



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: September 30, 2021

TO: Honorable Council President Jennifer Campbell and Honorable City Councilmembers

FROM: Police Chief David Nisleit

SUBJECT: San Diego Police Department Update

On April 30, 2021, the San Diego Police Department (SDPD) provided the City Council an update on changes and work in progress by the police department to continue to enhance how we interact with the public and strengthen policing practices in San Diego.

This memo serves to update you once again on what has been accomplished since the April memo and what you can expect in the months to come.

Actions Taken

The following are actions that have been taken since April 2021:

1. **Revised procedure on consent searches ([Procedure 4.01](#) – August 27, 2021):** SDPD revised its procedure on consent searches to outline guidelines for having clear consent to search a person or property, defining the scope and intensity of a search and the need to notify individuals of their right to refuse a search.
2. **Created new procedure for interactions with Transgender and Non-Binary individuals ([Procedure 6.34](#) – June 1, 2021):** Established guidelines for interacting with Transgender and Non-Binary individuals, specifically in using visual and verbal cues to become aware of an individual's gender identity, documenting this information in reports for continuity of treatment, and ensuring any jail bookings, pat-downs or searches are performed in accordance with their gender identity.
3. **Other Procedural Changes:** SDPD continually reviews and revises its procedures to ensure they are up to date. These procedures also were recently updated:
 - a. [Procedure 1.10](#) – Citizen complaints, officer-involved shootings and in-custody deaths, receipt, investigation, and routing
 - b. [Procedure 1.38](#) – Extended Range Impact Weapons
 - c. [Procedure 1.49](#) – AXON Body Worn Cameras

- d. [Procedure 2.06](#) – Police response to reports of dangerous persons (Tarasoff Decision)
- e. [Procedure 4.04](#) – Domestic Violence
- f. [Procedure 4.07](#) – Telephonic search warrant procedures
- g. [Procedure 5.03](#) – Equal Employment Opportunity
- h. [Procedure 6.26](#) – Hate Crimes

All policies, procedures, training bulletins and operations manuals can be found online at: sandiego.gov/police/about/procedures

4. **Launched Safe Place Program for LGBTQ & API communities:** Launched the [Safe Place Program](#) to help San Diegans clearly identify businesses that are safe places for victims of a hate crime or how to report suspicious activity. The program was initially launched for businesses serving LGBTQ community members and later expanded to businesses serving API community members.

- a. More than 750 businesses across the city are now marked as Safe Places.

5. **Established new teams to assist with investigations:**

- a. **Ghost Gun Apprehension Team (July 2021):** Established to address the proliferation of personally manufactured firearms, or "ghost guns," in San Diego. The new Ghost Gun Team has been tasked with investigating unlawful ghost gun manufacturing and sales cases. The team serves as a resource to patrol, area station detectives and specialized units when ghost guns are discovered during an arrest or investigation.
 - i. In June, [Chief Nisleit issued a memo](#) detailing the rise of ghost guns in San Diego.
 - ii. Statistics from the Ghost Gun Apprehension Team (these do not reflect potential arrests or investigations led by all SDPD units):
 - 1. Arrested 36 individuals for ghost gun or other related charges
 - 2. Led 33 ghost gun apprehension investigations
 - 3. Served 10 ghost gun-related search warrants
 - 4. **EXAMPLE:** Ghost Gun Team members were called to assist in an investigation after an officer in Western Division conducted a stop for a possible stolen vehicle. Officers found a loaded ghost gun handgun on the floorboard of the vehicle, a second AR-15 handgun in a backpack inside the vehicle, as well as two milled out, completed lower AR-15 receivers, ammunition, Dremel tool and a kit containing various gun manufacturing tools and gun parts in the motel room where the individuals were staying. The

incident led to the felony arrest of two individuals for possession and manufacturing of firearms.

- b. **Additional Homicide Investigation Team:** Due to the rise in violent crime throughout the city, SDPD allocated officers to an additional team to assist in homicide investigations.
6. **Welcomed most diverse academies in SDPD history:** In April and July, SDPD welcomed the two most diverse groups of recruits in consecutive Academies 127 and 128.
 - a. **127th Academy (Graduation anticipated October 2021) ([San Diego Union-Tribune – July 6, 2021](#))**
 - i. 46 Police Officer Recruits
 1. 8 Women / 38 Men
 2. Ethnicity
 - a. 7 African American (15%)
 - b. 17 Hispanic (37%)
 - c. 7 Asian (15%)
 - d. 15 White (33%)
 3. 18 speak a foreign language
 4. 5 Master's Degree / 26 Bachelor's Degree / 3 Associate's Degree
 - b. **128th Academy (Graduation anticipated January 2022)**
 - i. 48 Police Officer Recruits
 1. 5 Women / 43 Men
 2. Ethnicity
 - a. 7 African American (14.6%)
 - b. 18 Hispanic (37.7%)
 - c. 7 Asian (14.6%)
 - d. 1 Middle Eastern (2.1%)
 - e. 15 White (31.3%)
 3. 23 speak a foreign language
 4. 2 Master's degree / 29 Bachelor's Degree / 5 Associate's Degree
 7. **Committed to recruiting more women to join SDPD:**

