



San Francisco Sheriff's Office

FY2020-21 & FY2021-22 Budget Presentation

August 14, 2020



San Francisco Sheriff's Office

FY2020-21 & FY2021-22 Budget



Our Mission: The San Francisco Sheriff's Office works with the public, the criminal justice system, and community stakeholders to safeguard the lives, rights, and property of all people we serve. We strive to complete our mission in a manner that maintains the trust and confidence of the people of San Francisco.

Our Priorities:

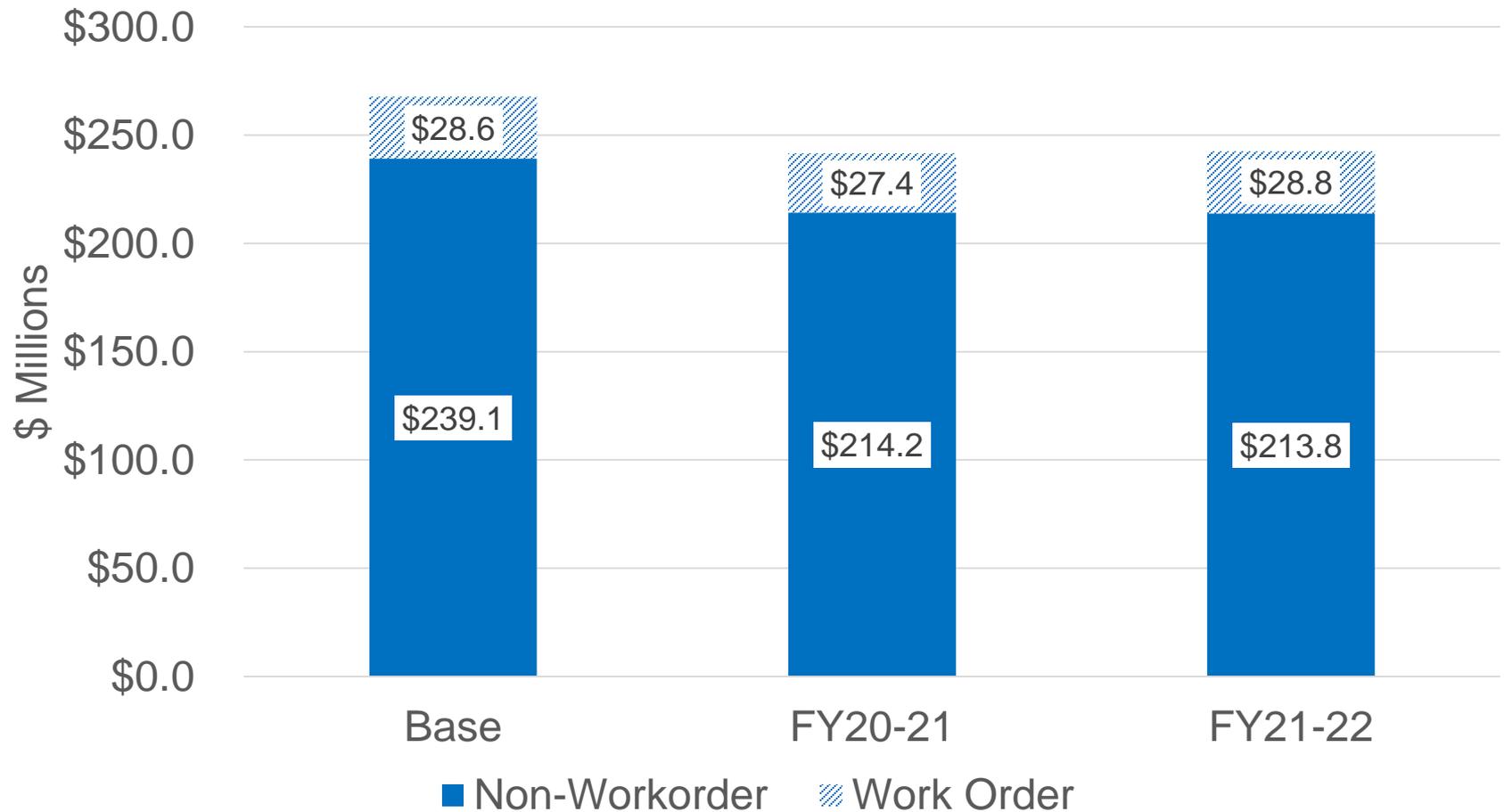
- Criminal Justice Reforms
- Transparency and Accountability
- Operational Efficiency
- Invest In and Value our Employees



