 - Response Requirements: describes when/where response is due, what needs to be included, and a template for response
- Section 4 – Evaluation Criteria: defines the minimum qualifications, criteria, and weighting of criteria by which respondents are scored.
- Section 5 – Protest Procedures: explains how a respondent can protest various determinations made by the City in the evaluation of the response.

RFQ Scopes of Work

- **Management Consulting**
- **IT Support**
- **Use of Force Evaluation; Causal Factors; Report Automation**
- **Bias Assessments and Analyses**
- **Hiring Barrier Analysis**
- **Communications Content Development**
- **Reform Effectiveness Evaluation**

RFQ Process

- Input from SFPD regarding needs and scope of work
- RFQ Created (SFPD Fiscal Division)
- RFQ Reviewed & Approved (Fiscal, Chief, City Attorney)
- RFQ Advertised; Pre-response bidders conference
- Responses Submitted/Accepted
- Responses Reviewed
- Pre-Qualified List(s) Created
- Possible Contractor Interviews & Reference Checks by Evaluation Team
- Contractors Selected; Contracts Negotiated

DOJ Recommendation 1.1

Project Manager: Sgt. Nicole Jones #339

DOJ Recommendation 1.1

- Finding 1:
 - The majority of deadly use of force incidents by the SFPD involved persons of color.
 - Nine of eleven deadly use of force incidents from May 1, 2013, to May 31, 2016, involved persons of color.

DOJ Recommendation 1.1

- The SFPD must commit to reviewing and understanding the reasons for the disparate use of deadly force. Specifically, SFPD needs to:
 - Partner with a research institution to evaluate the circumstances that give rise to deadly force, particularly those circumstances involving persons of color.
 - Develop and enhance relationships in those communities most impacted by deadly officer-involved shootings and monitor trends in calls for service and community complaints to ensure appropriate police interaction occurs as a matter of routine police engagement.
 - Provide ongoing training for officers throughout the department on how to assess and engage in encounters involving conflict with a potential for use of force with a goal of minimizing the level of force needed to successfully and safely resolve such incidents.

DOJ Recommendation 1.1

- Goal with Regards to Research (Direction Headed):
 - The hope is to partner with a research institution that will not only evaluate SFPD's deadly uses of force, but also be willing to consult on and/or help implement training to address issues identified in by the study.

Research Possibilities

- University of Chicago
 - University of Chicago has already partnered with SFPD to improve the Department's Early Intervention System (EIS).
 - They agreed it would be possible to additionally analyze SFPD's deadly use of force data as well.
 - Data Compilation and Analysis

Research Possibilities

- Washington State University
 - CBT SIM – Counter Bias Training Simulation
 - A simulation based training program with the goal of getting officers to make decisions to shoot based solely on the level of threat, instead of being influenced by suspect characteristics.
 - Counter Conditioning
 - Self Reflection
 - Related Research
 - The bias temperature of the Department is taken prior to implementation of the training.
 - Once the training is completed, the Department's progress is evaluated.

Research Possibilities

- Michigan State University

- Several studies into police use of force

- One study examined the extent to which departments utilize a use-of-force continuum within their less lethal force policy and the ways in which various force tactics and citizen resistance types are situated along a continuum.
- Another study examined the amount of force used by and against police officers and characteristics of officers, civilians, and arrest situations associated with the use of different levels of force.

Research Possibilities

- Stanford University
 - Jennifer Eberhardt
 - Studies the extent to which racial imagery and judgments shape actions and outcomes within the criminal justice domain.
 - Utilization of body camera footage.

Research Possibilities

- UC Santa Barbara
 - Conducting analyses on police encounters with the public with the goal of reducing use of force.
 - Utilization of dash cameras and video recordings made by researchers.

Potential Challenges / Questions Unanswered

- Unclear what the best method is to approach the research
 - Statistical Compilation (Use of Force Stats / Officer Stats / Etc.)
 - Data Analysis (Body Camera Footage)
 - Training Based
 - Combination of Methods
- Funding

USE OF FORCE

DOJ RECOMMENDATION 20.4

SGT. STACY YOUNGBLOOD #1211

EIS UNIT – LEGAL DIVISION



DOJ Finding 20

The SFPD does not capture sufficient data on arrest and use of force incidents to support strong scientific analysis.

