



San Francisco
Sheriff's Office



San Francisco Sheriff's Department FY2022-23 & FY2023-24 Budget





Provides for safe, secure, humane, constitutional detention of persons arrested or under court order

- **Personnel:** Reduce OT to 10% of total hours, replace OT hours with full-time hours
 - ✓ Funding to address increased Covid-related leave
 - ✓ Increase rate of deputy hires
 - ✓ Civilianize sworn positions where appropriate so that deputies can return to sworn tasks
- **Recruitment/Retention/Training: Ensure staff can successfully meet expectations**
 - ✓ Close gap in training requirements vs. training budget
 - ✓ New training focused on direct supervision, crisis intervention, creating an inclusive environment
- **Support Criminal & Financial Justice Reforms**
 - ✓ Provide Covid-safe and non-custodial housing options
 - ✓ Provide no-charge tablet services for incarcerated persons
 - ✓ Provide more robust Discharge Planning Services for justice-system frequent users
- **Modernize Data: Support transparency and unfunded mandates**
 - ✓ Replace Jail Management System to be more flexible and provide more responsive data
 - ✓ Establish professional public-safety policy management system



Criminal Justice Reforms

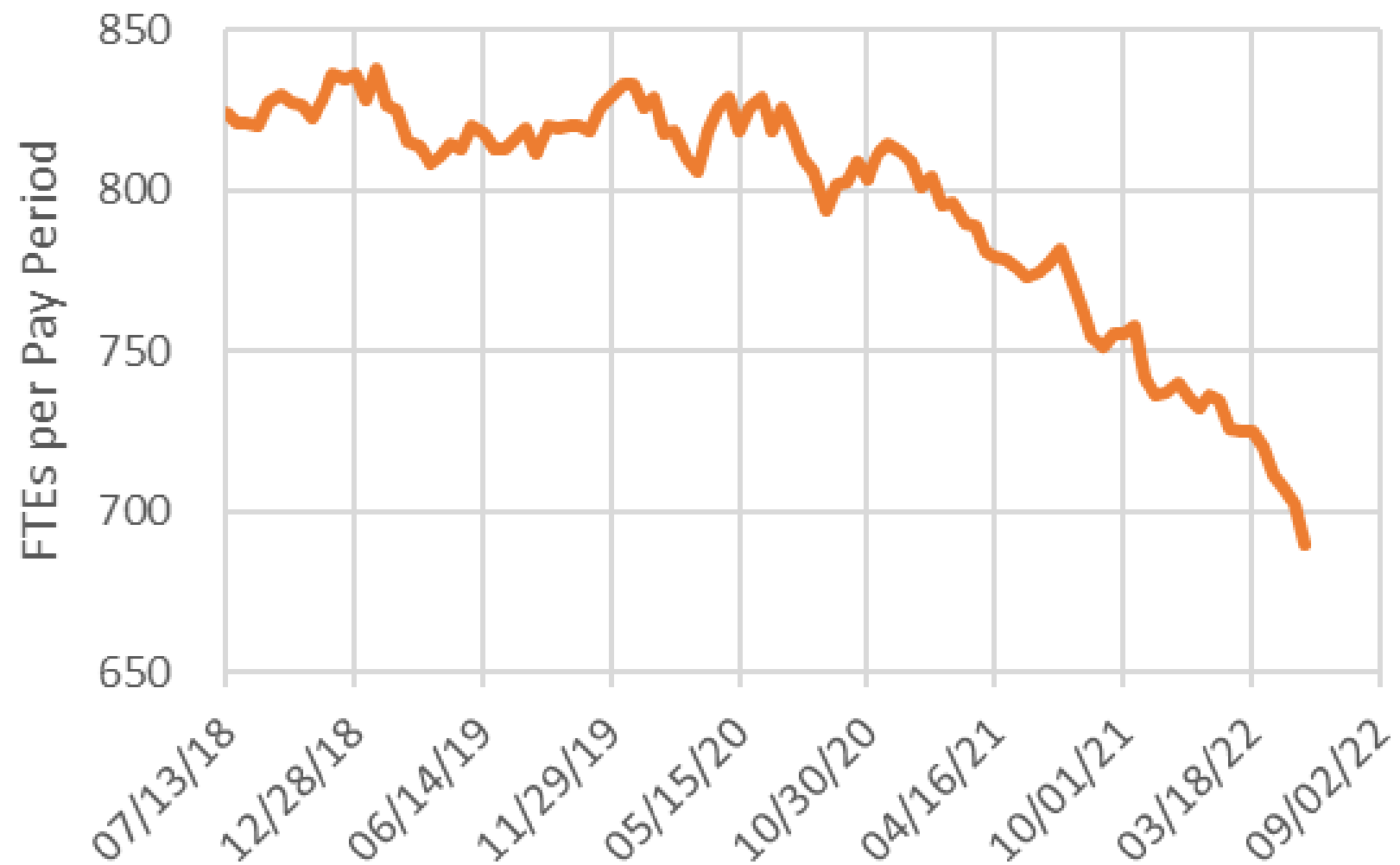


- Free Phone Calls:** Inmate cost for 15-minute call from \$4.45 FY14 to \$0.00 FY21. Funding for free phone calls in FY22-23 & FY23-24 base budget
- Commissary:** Commissary cost reduced 50%, free items for indigent persons in FY21. Funding to support reduced/zero cost commissary included in FY22-23 & FY23-24 base budget
- Tablets:** No-cost Tablet Program for Incarcerated Persons to start FY22. Funding for this pilot included in FY22-23 & FY23-24 budget.
- Decarceration:** In FY17, 65% of justice-involved were in-custody, In FY22 65% justice-involved now out-of-custody. Funding in support of successful outcomes has tripled since FY17.
- JMS Upgrade:** Case management system for justice-involved persons both in and out of custody. New system allows for integration with Courts, Public Defender, District Attorney. Provides data resources in support of better outcomes for justice-involved. Upgrade recommended by the workgroup to Re-envision the Jail Replacement Project.