San Francisco Sheriff's Office FY2020-21 & FY2021-22 Budget



Budget Summary

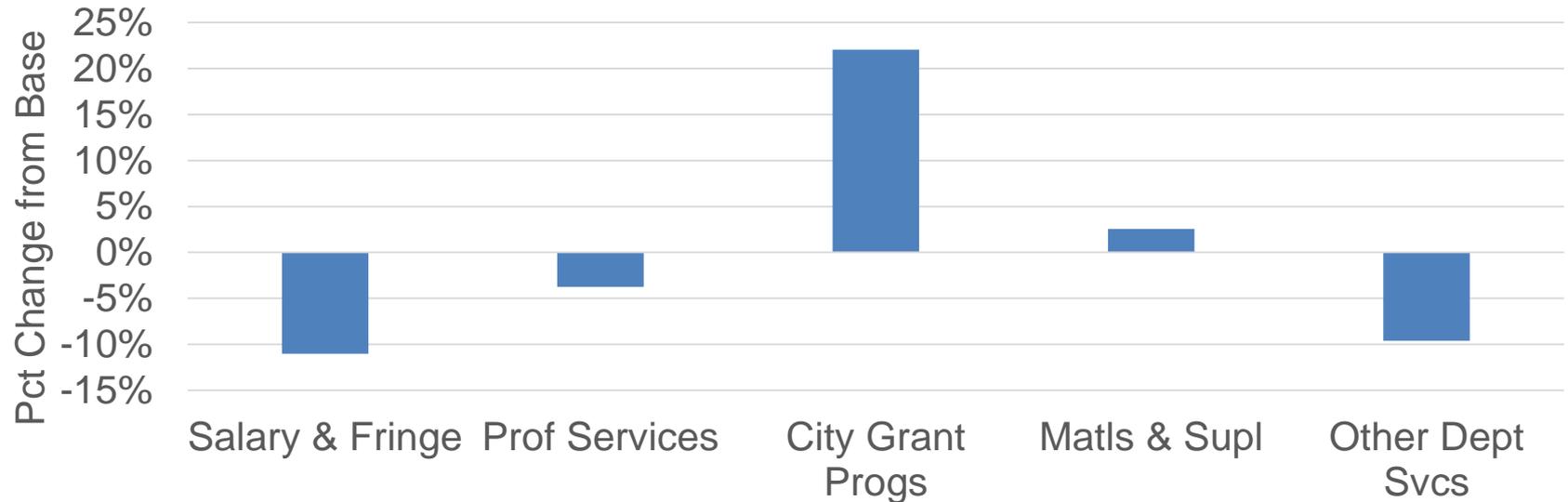




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Budget Summary – FY2020-21 vs. from Base Budget



FTE Count	Base	Proposed Budget	Change
Regular Full Time	1036	1005	-31
Overtime	122	44	-78
Total	1158	1049	-109



