

Collaborative Reform Initiative

Status Update



CITY & COUNTY OF SAN FRANCISCO
Police Department

December 2, 2025

Overview

- **SFPD Requests U.S. DOJ to Assess Practices:** 94 Findings & 272 Recommendations Issued in 2016.
- **Category of Reforms:** Accountability, Bias, Community Policing, Recruitment/Personnel, Use of Force.
- **Oversight of Reform:** U.S. DOJ ends participation in 2017. Cal. DOJ agrees to partner with SFPD & Jensen Hughes in 2018.
- **Compliance:** In January 2025, Cal. DOJ announced SFPD in substantial compliance with 263 recommendations met and nine (9) pending.
- **Last BOS Update:** May 6, 2025, SFPD provided comprehensive overview, phase timelines, reform highlights, review of Cal. DOJ final report & next steps.

Remaining Nine

#	Rec. ID	Focus Area	Summary
1	28.1	Performance Evaluations Process	Develop and implement a data-driven dashboard to integrate workload metrics into performance evaluations. Ensure formal completion twice per year.
2	28.4	Supervisor Accountability	Train supervisors to use data indicators to coach officers, affirm performance, and address disparate treatment.
3	28.5	Evaluation Metrics	Establish metrics to identify unusual data trends and performance anomalies.
4	30.3	Promotional Policy	Incorporate performance evaluations as a consideration in promotions.
5	30.4	Data Collection and Analysis	Collect and analyze data to inform supervisory reviews and departmental planning.
6	35.3	Training for Supervisors	Provide targeted training to ensure supervisors interpret dashboard data correctly and take appropriate actions.
7	79.1	Management Dashboard – Design	Build the electronic dashboard to support oversight of officer activity (including stop data).
8	79.2	Management Dashboard – Implementation	Launch, test, and refine the electronic performance appraisal and dashboard system.
9	79.3	Management Dashboard – Sustainability	Establish ongoing monitoring, auditing, and maintenance of the dashboard to ensure sustainability and transparency.

Department Actions

Data & Policy Concerns

Restructure & Centralize SFPD Data Teams (2025)

Restructure CRI Sustainability under Policy Development Division (2025)

Draft & Issue NEW DGO regarding data management (2026)

Update DGOs relating to Performance Improvement and Early Intervention Systems to align with CRI compliance measures (2026 & 2027)

Recruit and Hire CIO with industry wide expertise (2026)

Seek a new data dashboard vendor (2026)

In Closing

- Continue to acknowledge foundation of reform work
- Sustainability depends on fully staffed Department
- Primary focus is on public safety needs of San Francisco
- Apply lessons learned from reform to innovate, update policies and recruit & retain talent to better address crime



Questions?

SAN FRANCISCO
POLICE DEPARTMENT