SHF FTEs

Sworn Staff - Non-Overtime/Long-Term Leave



176 sworn positions are open as of May 2022

150 new sworn vacancies since July 2020

Annual sworn separation rate normally ~35

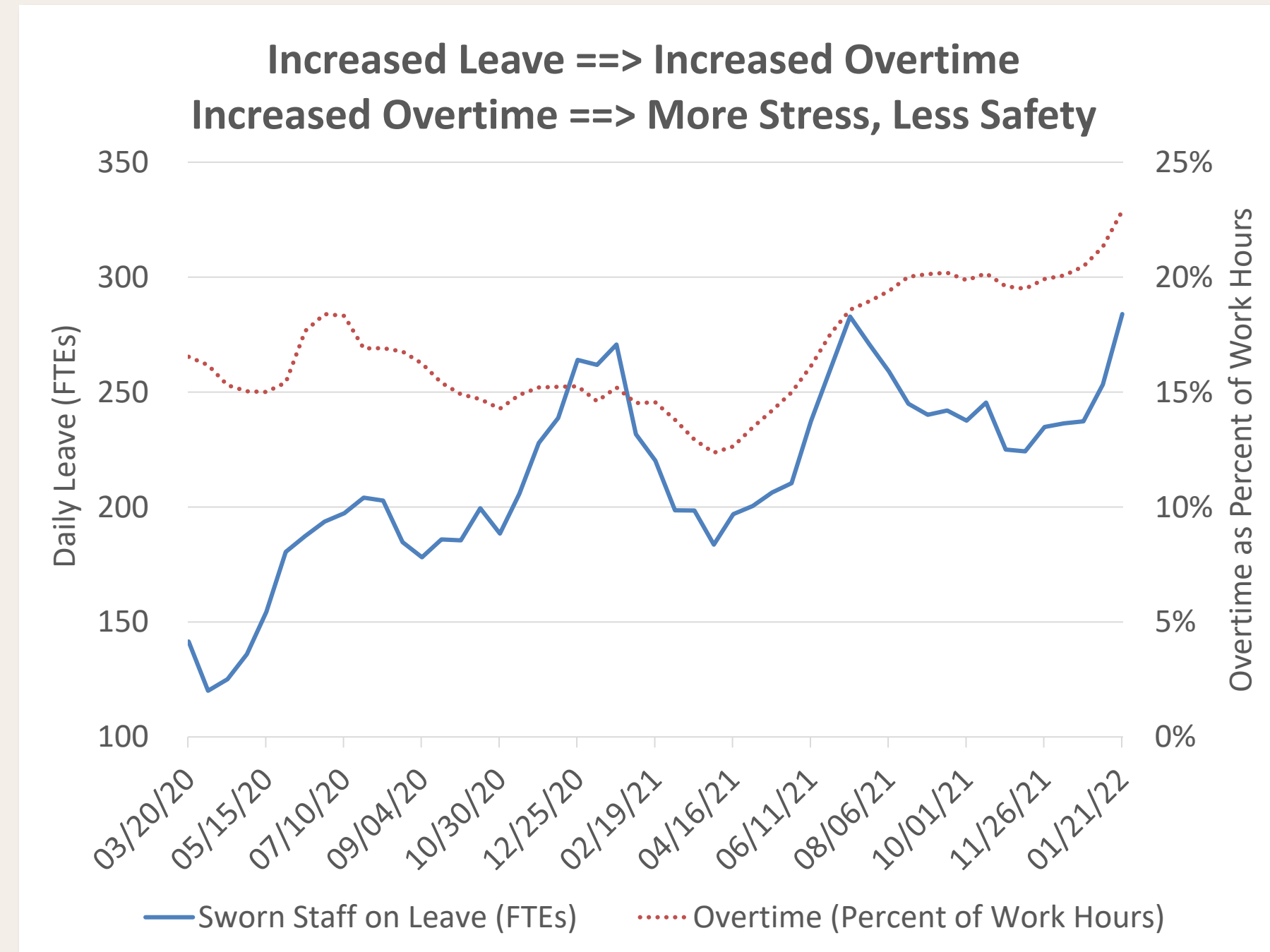


Overtime now **25% of total work**

Unit cost is same as regular-full-time but ...
... this is operationally unsustainable

Long on-boarding process for public-safety
Six months from position request to payroll
Nine months additional for training

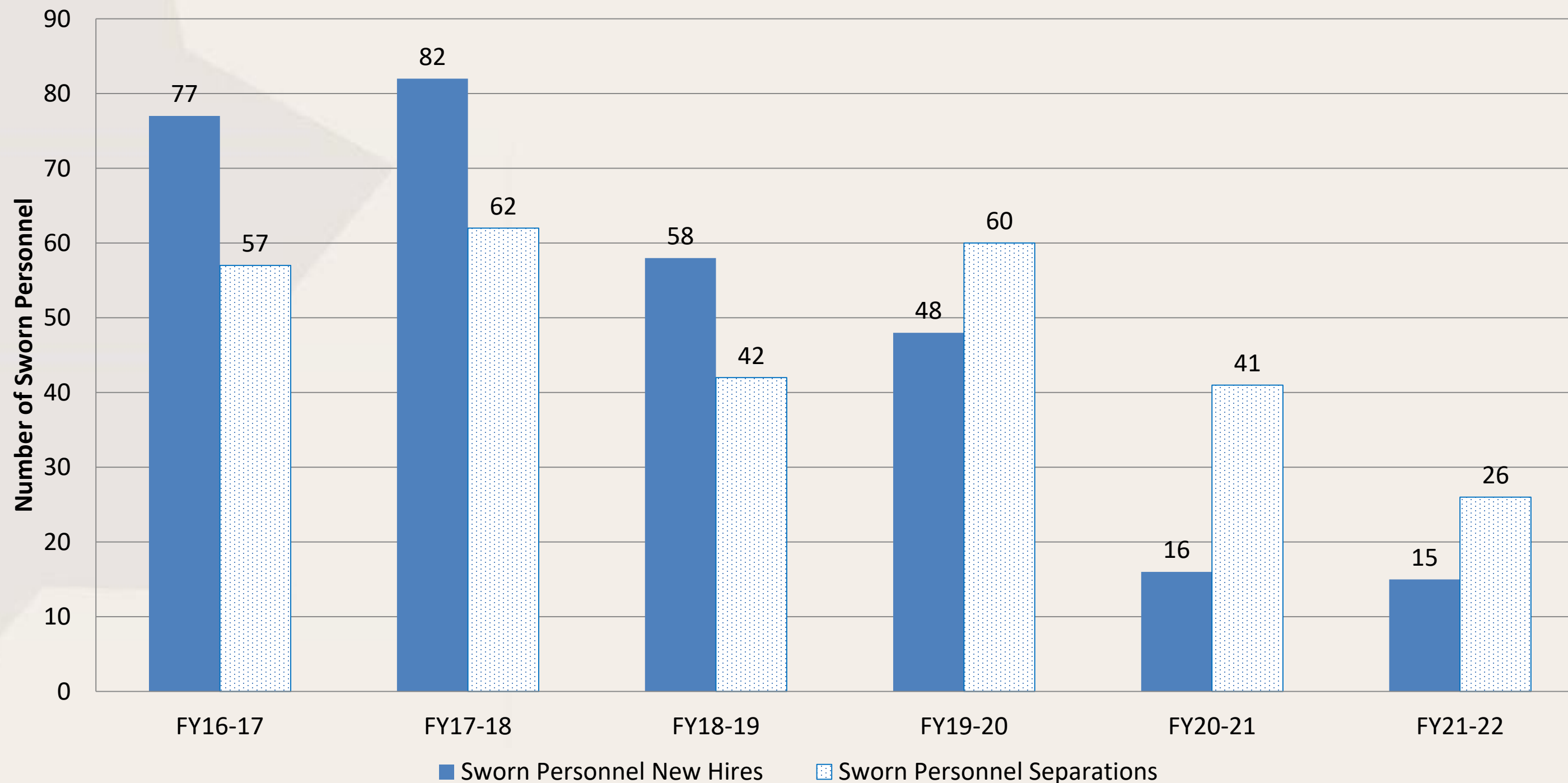
SFSO levels of service required per CBAs & MOUs
Fixed Levels of service for courts, jails, workorders





