



Executive Directive 2025-05

Strengthening San Francisco's Support for Immigrant Communities and Response to Potential Federal Personnel Deployment

This Executive Directive directs City departments to continue the coordinated work of supporting San Francisco's immigrant communities, maintaining trust between residents and local government, and ensuring that every person in our city feels safe and respected. It furthermore directs City departments to coordinate public safety and communication procedures in the event of enhanced federal immigration enforcement actions or federal deployment of the National Guard in San Francisco—ensuring public safety, transparency, and adherence to state and local law.

WHEREAS

- Every resident of San Francisco deserves to feel safe, and public safety depends on trust between local government and the communities we serve – irrespective of their immigration status;
- Federal law prohibits the City from interfering with or impeding federal agents carrying out immigration enforcement, but our city's and state's longstanding sanctuary policies have kept our city safe by generally prohibiting our police officers, educators, and other local government workers from participating in federal civil immigration enforcement.
- These policies help our city agencies maintain trust with our communities, and during this time of heightened fear and uncertainty, that trust is paramount.
- Since the beginning of the year, the Mayor's Office, the Board of Supervisors, the City Attorney, and department leaders have worked together to prepare City agencies to support immigrant residents, strengthen coordination, and ensure clear communication during moments of uncertainty;
- The City has conducted trainings, emergency preparedness exercises, and regular coordination meetings among local law enforcement, the Fire Department, the Department of Emergency Management, and other departments to ensure readiness and consistency in response;
- City departments have continued to conduct community outreach, provide multilingual resources, and have maintained funding for immigrant legal support even in the face of a historic budget deficit;
- The Mayor's Office and City departments have partnered with community leaders, immigrant-serving organizations, and philanthropic foundations to expand resources for immigrant families and to sustain an ongoing space for collaboration, feedback, and information-sharing;

NOW, THEREFORE, I, Daniel Lurie, Mayor of San Francisco, order the following actions:

Section 1. Continuing Department Preparedness and Training

- A. All City departments shall ensure that staff are trained and informed about City and State laws governing interactions with federal immigration authorities and understand that City employees generally do not participate in immigration enforcement activities.
- B. The Department of Human Resources and the Office of Civic Engagement and Immigrant Affairs (OCEIA), with guidance from the City Attorney's Office, shall continue to provide and update this training for all employees.
- C. The Police Department, Sheriff's Office, Fire Department, and Department of Emergency Management (DEM) shall continue to conduct regular preparedness exercises and maintain clear plans should enhanced federal immigration enforcement activity occur in San Francisco.

Section 2. Interdepartmental and Community Coordination

- A. OCEIA shall continue to convene regular meetings with community leaders, immigrant-serving organizations, and City departments to share information, monitor community impact, and receive feedback.
- B. If any department becomes aware of immigration enforcement activity in the city, the Mayor's Office and City Attorney's Office must be promptly notified.
- C. Departments shall [work through the Joint Information Center \(JIC\)](#) to ensure that communication with the public is clear, multilingual, and timely, emphasizing accurate information and available City services.

Section 3. Community Support and Resources

- A. OCEIA shall continue distributing trusted resources and information through public libraries, schools, community centers, and online platforms in multiple languages.
- B. The Mayor's Office, MOHCD, and OCEIA shall continue existing funding for immigrant legal services and continue to work with philanthropic partners to expand resources for immigrant families and individuals.
- C. City departments shall ensure staff are familiar with referral pathways for community members seeking legal, health, or emergency support.

Section 4. Regional and Interagency Collaboration

- A. The Mayor's Office shall continue to work with Bay Area jurisdictions to strengthen regional coordination supporting immigrant communities.
- B. The City Attorney's Office shall continue monitoring federal and state developments, pursuing legal action when necessary to protect the rights of San Francisco and its residents. All City departments shall direct immigration-related legal questions to the City Attorney's Office.

C. The Mayor's Office will ensure representatives from the San Francisco Unified School District leadership shall be included in interdepartmental coordination to ensure alignment in supporting immigrant students and families.

D. The Mayor's Office shall provide regular updates on these efforts to participating agencies and community partners.

Section 5. Activation of Department of Emergency Management (DEM) Response Procedures

A. Creation of an Incident Coordination Call, chaired by the Mayor's Office and the Department of Emergency Management (DEM), to coordinate response and information sharing amongst all City departments if enhanced or disruptive federal immigration enforcement or federal deployment of the National Guard appears likely.

B. Coordinated by DEM, the Incident Coordination Call Shall:

- Maintain and update interdepartmental protocols for notification and public communication related to federal immigration and troop deployment activity;
- Coordinate tabletop and field exercises to test City readiness;
- Ensure community partners receive timely and accurate information during events;
- Meet daily, as conditions require;
- Provide after-action reviews to the Mayor.

C. DEM will activate the Emergency Operation Center as needed to provide situational awareness, Operations resource support and communications

Section 6. Departmental Roles

A. SFPD and Sheriff's Office shall protect public safety and maintain their independent command structure. They shall not participate in civil immigration enforcement and shall report any observed federal activity to the Mayor's Office and City Attorney.

B. The San Francisco Police Department shall continue to follow [Department Notice 25-089, Immigration Enforcement](#) (published August 2025), which reaffirms the Department's longstanding [General Order 5.20](#) and related directives. Under this policy:

- a. SFPD officers do not participate in or assist with civil immigration enforcement actions.
- b. Officers may not inquire into, collect, or share information about a person's immigration status except when required by law.
- c. Officers must not detain, question, or arrest any person based solely on immigration status or administrative warrants.
- d. If an SFPD member encounters individuals who are not readily identifiable as federal agents, the officer should, when safe and practical to do so, attempt to verify the credentials of the on-scene federal lead-agent, supervisor, or agent in charge, and capture the verification process on their body-worn camera.

- e. In the event an SFPD member must lawfully provide an emergency response to federal immigration authorities, the member shall immediately notify their supervisor. The supervisor must immediately respond to the location and ensure such emergency response is warranted and lawful.
- f. The Department shall continue to train all sworn and civilian staff on this policy to ensure consistent compliance and community trust.

C. SFPD shall also follow [Department Notice 25-092, Prohibited Use of Facial Coverings During Law Enforcement Operations](#). Under this policy, San Francisco "police officers are now prohibited from wearing facial coverings for the purpose of concealing their identities during enforcement actions."

D. DEM shall serve as the operational hub for incident notification and public information coordination.

E. OCEIA shall serve as community liaison and manage multilingual outreach and support to affected residents.

Section 7. Employee Guidance

- A. All City employees shall follow existing protocols for interactions with federal immigration agents as outlined by the City Attorney's Office.
- B. Employees who receive requests for information or access from federal agents shall immediately notify their supervisor and the City Attorney liaison before taking any action.
- C. Departments shall ensure staff are familiar with the difference between judicial and administrative warrants and understand reporting requirements.

Section 8. Public Communication and First Amendment Rights

- A. City departments shall coordinate to provide accurate public updates and reduce confusion during federal operations.
- B. SFPD, DEM, and the Mayor's Office shall facilitate peaceful First Amendment activities and ensure residents' rights to free speech and assembly are protected.

Section 9. Legal Coordination

- A. The City Attorney's Office shall continue to advise departments on lawful actions and represent the City as needed to protect local authority and residents' rights.
- B. The Mayor's Office shall communicate with local, state and regional governmental partners to coordinate any legal or operational responses, in consultation with the City Attorney's Office.


Daniel Lurie
Mayor
City and County of San Francisco

10/22/25
Date