

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
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MEMORANDUM

TO: Paul Yep, Interim Police Chief, Police Department

FROM: Victor Young, Assistant Clerk *Victor Young*

DATE: September 16, 2025

SUBJECT: LEGISLATION INTRODUCED

The Board of Supervisors' Rules Committee received the following proposed Ordinance:

File No. 250927

Ordinance amending the Community Policing Policy to highlight the role of civilian Police Department personnel in effective community policing and community-based crime prevention programs, including programs inclusive of seniors and individuals with limited English proficiency.

If you have comments or reports to be included with the file, please forward them to Victor Young at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102 or by email at: victor.young@sfgov.org.

(attachment)

- c. Steven Lopez, Police Dept.
- Carl Nicita, Police Dept.
- Giannina Miranda, Police Dept.



City and County of San Francisco

Master Report

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

File Number: 250927	File Type: Ordinance	Status: 30 Day Rule
Enacted:	Effective:	
Version: 1	In Control: Rules Committee	
File Name: Administrative Code - Community Policing Policy	Date Introduced: 09/09/2025	
Requester:	Cost:	Final Action:
Comment:	Title: Ordinance amending the Community Policing Policy to highlight the role of civilian Police Department personnel in effective community policing and community-based crime prevention programs, including programs inclusive of seniors and individuals with limited English proficiency.	
Companion 110221 Files:	Sponsor: Engardio	

History of Legislative File 250927

Ver	Acting Body	Date	Action	Sent To	Due Date	Result
1	President	09/09/2025	ASSIGNED UNDER 30 DAY RULE	Rules Committee	10/09/2025	

[Administrative Code - Community Policing Policy]

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Asterisks (* * * *) indicate the omission of unchanged Code subsections or parts of tables.

Be it ordained by the People of the City and County of San Francisco:

Section 1. Background and Findings.

(a) In 2011, with the passage of Ordinance No. 210-11, the Board of Supervisors created the Community Policing Policy for the City and County of San Francisco.

(b) This policy was designed to provide guidance to the San Francisco Police Department for building and maintaining trust with community members and community-based organizations.

(c) The definition of Community Policing includes five key components: the structure and philosophy of the Police Department, formal partnerships with community members, community communication and relations, officer accountability, and community-based violence prevention programs.

(d) Over the past 14 years, the role of civilian staff has become increasingly important in community policing, particularly the role of the public or community safety liaison.

1 Civilian staff contribute to non-law enforcement duties, increasing the efficiency and
2 effectiveness of the Police Department, especially with respect to community engagement.

3 (e) The purpose of this ordinance is to update the Community Policing Policy to
4 highlight the significant contributions of civilian staff within the Police Department in
5 community policing, and emphasize the importance of community-based crime prevention
6 programs inclusive of seniors and individuals with limited English proficiency to ensure safety
7 for all community members.

8 (f) Fourteen years after the passage of the Community Policing Policy, it is crucial
9 to recognize the importance of the contributions of civilian staff and of crime prevention
10 programs, which have proven successful. This refinement and improvement of the policy will
11 better serve the community and enhance public safety.

12
13 Section 2. Chapter 2A, Article IV, of the Administrative Code is hereby amended by
14 revising Section 2A.83, to read as follows:

15 **SEC. 2A.83. COMMUNITY POLICING POLICY.**

16 (a) **Policy.** It shall be the policy of the City and County of San Francisco to engage
17 in community policing.

18 (b) **Definition.** Community policing is a philosophy and organizational strategy that
19 includes community members in many aspects of police work and relies on partnerships and
20 mutual trust between the San Francisco Police Department and community-based
21 organizations, as well as city agencies and other public entities, including but not limited to the
22 Department of Public Health, the Department of Children, Youth, and their Families, and the
23 San Francisco Unified School District, in order to create safer communities, address the root
24 causes of violence, and preserve healthy and vibrant neighborhoods in San Francisco.
25 Community policing involves police officers and civilian staff working in collaboration with

community leaders, residents, and local businesses ~~to in~~ proactively ~~ways to~~ identify public safety concerns, develop community-based crime prevention programs, and create inclusive solutions to community problems. Community policing depends on deep, transparent, and mutually-respectful relationships between police personnel, including police officers and civilian staff, and community members to sustain cooperative working relationships. ~~An important element in e~~Effective community policing relies on open communications and established relationships between ~~is that~~ police personnel, including police officers and civilian staff, and community members familiar with the needs and strengths of a particular community ~~play an important policing role within that community and be allowed~~ in order to develop their own innovative solutions to problems.

Community policing is not an abstract ideal; rather, it requires that the San Francisco Police Department commit to a departmental structure and philosophy that supports community policing. ~~It that it~~ requires the createion of strong partnerships and trusted relationships structures for partnership with community members, sustained efforts to ~~that it~~ maintain strong programs and robust communication mechanisms to connect with and build relationships with the broader community, and ~~that it sustain~~ effective systems to hold police officers accountable. In addition to the work of the San Francisco Police Department, community policing requires the existence of and resource allocation towards independent community-based violence prevention programs in order to prevent and reduce crime, including violent crime.