Hiring Not Keeping Pace with Separations

Sworn Staff Hiring vs. Sworn Attrition





SFSO hiring plan budget years FY2022-23 and FY2023-24
 Total number of authorized sworn FTEs, net attrition, is
 approximately 783.

Projected FY2022-23 hiring timelines for 8302
 Deputy Sheriff I (Entry Level) are as follows:

| Totals | Current | FY22/23 | FY23/24 |
|-------------------------------------|---------|---------|---------|
| Academy Class | | 60 | 40 |
| Academy Trained Hires | | 15 | 10 |
| Projected Separations | | (35) | (35) |
| Long-Term Leave | (78) | (60) | (40) |
| Sworn Staff net of Long-Term Leave* | 680 | 738 | 773 |

| Written Exam | Fall Academy | Winter Academy | Spring Academy |
|--------------------------------------|--------------|----------------|----------------|
| Academy Start | Aug 2022 | Jan 2022 | Apr 2022 |
| Projected # of Hires Pre-Academy | 20 | 20 | 20 |
| Start of Work for Pre-Academy Hires | Apr 2023 | Sep 2023 | Dec 2023 |
| Projected # of Hires Post-Academy | 5 | 5 | 5 |
| Start of Work for Post-Academy Hires | Oct 2022 | Mar 2022 | Jun 2022 |

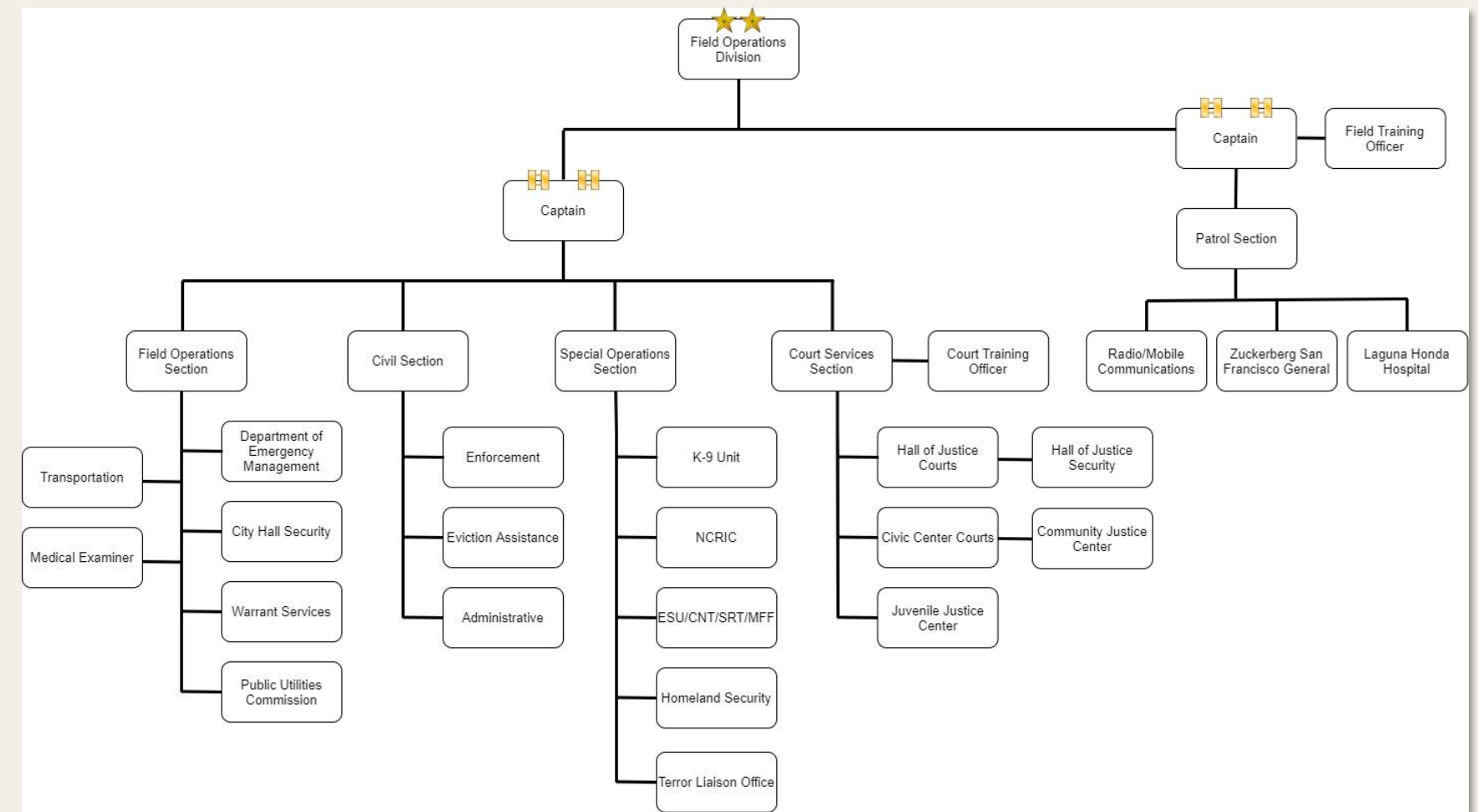
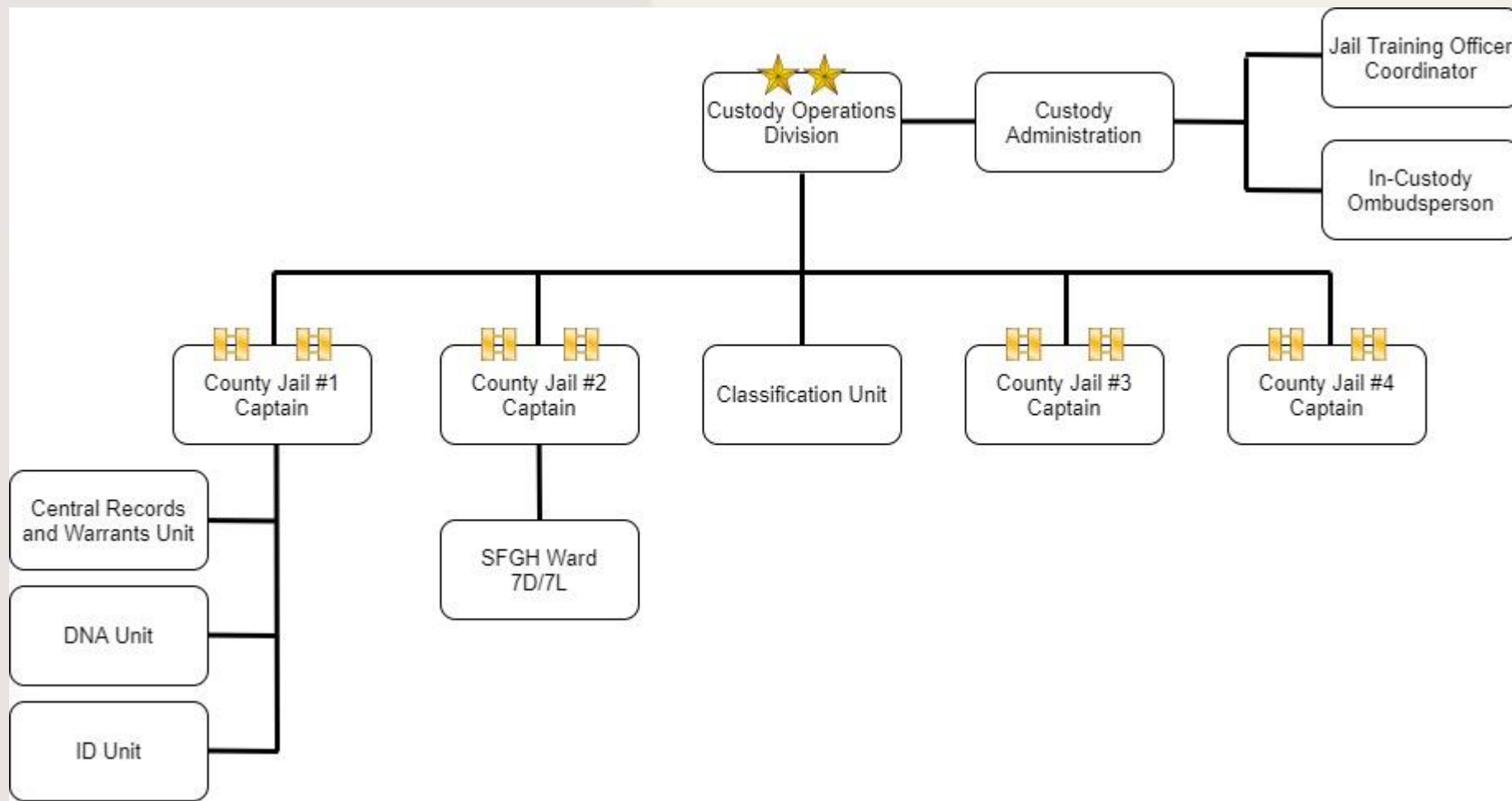
*Overtime as a percent of total work hours decreases from 25% currently to 17% in FY22/23 and 12% in FY23/24

