CRI Sustainability Approach

CITY & COUNTY OF SAN FRANCISCO

Police Department

March 16, 2022

Sustainability Philosophy

The SFPD is committed to upholding the progress and promise of the Collaborative Reforms Initiatives process.

Creating a sustainable system of review ensures that SFPD can continue to maintain the standards of excellence it committed to during the reform process.

> ➤ Proactive Engagement
> ➤ Commitment to Continuing Reform
> ➤ Accountability
> ➤ Set National Standards

Sustainability Requirements

Types of Review:
- Annual
- Quarterly
- Rolling (Bi-Annual)
- Single Document or Practice

Total Recommendations Requiring Sustainability Efforts:
187

	Use of Force	Bias	Community Policing	Accountability	Recruitment and Retention
Annual	9	12	29	15	8
Quarterly	16	20	16	20	16
Rolling (Bi-Annual)	11	1	15	13	7
Single Document or Practice	5	5	7	0	0
Total Recs for Topic*	37	34	47	42	27

*Some recommendations require multiple types of updates in a single recommendation.

Sustainability Process

Step 1: Creating Master CRI Sustainability Spreadsheet

Topic	Recommendation	Annual Upate	Quarterly Update	Scheduled Update	Other Updates/Details	Responsible Party	Status
Community Policing							
	38.1	x	x		Annual review of Community Policing Strategic Plans by DC and Com. Of FOB and Com. Of CED, Quarterly review of Captains' montly FOB meetings re: community policing (See DGO 1.08)	CED	SC
	38.2		x		Quarterly review of Captains' monthly FOB meetings re: community policing (see DGO 1.08)	CED/FOB	SC
	38.3				Proof new ESWG seeking input from diverse constituencey	CED	SC
	39.3	x			Annual reviews of CPABs and CED strategic plan (December)	FOB/SMB	SC
	39.4		x	x (bi-annual)	Quarterly PDU meeting with SFPD Training coordinators, and bi-annual summary from Lt of PDU	PDU	SC
	39.8		x		Quarterly IT Steering Committee Meeting Minutes re: Technology Roadmap review	IT	SC
	40.6		x		Establishment of External review committee as per DGO 1.08, Proof of policy implementation for community policing under CED UO 20-04, Quarterly compilation of CED/FOB Captain Monthly Meeting minutes	FOB	IN PROGRESS
	40.8	x			Annual CED progress review	CED	SC
	42.1	x	x		Annual CED progress review and Quarterly Audit to ensure compliance with strategic plan	CED	SC

Sustainability Process

Step 2: Creating Power DMS Automated Sustainability Management Tool

➤ The Power DMS Sustainability Management tool will send automated reminders to the commanding officer of PSPP and/or their designee.

➤ Reminders of items due will be sent at 60, 30, and 15 days prior to due dates.

➤ Sustainability Management Tool enables rolling, timely, and targeted review of recommendations with scheduled update requirements.

Sustainability Process

Step 3: Create System for Review

Unit Order

➢ Establishes purpose of sustainability efforts

➢ Establishes process for review
   ➢ General Review
   ➢ Targeted Review

➢ Establishes process for timely updates and addition of sustainability materials to recommendation files

➢ Establishes accountability for the sustainability process with PSPP Unit

Sustainability Record Keeping

Types of Records:

- ✓ **Electronic Records**
- ✓ **Hard Copies**
- ✓ **CRI Sustainability Spreadsheet**

The above records shall be maintained by PSPP alongside the CRI Files in both electronic and paper formats.

The Supervisor of PSPP will be responsible for ensuring continual updates and review of records for completeness. Records of digital reminders of items coming due will be kept in the Power DMS Sustainability Management.

Sustainability Timeline

January 1 – February 28:
- ➢ Completed general review of Use of Force recommendations
- ➢ Began intentional assessment of recommendations with annual, bi-annual, and quarterly review requirements
- ➢ Completed initial general review of all recommendations
  - ➢ Identified 16 further recommendations for addition to targeted review

Feb. 1-March 31:
- ➢ Continue collaboration with Power DMS team to create automated Sustainability Management System
- ➢ Collect documentation for Q4 2022 and annual reporting requirements

March 1 – April 30:
- ➢ General review of Bias Recommendations
- ➢ Begin collection of Q1 2022 sustainability documentation

Comments or Questions?