



DANIEL LURIE
MAYOR

CITY AND COUNTY OF SAN FRANCISCO
POLICE DEPARTMENT
HEADQUARTERS
1245 3RD Street
San Francisco, California 94158



DERRICK LEW
CHIEF OF POLICE

February 17, 2026

Honorable Police Commission
City and County of San Francisco
1245 3rd Street
San Francisco, CA 94158

Dear Commissioners:

RE: End of Year 2025: Audit of Electronic Communication Devices for Bias

As part of the Department's ongoing efforts to ensure organizational integrity regarding the potential for bias in Department-issued communication devices, the Internal Affairs Division (IAD) has recently submitted the audit results for 2025.

As explained in the quarterly audits, there are three platforms which are monitored for potential bias using a word list developed by the Department's Chief Information Officer; Level II (CLETS), E-mail, and text messages sent via Department-issued cellular phones.

Level II: California Law Enforcement Telecommunications System (CLETS)

A program was established which searches all entries made into this system using an established word list. The audit process is passive in nature and runs continuously. If a member uses one of the identified words, a "hit" is generated automatically and sent to IAD personnel via the Level II access portal. Each hit is analyzed and saved. IAD personnel analyze every hit throughout the year, and those determined to be potentially biased are investigated.

2025 Level II Cumulative Results

There were 39 hits returned and analyzed; one was determined to be potentially biased.

Department E-Mail:

All e-mails sent and received through the Department's server are audited using an established word list. The audit process is passive in nature. If an e-mail contains one of the identified words on the list, a hit is generated automatically and sent to IAD personnel via an e-mail address exclusively used for this audit process. Those e-mails are saved and maintained on the server. IAD personnel analyzes every hit, and those determined to be potentially biased are investigated.



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2025 E-mail Cumulative Results

There were **136** hits returned and analyzed; **two** were determined to be potentially biased and are still currently under investigation.

Text Messaging via Department-issued Cellular Phones:

An audit of text messages sent and received (internally and externally) via each Department issued phone is conducted by IAD personnel. The active audits are conducted using a program developed by the cellular provider, AT&T, and the Information Technology Division. Throughout the year, a search is done of all texts using an established word list. For data not available on local systems, the cellular provider will be contacted to determine if additional information still exists on their servers. IAD personnel analyze every hit to determine the context in which the term was used. Those hits determined to be potentially biased are investigated. All false-positive hits are saved by AT&T.

2025 Text Messaging Cumulative Results

There were **49** hits returned and analyzed; **two** were determined to be potentially biased.

Word List Audit:

In addition to the Quarterly Bias Audits, IAD personnel conducted quarterly and a year-end review of the existing word list to ensure that all three platforms were up to date, and to discuss current event trends for possible revisions of the Bias Audit word list.

Sincerely,

DERRICK LEW
Chief of Police

Attachment



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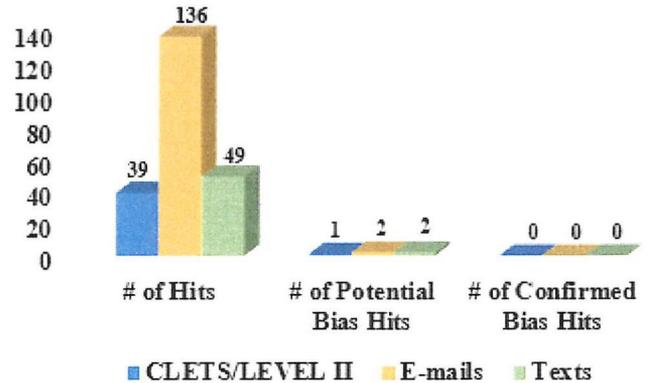
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Audit Results (January - December 2025)

Type	Date	# of Hits	# of Potential Bias Hits	# of Confirmed Bias Hits
CLETS/LEVEL II	Jan-25	0	0	0
	Feb-25	5	0	0
	Mar-25	6	1	0
	Apr-25	1	0	0
	May-25	1	0	0
	Jun-25	1	0	0
	Jul-25	2	0	0
	Aug-25	5	0	0
	Sep-25	4	0	0
	Oct-25	3	0	0
	Nov-25	2	0	0
	Dec-25	9	0	0
Total:		39	1	0
E-mails	Jan-25	15	2	0
	Feb-25	6	0	0
	Mar-25	15	0	0
	Apr-25	14	0	0
	May-25	17	0	0
	Jun-25	15	0	0
	Jul-25	10	0	0
	Aug-25	8	0	0
	Sep-25	8	0	0
	Oct-25	9	0	0
	Nov-25	11	0	0
	Dec-25	8	0	0
Total:		136	2	0
Texts	Jan-25	3	0	0
	Feb-25	5	0	0
	Mar-25	7	1	0
	Apr-25	3	0	0
	May-25	7	0	0
	Jun-25	1	0	0
	Jul-25	2	0	0
	Aug-25	1	1	0
	Sep-25	2	0	0
	Oct-25	8	0	0
	Nov-25	4	0	0
	Dec-25	6	0	0
Total:		49	2	0
Grand Total		224	5	0

Audit Results (January - December 2025)			
Type	# of Hits	# of Potential Bias Hits	Confirmed Bias Hits
CLETS/LEVEL II	39	1	0
E-mails	136	2	0
Texts	49	2	0
Total	224	5	0

2025 Bias Audit Totals (By Type)



All "Hits" are evaluated by members of IAD for context to determine if they are potentially related to bias. "Potential Bias Hits" are assigned for an IAD investigation. "Confirmed Bias Hits" constitute investigations that have been opened and closed within the same quarter, where the member's conduct that caused the "Potential Bias Hit" was determined to be biased.