*Hiring dates may change dependent on number of suitable candidates in each projected hiring times.



Custody Operations

Field Operations

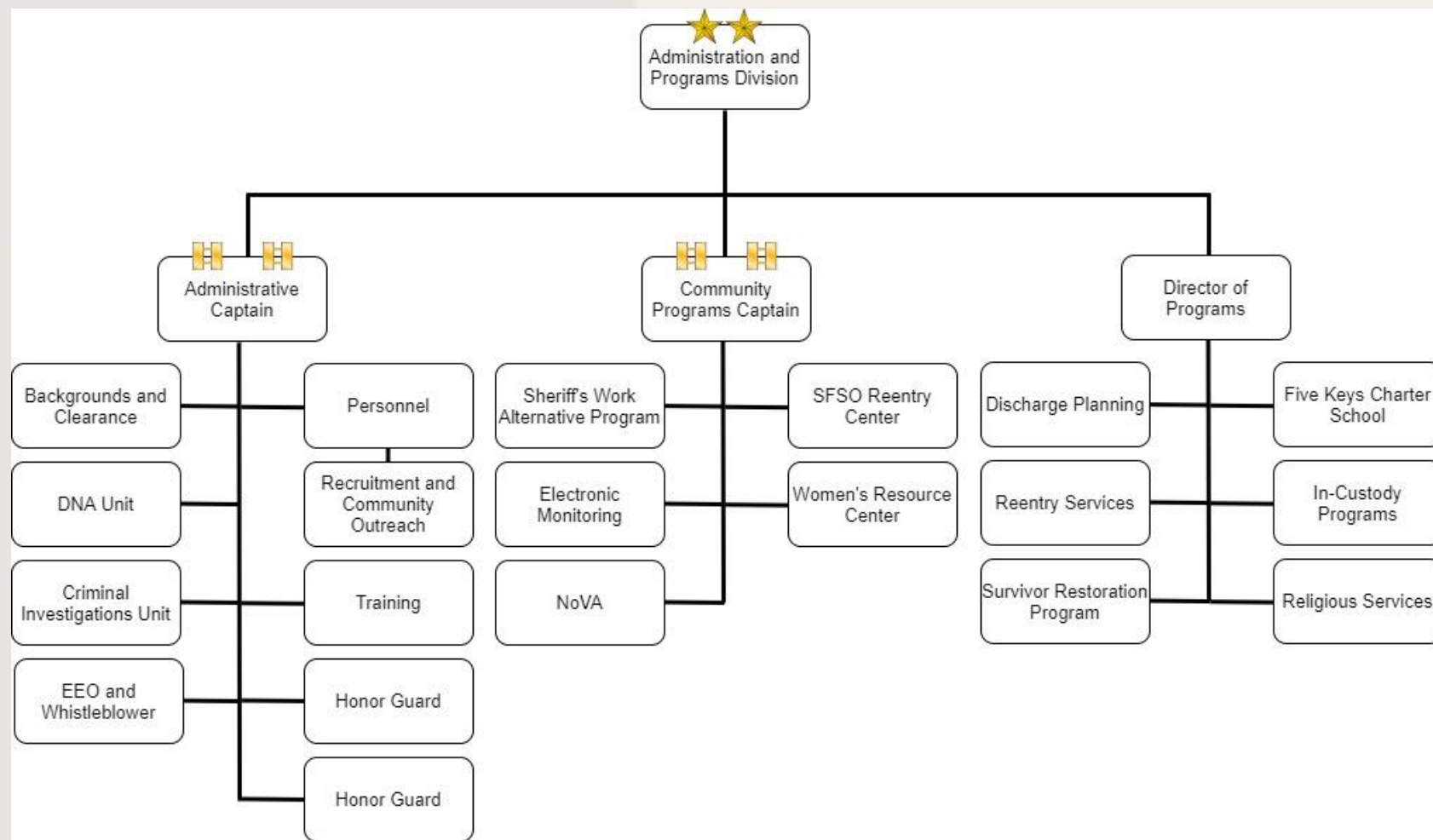


| | |
|--------------------|-----------------|
| Authorized: | 491 |
| Actual: | 373 |
| Total: | -118 76% |

| | |
|--------------------|----------------|
| Authorized: | 268 |
| Actual: | 205 |
| Total: | -63 76% |