Recommendation 20.4

The SFPD should identify a research partner to further refine its use of force data collection and to explore the data findings of this report to identify appropriate data for measurement and to determine casual factors.

Use of Force Log

Prior to 2016

DATE: _____ CASE NUMBER: _____ REVIEWING SUPERVISOR: _____

	Name	Age	Race *	Sex	Complaint of Pain	Injured	Type of Force Used
Subject					<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> Carotid <input type="checkbox"/> ERIW <input type="checkbox"/> Firearm – OID <input type="checkbox"/> Firearm – OIS <input type="checkbox"/> Firearm – Pointing <input type="checkbox"/> Impact Weapon <input type="checkbox"/> OC <input type="checkbox"/> K-9 <input type="checkbox"/> Physical Control <input type="checkbox"/> Strike by Object/Fist <input type="checkbox"/> Vehicle Deflection <input type="checkbox"/> Other _____ Comments:
Officer/ Star #						<input type="checkbox"/> YES <input type="checkbox"/> NO	

* I – American Indian, A – Asian or Pacific Islander, B – Black, H – Hispanic, U – Unknown, W – White

Assembly Bill 71

Beginning January 2017

- 1) Gender, race and age of subjects
- 2) Date, time and location of the incident
- 3) Civilian armed, and is so, type of weapon
- 4) Type of force used against officer and civilian
- 5) Number of officers involved
- 6) Number of civilians involved
- 7) Brief description of circumstances, may include injuries and perception on behavior or mental disorders

Please use
Adobe Acrobat



San Francisco Police Department Supervisory Use of Force Evaluation



INCIDENT NUMBER:		Date:	Time:	Day of Wk:
SFPD CAD#:	Type of Incident: --			
On View <input type="checkbox"/>	Dispatch <input type="checkbox"/>	Critical Incident/Special Event:	USE OP. ORDER NAME	
Location of Occurrence:		District of Occurrence:		
Supervisory Officer Rank, Name & Star No.:		Broadcast Time of Use of Force:		
RANK, LAST NAME, FIRST NAME, STAR NO.		Supervisor On Scene Time:		
Did Supervisor Respond to Scene: Y <input type="checkbox"/> N <input type="checkbox"/>		If No, why?		
Subject #1	Subject Name: LAST, FIRST, MIDDLE		DOB:	
Race (Choose only one): Asian <input type="checkbox"/> Black <input type="checkbox"/> White <input type="checkbox"/> Hispanic <input type="checkbox"/> Native American <input type="checkbox"/> Unknown <input type="checkbox"/>				
Sex: M <input type="checkbox"/> F <input type="checkbox"/>		LEP: Y <input type="checkbox"/> N <input type="checkbox"/>	Language:	Height: Weight:
Complaint of Pain: Y <input type="checkbox"/> N <input type="checkbox"/>		Unrelated <input type="checkbox"/>	Injured: Y <input type="checkbox"/> N <input type="checkbox"/>	Unrelated <input type="checkbox"/> Serious Bodily Injury*: Y <input type="checkbox"/> N <input type="checkbox"/>
Death: Y <input type="checkbox"/> N <input type="checkbox"/>		Photo Taken of Injury: Y <input type="checkbox"/> N <input type="checkbox"/>	Injuries Description:	
Photo Taken By: LAST, FIRST, STAR NO.		Medical Evaluation (By Doctor): Y <input type="checkbox"/> N <input type="checkbox"/>		
Medical Treatment: Y <input type="checkbox"/> N <input type="checkbox"/>		Admitted <input type="checkbox"/>		
Assessment (Paramedic/EMT): Y <input type="checkbox"/> N <input type="checkbox"/>		Hospital Name:		
Hospital Name:		Reason for Use of Force (DGO 5.01):		
Subject Armed:		<input type="checkbox"/> To effect a lawful arrest, detention, or search		
Y <input type="checkbox"/> N <input type="checkbox"/>		<input type="checkbox"/> To overcome resistance or to prevent escape		
Type of Weapon:		<input type="checkbox"/> To prevent the commission of a public offense		
<input type="checkbox"/> Firearm		<input type="checkbox"/> In defense of others or in self-defense		
Subject Homeless:		<input type="checkbox"/> To gain compliance with a lawful order		
Y <input type="checkbox"/> N <input type="checkbox"/>		<input type="checkbox"/> To prevent a person from injuring himself/herself,		
Charge: (most serious only)		when the person also poses an imminent danger of		
<input type="checkbox"/> Blunt Object		death or serious bodily injury to another person or officer		
<input type="checkbox"/> Other				
Disposition: --				
Levels of Resistance: (Label sequence of resistance numerically)		___ Compliant ___ Passive Non-compliance		
Active Resistance		Assaultive ___ Life Threatening		
At the time of incident, the subject appeared to be under the influence of alcohol and/or drugs? Y <input type="checkbox"/> N <input type="checkbox"/>				
Officer #1	Officer Name: LAST, MIDDLE, FIRST, MIDDLE		Unit ID:	
Star:	Station/Assignment:		Video/BWC Available: Y <input type="checkbox"/> N <input type="checkbox"/>	
Injured: Y <input type="checkbox"/> N <input type="checkbox"/>	Death: Y <input type="checkbox"/> N <input type="checkbox"/>	Identification:	Plainclothes Identification:	
Medical Treatment: Y <input type="checkbox"/> N <input type="checkbox"/>	Admitted <input type="checkbox"/>	<input type="checkbox"/> Uniform	<input type="checkbox"/> Verbally	
Assessment (Paramedic/EMT): Y <input type="checkbox"/> N <input type="checkbox"/>		<input type="checkbox"/> Plain clothes	<input type="checkbox"/> Display of Star	
Medical Evaluation (By doctor): Y <input type="checkbox"/> N <input type="checkbox"/>			<input type="checkbox"/> Raid Jacket	
Photo of Injury: Y <input type="checkbox"/> N <input type="checkbox"/>	Photo Taken By: LAST, FIRST, MIDDLE, STAR NO.			
Short description of injury:				
Verbal commands issued before force used: Y <input type="checkbox"/> N <input type="checkbox"/>				
Type of Force Used (Specify sequence of force used, if applicable, and subject number on which force was used):				
___ Firearm OIS <u>SUBJECT #</u>		___ Chemical Agent <u>SUBJECT #</u>		
___ Firearm Pointing <u>SUBJECT #</u>		___ Physical Control Hold/Take Down <u>SUBJECT #</u>		
___ Strike by Obj. (personal body weapon)/Fist <u>SUBJECT #</u>		___ Spike Strips <u>SUBJECT #</u>		
___ Impact Weapon <u>SUBJECT #</u>		___ Vehicle Intervention (Deflection) <u>SUBJECT #</u>		
___ ERIW <u>SUBJECT #</u>		___ K-9 Bite <u>SUBJECT #</u>		
		___ Other: <u>SUBJECT #</u>		