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Budget Snapshot

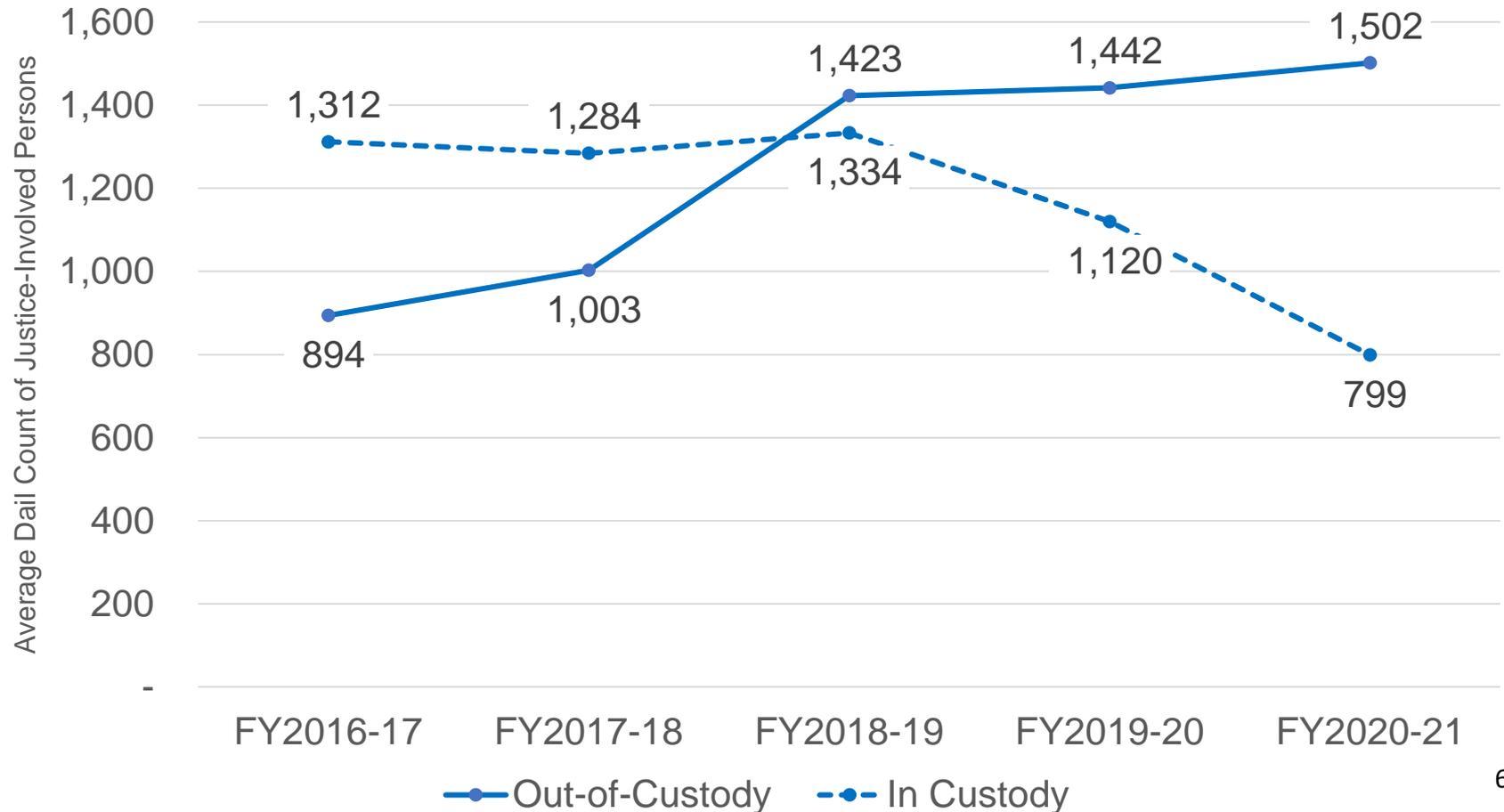
Fully Met Target Reductions

- Reduction in overtime to reflect closure of Hall of Justice
- Increase in attrition saving to reflect hiring slowdown
- Deferral of non-critical system/capital improvements
- Additional reductions to base operating budget to prioritize:
 - ✓ Criminal Justice Reforms
 - ✓ Transparency and Accountability
 - ✓ Operational Efficiency
 - ✓ Invest In and Value our Employees



Criminal Justice Reforms

Decades-Long Part Partnership Between Sheriff's Office and PreTrial Diversion Project





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Criminal Justice Reforms

Free Phone Calls

OFFICE OF THE MAYOR
SAN FRANCISCO



LONDON N. BREED
MAYOR

FOR IMMEDIATE RELEASE:

