

# Results of the Community Process

San Francisco Chief of Police Recruitment



Presented by:

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# Community Input Process Overview

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Designed to obtain community input on the attributes and characteristics desired in the next Chief of Police



**Community Input  
Meetings**  
August & September



**Surveys**  
Community  
\*available online or in print  
\*\*in 7 languages



**Email Input**  
For additional  
comments beyond  
the survey

# Community Input Meetings

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## **Ten Community Input Meetings**

- August 19<sup>th</sup> - Noe Valley Library
- August 20<sup>th</sup> – Ocean View Library
- August 26<sup>th</sup> – Richmond Library
- August 27<sup>th</sup> – North Beach Library
- September 4<sup>th</sup> – Golden Gate Park
- September 8<sup>th</sup> – Main Library
- September 9<sup>th</sup> – Chinatown/Him Mark Lai Library
- September 9<sup>th</sup> – Visitacion Valley
- September 11<sup>th</sup> – Bayview/Linda Brooks-Burton Library
- September 12<sup>th</sup> – Mission High School



# Executive Summary

## Community engagement Identified Consistent Themes:

### Attributes & Leadership Qualities for Police Chief:

- Strong Presence/Leadership
- Innovative/Problem Solver
- Ensure Accountability

### Qualifications of Chief of Police Chief:

- From SFPD and/or good understanding of SFPD/SF
- Experience in a large, diverse city
- Knowledge/track record of technology

# Community Meeting Themes:

## Top Attributes & Leadership Qualities for Police Chief:

- Have a “strong presence” (stand up for SF values)
- Innovative/Problem Solver
- Ensure Accountability
- Good Communicator
- Good Collaborator
- Courage
- Ensure Transparency

# Community Meeting Themes:

## Qualifications for Police Chief:

- From SFPD or good understanding of SFPD/SF
- Experience working in large, diverse city
- History of respect from rank-and-file officers
- History of understanding Behavioral Health
- Knowledge and track record of utilizing technology in a responsible manner

# Community Meeting Themes:

## Priorities for Police Chief:

- Conversations with every community within SF
- Create a strong relationship with the DA, community partners, neighborhoods, and other departments
- Staffing/Recruitment
- Crime Reduction
- Proactive policing
- Continue commitment to reforms

# Community Meeting Themes:

## Priorities for SF Police Department:

- Crime Prevention and Reduction
- Additional Patrol/Presence in neighborhoods
- Understanding communities in SF and partnerships (other city departments, CBO's etc.)
- Addiction & Mental Health Issues
- Efficient Use of Officers/Staff
- Safety (people want to feel safe)
- Staffing/Recruitment



# Survey Results:

## Top Attributes & Leadership Qualities of Police Chief:

- Integrity
- Accountability
- Strong Leader
- Commitment to Justice
- Problem Solver

# Survey Results:

## Qualifications of Police Chief:

- Track record of reducing crime
- Crisis Management experience
- Experience managing change
- Embrace technology

# Survey Results:

## Priorities for Police Chief:

- Connect with SFPD employees
- Improving training
- Review effectiveness of Department programs
- Community Partnerships
- Continuing to implement reforms

# Survey Results:

## Priorities for SF Police Department:

- Responding to Emergency Calls for Service
- Crime Prevention
- Maintaining Public Order
- Drug & Alcohol Enforcement

Questions?