



San Francisco  
**Sheriff's Office**



# **FY 2025 & FY 2026 Budget**

## Budget & Appropriation Committee Presentation



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June 14,2024



# San Francisco Sheriff's Office

# Priority Goals



**1. Improving Public Safety**



**2. Enhancing Workforce**



**3. Engaging with the Community**



**4. Improving Accountability**



**5. Modernizing Technology**



**6. Enrich Training**

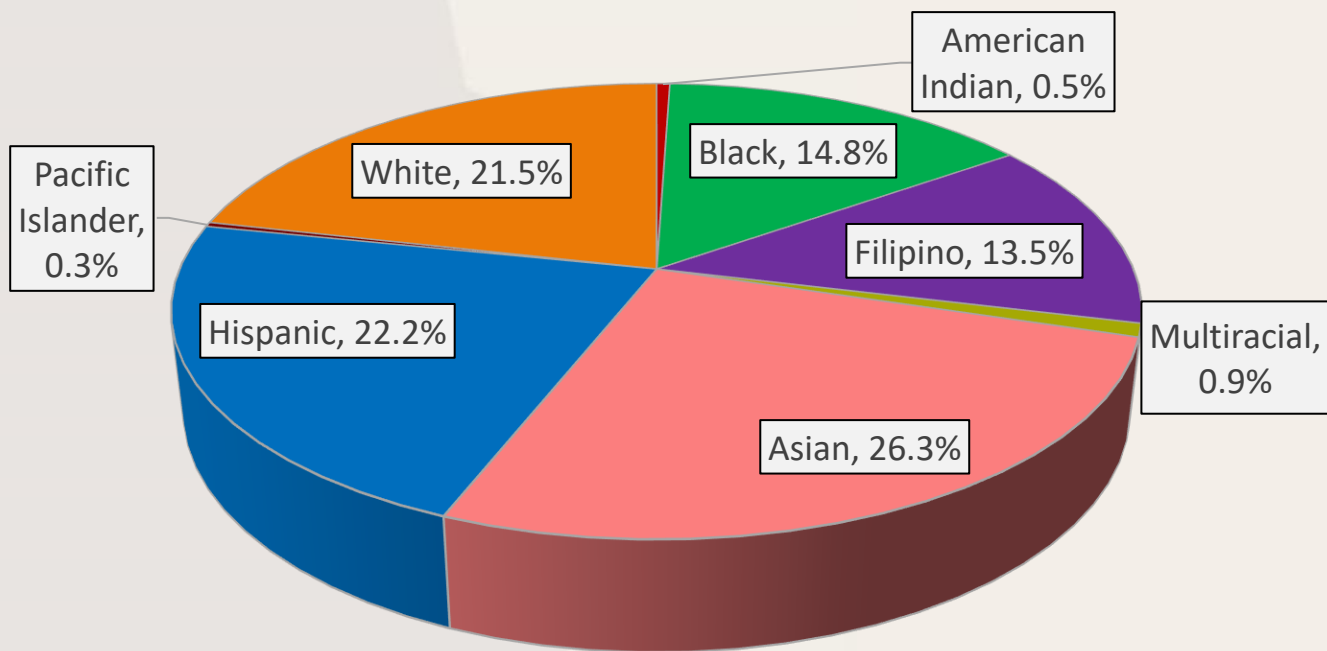


- Graduated eight academy recruit classes
- Updated County Jail #2 family visitation room
- Added new cuff ports to County Jail #3
- Reopened County Jail #3 Annex.
  - Repaired outdoor fencing and enclosure area.
  - Expanded WiFi access to the entire building to provide connectivity for our tablet program so incarcerated persons can participate in educational and well-being programs; searching for job listings, housing, and services for re-entry; access important legal resources; make commissary orders and medical requests; and submit grievances
- \$531K State Grant to improve officer wellness
- SBBS replaced louvered screens to allow unfiltered sunlight to enter the yards





## Sworn and Professional Staff Demographics



- SFSO has 154 certified translators able to converse in seven different languages

## Recruitment Highlights

- 176 recruitment events attended in 2023
- Enrolled New Deputies in 5 regional academies in 2023