- a. **Women's Hiring Expo:** In August, SDPD hosted a Women's Hiring Expo to provide potential women candidates an opportunity to learn more about SDPD including the hiring process and academy, the many different units and job opportunities once they are hired, and to participate in training exercises with SDPD officers. The event was attended by Mayor Todd Gloria, Police Chief David Nisleit, SDPD leadership and more than 75 participants.
 - b. **30x30 Pledge** – SDPD joined agencies across the nation in signing on to the [30x30 Initiative](#) to improve the representation of women in law enforcement. The initiative's goal is to reach 30% of women in police recruit classes by 2030. It is led by the Policing Project at NYU School of Law and the National Association of Women Law Enforcement Executives.
8. **Investing in officer wellness** – SDPD's Wellness Unit began conducting one-on-one counseling for officers following critical incidents in addition to group debriefs. The Wellness Unit also released a wellness mobile app to all officers and families. [Cordico](#) provides a one-stop-shop for all wellness information, articles, programs and contact to peer support officers, chaplains, Wellness Unit members, FOCUS services and more.
9. **Completed Command Training:** All SDPD sergeants, lieutenants and captains completed a mandatory 40 hours of command training. This is not required by State of California POST, however, is the department's commitment to ensuring division and unit leadership can come together to receive updates on current tactics and discuss opportunities or areas for improvement in their respective commands.

Training topics included homelessness, First Amendment activity facilitation, critical incident management, non-bias policing, and ensuring officer wellness, among others.
10. **Released Center for Policing Equity Study:** SDPD released the comprehensive analysis of stop and use of force data conducted by the [Center for Policing Equity \(CPE\)](#). SDPD hosted two virtual forums for the public to engage with the department and CPE on the report and its findings. The report was also presented to the [City Council on June 29, 2021](#).
11. **Engaged with communities:** With the reopening of our region in June, SDPD was eager to get back to engaging with the communities we serve. We joined the Parks and Recreation Department for their Teen Nights at Recreation Centers throughout the City, hosted several National Night Out events alongside law enforcement agencies across the U.S., partnered with the ABC Youth Foundation for their annual Punches from the Heart event, and sat down with community members for popular Coffee-with-a-Cop events.
12. **Maintained public safety at large events and holiday weekends:** SDPD officers ensured public safety for the 2021 U.S. Open Championship and its more than 10,000 spectators as well as worked long hours protecting visitors and residents over Memorial Day, Fourth of July and Labor Day Weekends.

Actions in Progress

The following are actions that are currently underway:

1. **Assist with the implementation of the independent Commission on Police Practices:** SDPD is assisting where necessary with the implementation of the new independent Commission on Police Practices.
2. **Partnering with faith organizations for National Faith and Blue Weekend Oct. 8-11:** SDPD divisions have partnered with faith leaders and organizations to host several events as a part of the National Faith and Blue Initiative to foster community engagement. Please consider joining us at an event in or near your Council district: faithandblue.org
3. **Launching new Leadership and Community Outreach Training:** SDPD is launching a 10-hour mandatory training session for all officers that will cover topics including leadership, non-bias policing, gender identity and sexual orientation, First Amendment activity facilitation and officer responsibilities. The training is anticipated to begin in November.
4. **Conducting Advanced Officer Training:** Officers are required by State of California POST to attend 40 hours of Advanced Officer Training every two years. Training topics include de-escalation and use of force, first aid/CPR, non-bias policing, domestic violence, and vehicle operations, among others.
5. **Working with Mayor Todd Gloria on Resolution for Procurement of Military Grade Equipment:** Part of [Mayor Gloria's proposed police reforms](#) included implementing controls for the procurement and use of military-grade equipment. While SDPD has not participated in the Department of Defense's Federal 1033 program, Mayor Gloria will be introducing a resolution to ensure that the City of San Diego does not engage with the Federal 1033 program in the future to procure military-grade equipment. The resolution will also include a provision that will require public notification if military-grade equipment is procured.

In conclusion, it has undoubtedly been a busy summer following the reopening and elimination of many COVID restrictions. Our officers worked long days, numerous hours and continued to provide quality public service to all San Diegans and visitors.

While this memo includes quite a bit of information for you, it does not provide insight into the day-to-day experiences of the men and women who continue to respond to the increasing number of calls, exhibit professionalism in difficult situations and work to build relationships with those they serve.

With COVID-restrictions lessening, I invite each of you to ride along with our teams or visit your area division to meet the officers serving your constituents. Thank you all for your continued support of our officers and the department.

Sincerely,

David Nisleit
Chief of Police

cc: Honorable Mayor Todd Gloria

Honorable City Attorney Mara W. Elliott

Paola Avila, Chief of Staff, Office of the Mayor

Jay Goldstone, Chief Operating Officer

Andrea Tevlin, Independent Budget Analyst

Jessica Lawrence, Director of Policy, Office of the Mayor

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