Monday, August 10, 2020

Contact: Mayor's Office of Communications, mayorspressoffice@sfgov.org

***** PRESS RELEASE *****

SAN FRANCISCO ANNOUNCES ALL PHONE CALLS FROM COUNTY JAILS ARE NOW FREE

San Francisco has become the first county in the nation to stop generating revenue from incarcerated people and their families, lifting an economic burden from low-income communities, boosting connection to support networks, and easing re-entry

San Francisco, CA — Mayor London N. Breed, Sheriff Paul Miyamoto, and Treasurer José Cisneros announced that all phone calls from county jails are now free, effective today. San Francisco County is the first in the country to permanently stop generating revenue from incarcerated people and their families through phone calls, commissary markups, or other services. In providing free phone calls, the Sheriff's Office negotiated a first-in-the-nation fixed rate contract with GTL, a jail phone service contractor, to ensure the lowest possible cost to the City and taxpayers.

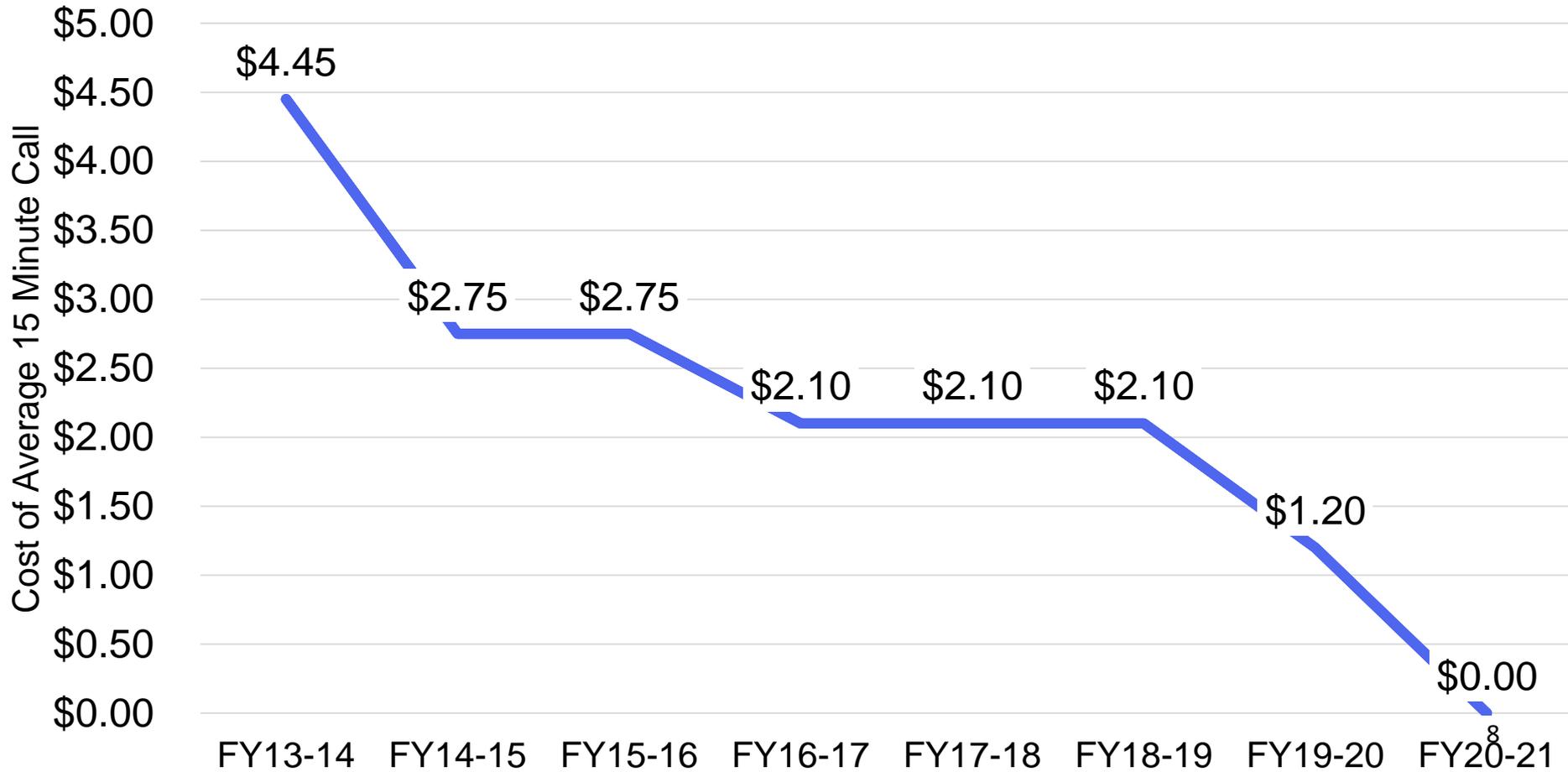


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Criminal Justice Reforms

Getting to Free Phone Calls was Part of a Years-Long Process



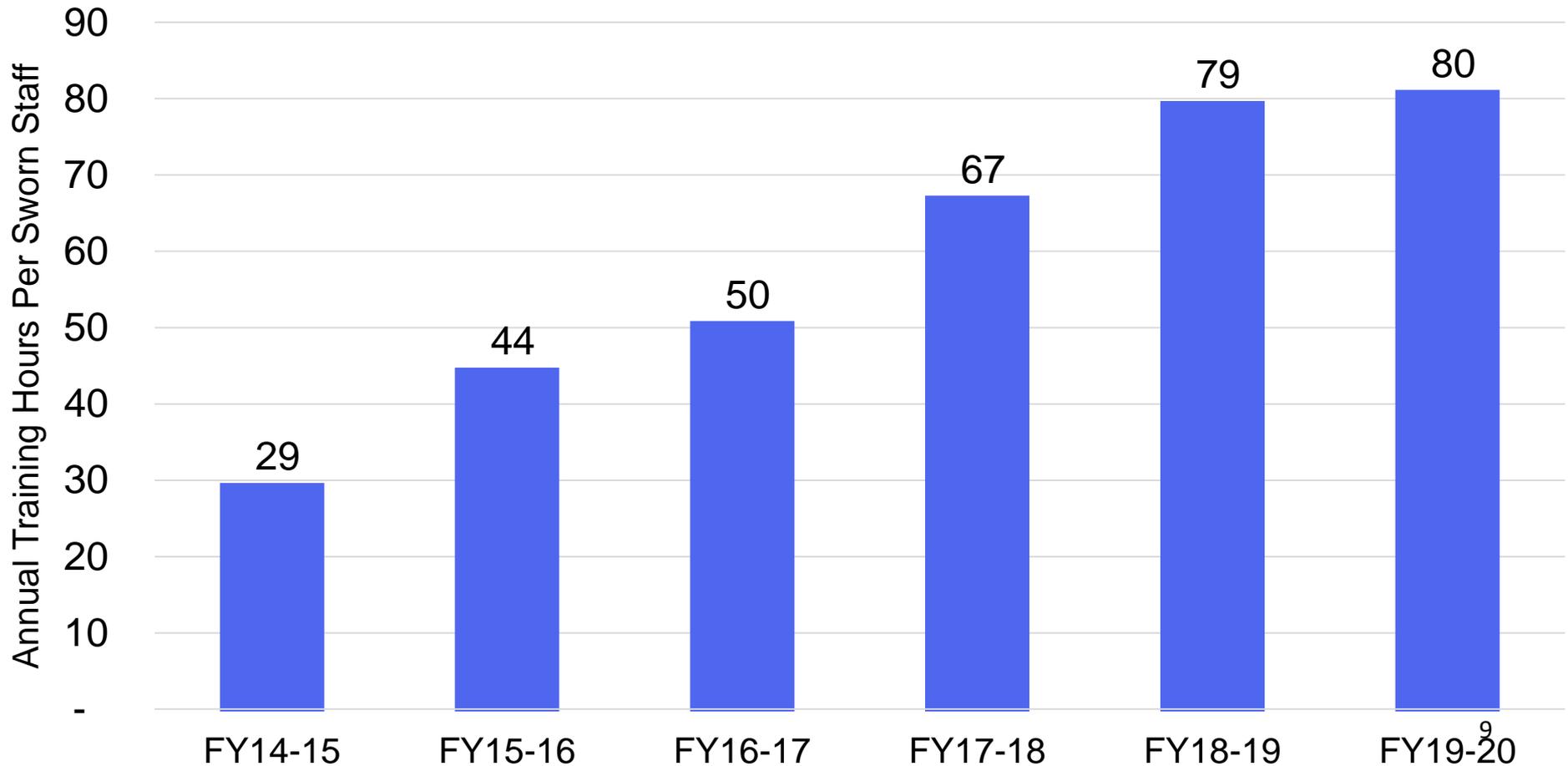


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Invest in and Value our Employees

Increased Training for Principled Policing





San Francisco Sheriff's Office FY2020-21 & FY2021-22 Budget



Invest in and Value our Employees Sheriff's Alliance for Equity

Sheriff's Alliance For Equity *DRAFT*



RACIAL EQUITY & INCLUSIVITY

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Executive Summary