In the City and County of San Francisco, community policing may include the following:

(1) Structure and Philosophy of the San Francisco Police Department.

(A) An organizational structure that supports community policing, which may include a high-ranking Department member in charge of monitoring, evaluating, and

continually improving the Police Department's community policing activities and strategies, community policing lieutenants designated at each district station, civilian staff dedicated to community policing and consideration of community policing skills, including community feedback, in assignment or promotion decisions as permitted by Civil Service, Memorandum of Understanding, and other applicable requirements;

(B) Officer foot patrols;

(C) Officers with advanced training in de-escalating dangerous situations including but not limited to those situations involving individuals in mental health crisis; and

(D) Ongoing training at all levels (academy, field, and in-services) in community policing for officers throughout their careers.

(2) Structures for Formal Partnerships Between the San Francisco Police Department and Community Members.

(A) Formal processes by which community members can interact and work with police personnel to discuss and problem-solve neighborhood policing, community, and public safety concerns, for example, working groups, the existing Citizen Police Advisory Boards, or other advisory committees or boards;

(B) Training in community policing for community members on any advisory committees, boards, or working groups; and

(C) Mechanisms for annual review by civilian advisory committees, boards, or working groups, of adherence to this community policing policy and efficacy of the Department's community policing program.

(3) Community Relations.

(A) Community building activities such as Police Department sponsored mentorship programs for children and crime prevention events for seniors, and police participation in neighborhood and holiday celebratory events, town hall meetings, and community policing

1 and violence prevention summits to explore issues and problems in particular communities or
2 with particular people in the same demographic (e.g., youth, LGBT community, seniors,
3 African-American community, Latino community, Native American community, Asian/Pacific
4 Islander community, Middle Eastern community, homeless residents of San Francisco, and
5 individuals with limited English proficiency); and

6 (B) Regular two-way communication between personnel at the district stations
7 and the community through police officers and civilian staff within the Department, which may
8 include technological mechanisms to receive community feedback, district station newsletters,
9 and use of social network tools.

10 * * * *

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12 Section 3. Scope of Ordinance. In enacting this ordinance, the Board of Supervisors
13 intends to amend only those words, phrases, paragraphs, subsections, sections, articles,
14 numbers, punctuation marks, charts, diagrams, or any other constituent parts of the Municipal
15 Code that are explicitly shown in this ordinance as additions, deletions, Board amendment
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1 Section 4. Effective Date. This ordinance shall become effective 30 days after
2 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the
3 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board
4 of Supervisors overrides the Mayor's veto of the ordinance.

5
6 APPROVED AS TO FORM:
7 DAVID CHIU, City Attorney

8 By: /s/ Jen Huber
9 JEN HUBER
Deputy City Attorney

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LEGISLATIVE DIGEST

[Administrative Code - Community Policing Policy]

Ordinance amending the Community Policing Policy to highlight the role of civilian Police Department personnel in effective community policing and community-based crime prevention programs, including programs inclusive of seniors and individuals with limited English proficiency.

Existing Law

Section 2A.83 of the Administrative Code sets forth the Community Policing Policy for the City and County of San Francisco.

Amendments to Current Law

The proposed ordinance updates the Community Policing Policy to highlight the role of civilian staff within the Police Department in community policing, and emphasize the importance of community-based crime prevention programs inclusive of seniors and individuals with limited English proficiency, to ensure safety for all community members.

Background Information

In 2011, with the passage of Ordinance No. 210-11, the Board of Supervisors created the Community Policing Policy. Over the past 14 years, the role of civilian staff, particularly public or community safety liaisons, and inclusive community-based crime prevention programs have become increasingly important in community policing.

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Introduction Form

(by a Member of the Board of Supervisors or the Mayor)

I hereby submit the following item for introduction (select only one):

- ☒ 1. For reference to Committee (Ordinance, Resolution, Motion or Charter Amendment)
- ☐ 2. Request for next printed agenda (For Adoption Without Committee Reference)
(Routine, non-controversial and/or commendatory matters only)
- ☐ 3. Request for Hearing on a subject matter at Committee
- ☐ 4. Request for Letter beginning with "Supervisor _____ inquires..."
- ☐ 5. City Attorney Request
- ☐ 6. Call File No. _____ from Committee.
- ☐ 7. Budget and Legislative Analyst Request (attached written Motion)
- ☐ 8. Substitute Legislation File No. _____
- ☐ 9. Reactivate File No. _____
- ☐ 10. Topic submitted for Mayoral Appearance before the Board on _____

The proposed legislation should be forwarded to the following (please check all appropriate boxes):

- ☐ Small Business Commission ☐ Youth Commission ☐ Ethics Commission
- ☐ Planning Commission ☐ Building Inspection Commission ☐ Human Resources Department

General Plan Referral sent to the Planning Department (proposed legislation subject to Charter 4.105 & Admin 2A.53):

- ☐ Yes ☒ No

(Note: For Imperative Agenda items (a Resolution not on the printed agenda), use the Imperative Agenda Form.)