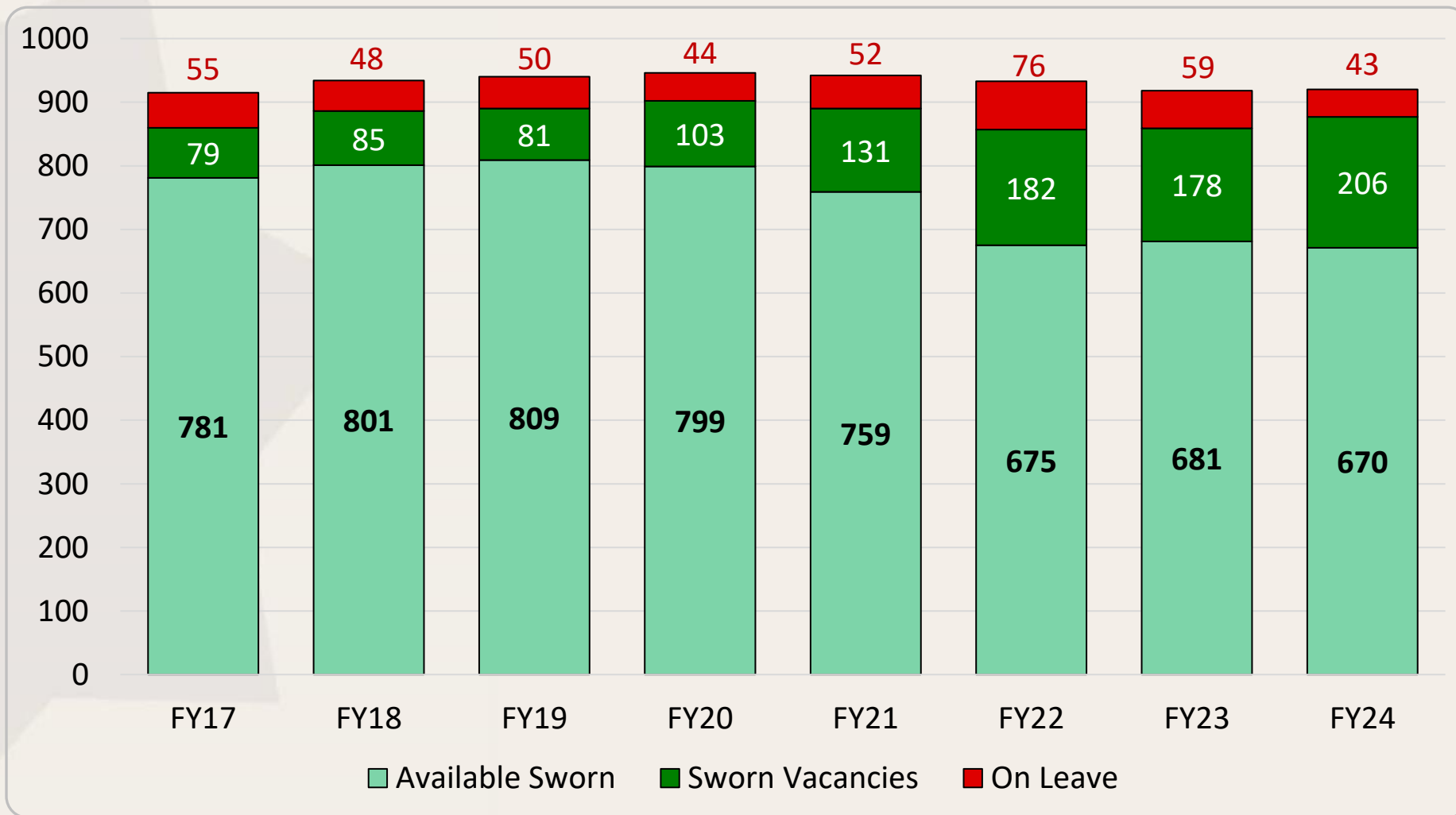
# Sworn Workforce Service Bands

	Age Bands									
Service Bands	20-25	25-30	30-35	35-40	40-45	45-50	50-55	55-60	60+	Total
Less than 5 years	5	38	33	18	8	3	3	1		<b>109</b>
5 to 10 years		11	69	45	36	9	3	2		<b>175</b>
10 to 15 years			9	19	15	8	6	5	1	<b>63</b>
15 to 20 years				13	56	43	31	16	1	<b>160</b>
20 to 25 years					3	25	45	26	6	<b>105</b>
25 to 30 years						12	44	26	7	<b>89</b>
More than 30 years							4	6	2	<b>12</b>
<b>Total</b>	<b>5</b>	<b>49</b>	<b>111</b>	<b>95</b>	<b>118</b>	<b>100</b>	<b>136</b>	<b>82</b>	<b>17</b>	<b>713</b>