The women and men of the San Francisco Sheriff's Office are ready to prioritize systemic change and racial equity within the San Francisco City government on behalf of all workers and communities. Creating an inclusive workplace means aligning with the lived realities of people of color. Due to the persistence of structural racism and inequities within City workplaces, more work will need to be done by all City agencies to ensure that our worksites are supportive for all employees.

Operationalizing and prioritizing equity – including an explicit focus on racial equity and social justice – are core strategies to ensuring transformative change in government practice and policy



In July 2019, the Office of Racial Equity (ORE) (Ordinance No. 188-19) was created as a division of the San Francisco Human Rights Commission.

ORE was legislated in response to the City's growing racial disparities, and as a means to address the history of structural and institutional racism in San Francisco's delivery of services to the public and its own internal practices and systems.

Creating ORE was the result of successful advocacy and organizing by Black City workers, labor leaders and community members.

The legislation requires that City departments designate employees as racial equity leaders acting as a liaison to the Office, and requires the Department of Human Resources to assess and prioritize racial equity with the City's workforce.

RACIAL EQUITY ACTION PLAN

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A Racial Equity Action Plan (RE Action Plan) shall include Racial Equity Indicators to measure current conditions and impact, outcomes resulting from changes made within programs or policy, and performance measures to evaluate efficacy, that demonstrate how a City department will address Racial Disparities within the department as well as in external programs.