Sponsor(s):

Supervisor Joel P. Engardio

Subject:

Administrative Code - Community Policing Policy

Long Title or text listed:

Ordinance amending the Community Policing Policy to highlight the role of civilian Police Department personnel in effective community policing and community-based crime prevention programs, including programs inclusive of seniors and individuals with limited English proficiency.

Signature of Sponsoring Supervisor:



From: [Marie, Sophie \(BOS\)](#)
To: [BOS Legislation, \(BOS\)](#); [Somera, Alisa \(BOS\)](#)
Cc: [Goldberg, Jonathan \(BOS\)](#); [Ho, Calvin \(BOS\)](#); [Crayton, Monique \(BOS\)](#)
Subject: D4 Engardio - Ordinance Introduction - Community Policing
Date: Tuesday, September 9, 2025 3:11:05 PM
Attachments: [Engardio - Introduction Form - Community Policing Ordinance.pdf](#)
[Engardio - Leg Digest -Community Policing Policy.DOCX](#)
[Engardio - Ordinance - Community Policing-Final Approved.DOCX](#)

Good afternoon clerks,

Today Supervisor Engardio introduced an ordinance at the Board of Supervisor's meeting to update the City's community policing policy. Included in this email are three attachments:

- Ordinance (Engardio - Ordinance - Community Policing-Final Approved.docx)
- Legislative Digest (Engardio - Leg Digest -Community Policing Policy.docx)
- Introduction Form (Engardio - Introduction Form - Community Policing Ordinance.pdf)

Please let me know if you have any questions!

Best,

Sophie Marie (she/they)

Legislative Aide

Office of Supervisor Joel Engardio

City Hall, Room 282

(415) 554-7464

From: [Huber, Jen \(CAT\)](#)
To: [BOS Legislation, \(BOS\)](#); [Marie, Sophie \(BOS\)](#); [BOS Legislation, \(BOS\)](#); [Somera, Alisa \(BOS\)](#)
Cc: [Goldberg, Jonathan \(BOS\)](#); [Ho, Calvin \(BOS\)](#); [Crayton, Monique \(BOS\)](#)
Subject: RE: D4 Engardio - Ordinance Introduction - Community Policing
Date: Tuesday, September 9, 2025 3:16:57 PM
Attachments: [image001.png](#)

Hi Jocelyn, I'm confirming my approval as to form and use of my electronic signature.

Jen Huber (*she/her*)
Deputy City Attorney
Office of City Attorney David Chiu
(415) 554-4665 Direct

www.sfcityattorney.org

The information in this email is confidential and may be protected by the attorney/client privilege and/or the attorney work product doctrine. If you are not the intended recipient of this email or received this email inadvertently, please notify the sender and delete it.

From: BOS Legislation, (BOS) <bos.legislation@sfgov.org>
Sent: Tuesday, September 9, 2025 3:14 PM
To: Marie, Sophie (BOS) <sophie.marie@sfgov.org>; BOS Legislation, (BOS) <bos.legislation@sfgov.org>; Somera, Alisa (BOS) <alisa.somera@sfgov.org>
Cc: Goldberg, Jonathan (BOS) <jonathan.goldberg@sfgov.org>; Ho, Calvin (BOS) <calvin.ho@sfgov.org>; Crayton, Monique (BOS) <monique.crayton@sfgov.org>; Huber, Jen (CAT) <Jen.Huber@sfcityatty.org>
Subject: RE: D4 Engardio - Ordinance Introduction - Community Policing

We are seeking the confirmation from Deputy City Attorney Jen Huber for use of her electronic signature and approval as to form for the proposed Ordinance, by reply to this email.

Jocelyn Wong
Legislative Clerk
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
T: 415.554.7702 | F: 415.554.5163
jocelyn.wong@sfgov.org | www.sfbos.org

(VIRTUAL APPOINTMENTS) To schedule a "virtual" meeting with me (on Microsoft Teams), please ask and I can answer your questions in real time.

Click [HERE](#) to complete a Board of Supervisors Customer Service Satisfaction form.

The [Legislative Research Center](#) provides 24-hour access to Board of Supervisors legislation, and archived matters since August 1998.

Disclosures: *Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors website or in other public documents that members of the public may inspect or copy.*

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APPROVED AS TO FORM:
DAVID CHIU, City Attorney

By: /s/ Jen Huber
JEN HUBER
Deputy City Attorney

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