*Serious bodily injury, as defined in 12525.2(d) of the California Government Code, means "a bodily injury that involves a substantial risk of death, unconsciousness, protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member or organ."

Add Additional Subjects Below

Add Additional Officers Below

SFPD 575B (06/17)



Challenges

- Keeping data consistent from one type of encounter to another
 - eStop
 - Use of Force
- Data requirements are not consistent from City and State
 - Race/Ethnicity
 - Officer's perception of race/ethnicity (AB 953 – State)
 - Officer verbally asking subject for race/ethnicity (96A – City)
 - Specifically prohibited in AB 953 (Section 12525.5)

University of Chicago

- Nov 2016, SFPD made contact with the University of Chicago (UoC) after seeing a study they were doing with Early Intervention Systems from other agencies (Charlotte-Mecklenburg PD, Nashville PD, Pittsburgh and more)
- UoC has developed a project to study and analyze characteristics and behaviors of police officers which help to predict future adverse incidents.
- UoC helps agencies to improve their data collection and to better understand the data it does collect.
- UoC procured a grant on their own to cover the cost of the project.
- SFPD entered into a Data Use Agreement to provide anonymous data to UoC.



Data Provided

- Use of Force Data
- Internal Affairs Complaints
- Citizen Complaints
- Dispatch Data
- Training Data
- eStop Data
- Department and Civilian Accommodations
- Secondary Employment Data
- Payroll Data (Sick Days, Vacations and Overtime)
- Officer's shift, assignment and years of experience
- Tort Claims and Civil Suits against Officers
- On Duty Collisions
- Officer involved shootings and discharges
- Vehicle Pursuits
- Early Intervention Alerts



Status:

- We are still in the process of gathering data and uploading to the University of Chicago.
- University of Chicago estimates that it will be able to produce initial findings within the next few weeks