ORE Legislative Mandate, Ordinance No. 188-19

ACTION: specific acts to accomplish to achieve departmental goals

RESOURCE COMMITTED: what is needed to perform actions; financial, human, and/or material

INDICATOR: quantifiable measure of an action's success; how much, how well, or is anyone better off?

TIMELINE: dates denoting the start and end of the action

IMPLEMENTATION: detailed plan on how the action will be accomplished; month, quarter, and/or year

STATUS: the action's current status, updated regularly (ongoing | in-progress | completed | not started)

LEAD: staff, committee, or body responsible for the action and/or accountable for its completion

Racial Equity Action Plan Sections

1. Hiring and Recruitment
2. Retention and Promotion
3. Discipline and Separation
4. Diverse and Equitable Leadership and Management
5. Mobility and Professional Development
6. Organizational Culture of Inclusion and Belonging
7. Boards and Commissions

[Department] RACIAL EQUITY ACTION PLAN | 1

PROCESS

Please describe how your RE Action Plan was developed and who was involved.

DEPARTMENT BACKGROUND

The sections below provide context for your department's RE Action Plan, including history and the San Franciscans you serve.

Department History

San Francisco has a long history of creating, enforcing and/or sanctioning laws, policies, and institutions that perpetuate racial inequity in our City (e.g. for instance redlining, exclusionary zoning). Moving forward, San Francisco wants to ensure that its laws, policies, and programs do not perpetuate racial inequities within government and in community.