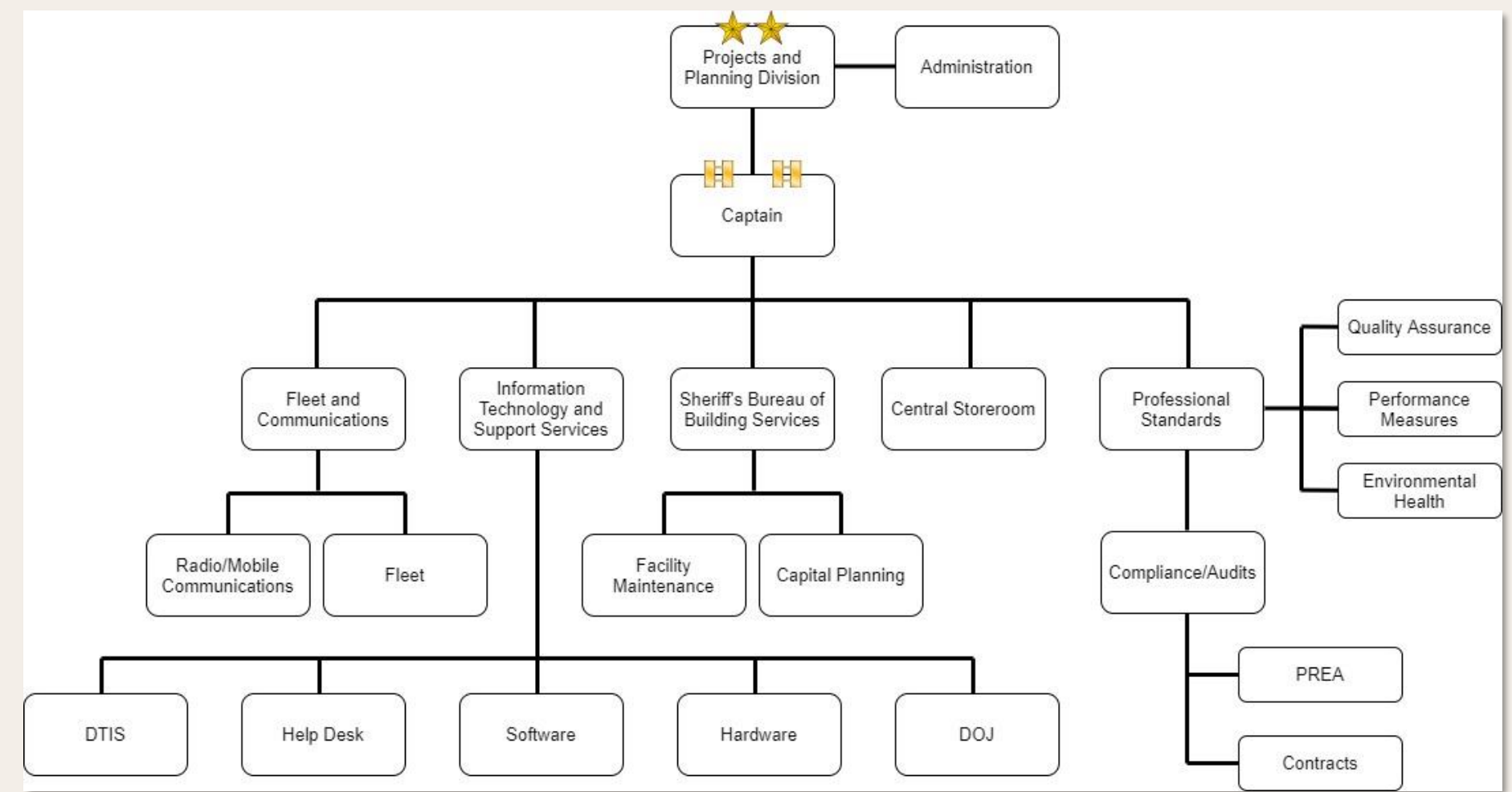


Administration and Programs



| | |
|--------------------|----------------|
| Authorized: | 82 |
| Actual: | 51 |
| Total: | -31 62% |

Projects and Planning




| | |
|--------------------|----------------|
| Authorized: | 16 |
| Actual: | 17 |
| Total: | +1 106% |



San Francisco Sheriff's Office

Community Access


 **City and County of San Francisco**
Office of the Sheriff
Established 1850

April 26, 2022 San Francisco Sheriff's Office Newsletter Issue 101

Message from Sheriff Miyamoto

Welcome to the April 2022 edition of the San Francisco Sheriff's Office (SFSO) newsletter! April was a groundbreaking month.

I'm excited to announce that the Sheriff's Office is the first City department in San Francisco history to join forces with the U.S. Army to collaborate on recruitment efforts. General Michael Garrett of the U.S. Army Forces Command flew all the way from Fort Bragg, North Carolina to sign a PaYS, or **Partnership for Youth Success**, agreement with us. Check out our video below!



April is **Autism Acceptance Month**. Thank you, Deputy Petty, whose son is on the spectrum, for sharing your experience.

In honor of **National Public Dispatcher Week**, we recognized the heroes behind each 911 call who work tirelessly to ensure that our first responders and community stay safe. I'm proud to announce that the National Tactical Officer Association named **Sergeant Worthge** one of the fittest SWAT Operators in the nation. Congratulations, Sgt. Worthge!

Speaking of fitness, the **California Peace Officers Association's Run to Remember 5K and 10K** will be held in May. Proceeds benefit the families of fallen officers.

Last week I joined City leaders to commemorate the anniversary of the **1906 Earthquake and Fire**. Always remember the resilience of our City; we survived then and we continue to persevere through the COVID-19 pandemic.

This was the first year since the pandemic started that we were able to enjoy the **Northern California Cherry Blossom Festival** in person. I've always enjoyed the festival because it keeps me in touch with my Japanese roots and showcases the diversity of the Japanese-American community. That's all for now. On the law enforcement front: please read our flyer below on phone scams to learn how to protect yourself.


If you're interested in joining the SFSO Team, visit our [website](#).

Follow us on social media on Twitter [@SheriffSF](#), Instagram [@sf_sheriff](#), and Facebook





 **San Francisco Sheriff's Office**
@SFSheriff - Law Enforcement Agency

Instagram



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 **OFFICE OF THE SHERIFF**
CITY AND COUNTY OF SAN FRANCISCO 

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*****STATEMENT FOR IMMEDIATE RELEASE*****

Tuesday, March 16, 2022
Contact: San Francisco Sheriff's Office of Communications
sfsocommunications@sfgov.org

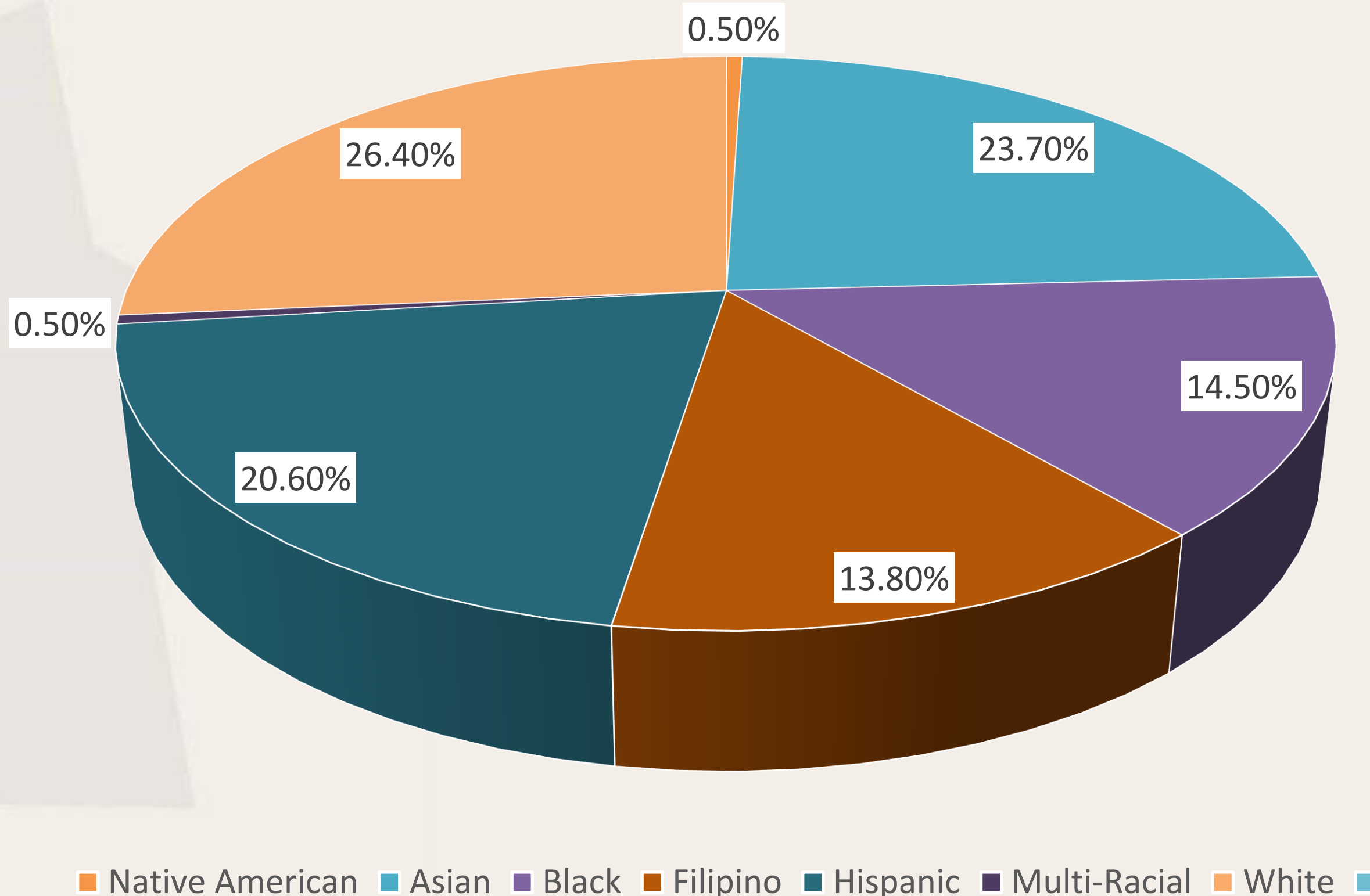
ZUCKERBERG SAN FRANCISCO GENERAL HOSPITAL PROTEST

On March 14 at approximately 10:47 a.m., sheriff's deputies were called to respond to an illegal breach of a secure area run by a private security team within Zuckerberg San Francisco General Hospital by anti-abortion protesters. Deputies responded within two minutes of receiving the emergency call. They took immediate action using minimal force to protect the safety and privacy of patients. One protester followed instructions and left, while three other protesters, who refused to leave, were escorted off the premises within seven minutes. All were cited for trespassing and later released. One protester was charged with resisting arrest.

A criminal investigation is ongoing into this matter. The San Francisco Sheriff's Office is working with the Department of Public Health to review the incident. People have the right to express their First Amendment rights, but in an acceptable way that respects other individuals and their privacy. We stand by women's rights and will continue to provide medical services to women and support their safety and privacy.

###

Social Media Accounts, Newsletters, and Press Releases are tools used to communicate with the public and to receive community feedback



Demographic breakdown of SFSO staff as of May 2022

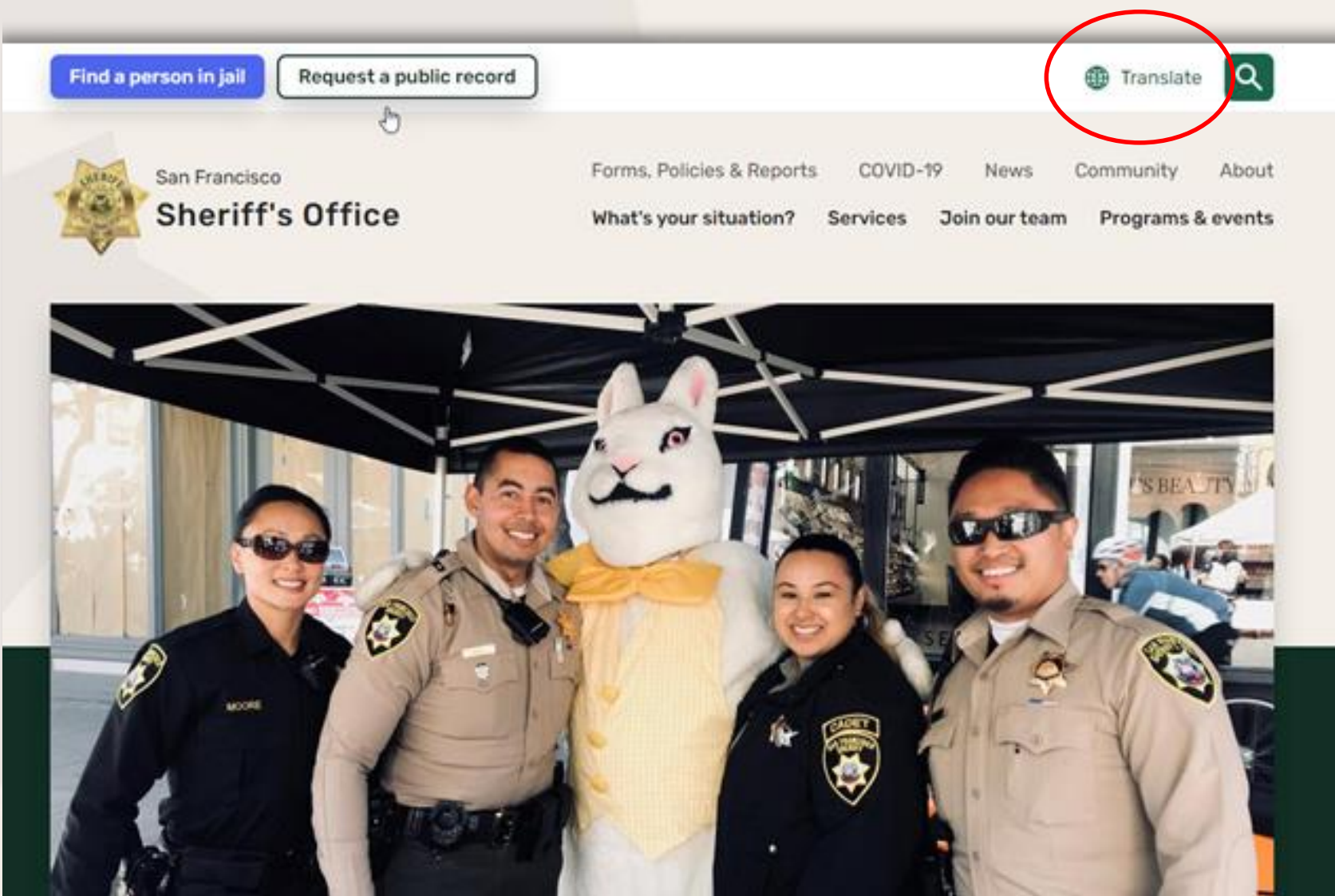


SFSheriff.com is translated in English, Chinese (Simplified and Traditional), Filipino, Russian, Spanish and Vietnamese

SFSO has over 100 certified translators.

In 2022, SFSO unveiled its Bilingual Nameplate Program allowing community members to instantly identify bilingual deputies.

Sheriff's Alliance for Equity is dedicated to increasing language access features through translation services and recruitment.





San Francisco
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Questions?





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Appendix: Requested Information





Available Requisitions

| <u>Facility / Position</u> | Sworn | | | Professional | | | Cadet | | |
|--------------------------------------|------------|------------|-----------|--------------|-----------|-----------|----------|-----------|-----------|
| | | | | | | | | | |
| Open Req - Deputy Sheriff | 138 | 152 | 14 | | | | | | |
| Open Req - Sr. Deputy Sheriff | 10 | 20 | 10 | | | | | | |
| Open Req - Sheriff's Sergeant | 2 | 2 | 0 | | | | | | |
| Open Req - Sheriff's Lieutenant | 1 | 1 | 0 | | | | | | |
| Open Req - Sheriff's Captain | 0 | 0 | 0 | | | | | | |
| Open Req - Chief Deputy | 0 | 0 | 0 | | | | | | |
| Open Req - Undersheriff | 0 | 0 | 0 | | | | | | |
| Open Req - Non Sworn | 0 | 0 | 0 | 20 | 14 | -6 | | | |
| Open Req - Sheriff's Cadet | 0 | 0 | 0 | | | | 8 | 21 | 13 |
| Total Available Requisitions: | 151 | 175 | 24 | 20 | 14 | -6 | 8 | 21 | 13 |



| Leaves over 90 Days | | | | | | | | | | | |
|-----------------------------------|---------------------|------------------------|------------------------|---------------|--------------------------------|---------------------------|---------------------------|---------------|------------------------|------------------------|---------------|
| May 2022 | Facility / Position | Total Authorized Sworn | Current Sworn Staffing | Plus/ (Minus) | Percentage of Authorized Sworn | Total Authorized Civilian | Current Civilian Staffing | Plus/ (Minus) | Total Authorized Cadet | Current Cadet Staffing | Plus/ (Minus) |
| | | Sworn | | | | Professional | | | Cadet | | |
| Total Leaves over 90 Days: | | 30 | 78 | 48 | 260% | 0 | 1 | 1 | 0 | 6 | 6 |



ADMINISTRATION AND PROGRAMS DIVISION

| May 2022 | Total Authorized Sworn | Current Sworn Staffing | Plus/ (Minus) | Percentage of Authorized Sworn | Total Authorized Civilian | Current Civilian Staffing | Plus/ (Minus) | Total Authorized Cadet | Current Cadet Staffing | Plus/ (Minus) |
|---|------------------------|------------------------|---------------|--------------------------------|---------------------------|---------------------------|---------------|------------------------|------------------------|---------------|
| | Sworn | | | | Professional | | | Cadet | | |
| <u>Facility / Position</u> | | | | | | | | | | |
| Academy + Core Training | 35 | 20 | -15 | 57% | | | | | | |
| Communications | | | 0 | | 2 | 3 | 1 | | | |
| Executive Team (Sheriff, Undersheriff, Assistant Sheriff, Chief of Staff) | 3 | 3 | 0 | | 1 | 1 | 0 | | | |
| Financial Services | | | 0 | | 9 | 7 | -2 | | | |
| Internal Affairs | 7 | 7 | 0 | 100% | 1 | 0 | -1 | 0 | 1 | 1 |
| Legal Counsel | | | 0 | | 4 | 2 | -2 | | | |
| Payroll Services | | | 0 | | 3 | 3 | 0 | | | |
| Sheriff's Administration | 9 | 9 | 0 | 100% | 2 | 2 | 0 | 4 | 0 | -4 |
| Sheriff's Furniture & Equipment | | | 0 | | 1 | 1 | 0 | | | |
| Backgrounds / Jail Clearance Officer | 6 | 6 | 0 | 100% | | | | | | |
| Community Programs | 36 | 25 | -11 | 69% | | | | 1 | 2 | 1 |
| Criminal Investigations Unit | 5 | 5 | 0 | 100% | | | | 0 | 0 | 0 |
| Jail and Re-Entry Programs | | | 0 | | 19 | 15 | -4 | | | |
| Personnel & Recruitment | 4 | 4 | 0 | 100% | 3 | 1 | -2 | | | |
| Prisoner Legal Services | | | 0 | | 4 | 3 | -1 | | | |
| Training | 7 | 7 | 0 | 100% | | | | 0 | 0 | 0 |
| Total APD: | 112 | 86 | -26 | 77% | 49 | 38 | -11 | 5 | 3 | -2 |



CUSTODY OPERATIONS DIVISION

| May 2022 | Total Authorized Sworn | Current Sworn Staffing | Plus/ (Minus) | Percentage of Authorized Sworn | Total Authorized Civilian | Current Civilian Staffing | Plus/ (Minus) | Total Authorized Cadet | Current Cadet Staffing | Plus/ (Minus) |
|-----------------------------------|------------------------|------------------------|---------------|--------------------------------|---------------------------|---------------------------|---------------|------------------------|------------------------|---------------|
| | | | | | | | | | | |
| CJ#1 | 79 | 54 | -25 | 68% | 12 | 11 | -1 | | | |
| CJ#2 | 120 | 103 | -17 | 86% | | | | | | |
| CJ#3 | 202 | 147 | -55 | 73% | 1 | 1 | 0 | | | |
| Central Records and Warrants Unit | 27 | 22 | -5 | 81% | 31 | 20 | -11 | | | |
| Classifications | 26 | 20 | -6 | 77% | | | | | | |
| Custody Support Staff | 4 | 3 | -1 | 75% | 1 | 0 | -1 | | | |
| DNA | 1 | 1 | 0 | 100% | | | | | | |
| SFGH - Wards | 27 | 23 | -4 | 85% | | | | | | |
| Total COD: | 486 | 373 | -113 | 77% | 45 | 32 | -13 | 0 | 0 | 0 |



Organizational Chart

FIELD OPERATIONS DIVISION

| May 2022 | Total Authorized Sworn | Current Sworn Staffing | Plus/ (Minus) | Percentage of Authorized Sworn | Total Authorized Civilian | Current Civilian Staffing | Plus/ (Minus) | Total Authorized Cadet | Current Cadet Staffing | Plus/ (Minus) |
|---|------------------------|------------------------|---------------|--------------------------------|---------------------------|---------------------------|---------------|------------------------|------------------------|---------------|
| | | | | | | | | | | |
| Facility / Position | Sworn | | | | Professional | | | Cadet | | |
| Canine Unit | 2 | 2 | 0 | 100% | | | | | | |
| City Hall Security | 22 | 18 | -4 | 82% | | | | 15 | 13 | -2 |
| Civil | 13 | 11 | -2 | 85% | 10 | 7 | -3 | | | |
| Community Relations | 1 | 1 | 0 | 100% | | | | | | |
| Court Services | 97 | 61 | -36 | 63% | | | | 18 | 12 | -6 |
| Department of Emergency Management | 7 | 7 | 0 | 100% | | | | 6 | 1 | -5 |
| Field Services Support Staff | 7 | 7 | 0 | 100% | | | | | | |
| HSA | 1 | 1 | 0 | 100% | | | | | | |
| Medical Examiners Patrol Unit | 6 | 5 | -1 | 83% | | | | | | |
| MTA | 1 | 1 | 0 | 100% | | | | | | |
| APD | 1 | 1 | 0 | 100% | | | | | | |
| Public Library | 4 | 3 | -1 | 75% | | | | | | |
| PUC | 5 | 1 | -4 | 20% | | | | 4 | 5 | 1 |
| Department of Public Health (Sheriff's Patrol Unit) | 87 | 59 | -28 | 68% | 2 | 2 | 0 | 68 | 55 | -13 |
| Transportation | 30 | 22 | -8 | 73% | | | | | | |
| Warrant Services Unit | 6 | 5 | -1 | 83% | | | | | | |
| Total FOD: | 290 | 205 | -85 | 71% | 12 | 9 | -3 | 111 | 86 | -25 |



PLANNING & PROJECTS DIVISION

| May 2022 | Total Authorized Sworn | Current Sworn Staffing | Plus/ (Minus) | Percentage of Authorized Sworn | Total Authorized Civilian | Current Civilian Staffing | Plus/ (Minus) | Total Authorized Cadet | Current Cadet Staffing | Plus/ (Minus) |
|-----------------------------------|------------------------|------------------------|---------------|--------------------------------|---------------------------|---------------------------|---------------|------------------------|------------------------|---------------|
| | | | | | | | | | | |
| Facility / Position | Sworn | | | | Professional | | | Cadet | | |
| Planning & Projects Support Staff | 3 | 3 | 0 | 100% | | | | | | |
| Professional Standards | 1 | 1 | 0 | 100% | | | | | | |
| Technical Service | 10 | 10 | 0 | 100% | 9 | 4 | -5 | | | |
| Communications | 1 | 1 | 0 | 100% | | | | | | |
| Fleet Manager | 1 | 1 | 0 | 100% | 1 | 0 | -1 | | | |
| Safety Analyst | | | | | 1 | 1 | 0 | | | |
| San Bruno Complex Maintenance | | | | | 11 | 3 | -8 | | | |
| San Bruno Jails Storekeeper | | | | | 2 | 1 | -1 | | | |
| 425-7th Street Maintenance | | | | | 8 | 5 | -3 | | | |
| 425-7th Street Storekeeper | | | | | 1 | 1 | 0 | | | |
| HOJ Jails Shared Costs | | | | | 2 | 2 | 0 | | | |
| All Facilities Shared Costs | | | | | 1 | 1 | 0 | | | |
| Total PPD: | 16 | 16 | 0 | 100% | 36 | 18 | -18 | 0 | 0 | 0 |



Sheriff's Department Staffing Report Summary - May - 2022

| May 2022 | TOTAL AUTHORIZED | TOTAL ACTUAL | TOTAL AVAILABLE POSITIONS | Percentage of Authorized Sworn | TOTAL AUTHORIZED | TOTAL ACTUAL | TOTAL AVAILABLE POSITIONS | TOTAL AUTHORIZED | TOTAL ACTUAL | TOTAL AVAILABLE POSITIONS |
|---|------------------|--------------|---------------------------|--------------------------------|------------------|--------------|---------------------------|------------------|--------------|---------------------------|
| | | | | | | | | | | |
| <u>Facility / Position</u> | Sworn | | | | Professional | | | Cadet | | |
| Total: | 934 | 758 | -176 | 81% | 142 | 98 | -44 | 116 | 95 | -21 |
| Total (less attrtion for authorized, less long-term-leave for actual): | 783 | 680 | -103 | 87% | 122 | 97 | -25 | 108 | 89 | -19 |



San Francisco
Sheriff's Office

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