*Figures are as of 5/31/24.*



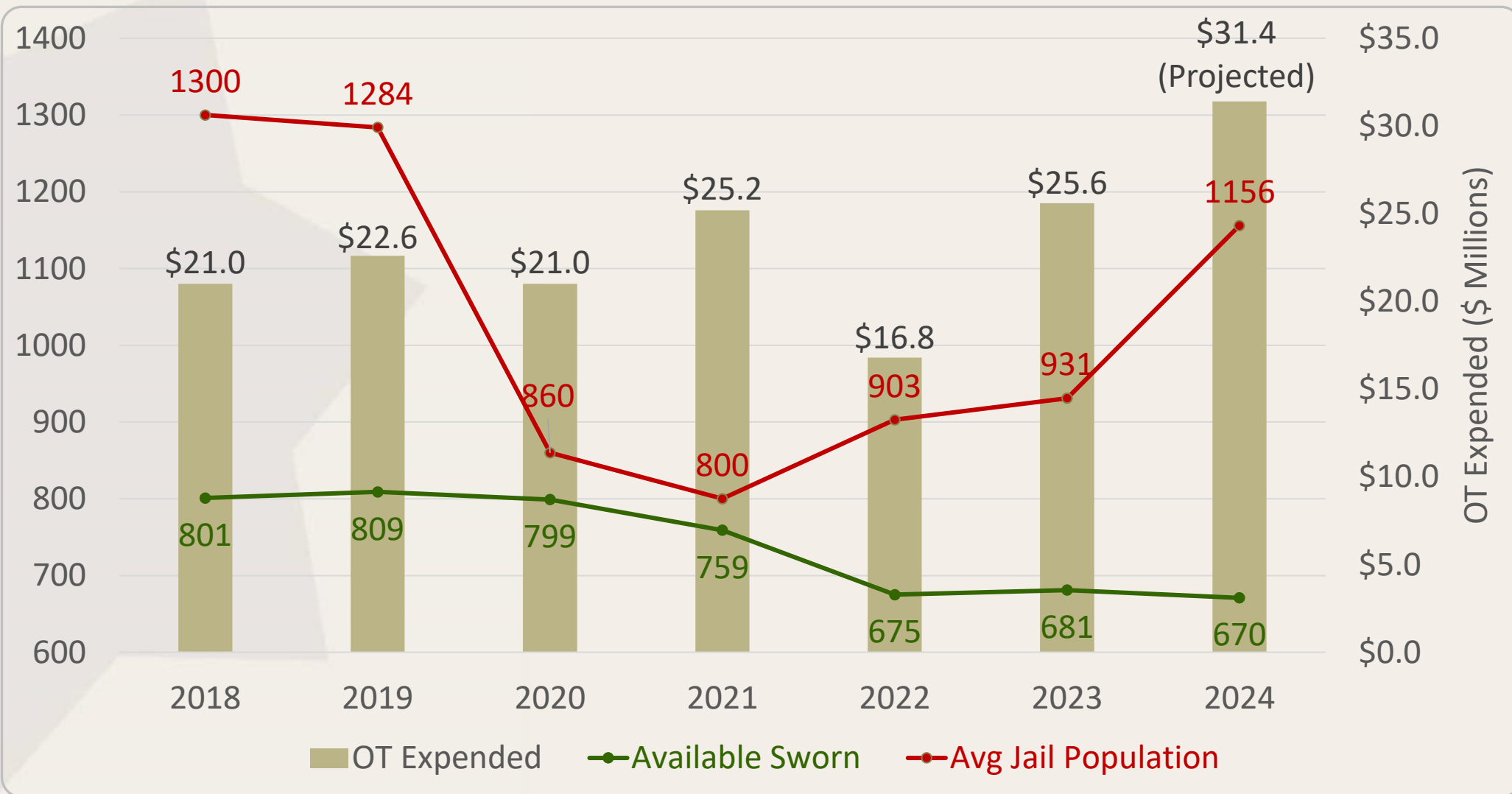
# Sworn Workforce Measurements





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## GF Overtime vs. Sworn Staffing





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# Enhancing Our Workforce

- Replenishing our sworn workforce
  - Goal to hire 75 Deputy Sheriffs in FY25
  - Commitment to 30 by 30 Initiative
  - Utilize Prop F retirees to supplement our workforce
  - Tentative DSA/MSA Agreement doubles retention pay premium
- Enhancing recruitment efforts
  - One-Day Testing for Sheriff's Deputy – conducting Written Test, Physical Agility Test (PAT), and Oral Interview in one day
  - Provide a personal touch. Give applicants the opportunity to schedule a live one-on-one session with our recruitment team
  - Formed the Community Engagement Team to build community trust and enhance department responses





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# Community Engagement

In 2023, the Sheriff's Office formed the Community Engagement Team with the following objectives:

- Building community trust
- Expanding youth programming
- Enhancing response to the community
- Reinvigorating and creating volunteer programs





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# Improving Accountability

In 2023, the Sheriff's Office:

- Conducted 68 Internal Affair investigations
- Concluded 26 Disciplinary matters in 2023

In 2017, the Sheriff's Office began a pilot program to outfit deputies with body-worn cameras. The Sheriff's Office is seeking support for \$750K in funding to:

- Expanding use of body-worn cameras
  - Improves accountability and transparency
  - Deploy body-worn cameras to all sworn members
  - Currently pursuing grant opportunities for additional funding, but will require a local match



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# Modernize Technology

The Mayor's Budget Proposal includes funding to:

- \$700K to replace two transport vehicles
- \$4M over two years to continue with implementation of Jail Management System
- \$4.75M over two years for capital improvements at our jail facilities

SFSO is still in need of funding to \$60K to purchase:

- TruNarc, a handheld narcotics analyzer that enables deputies to scan suspected controlled substances in real-time for presumptive evidence.
  - Non-destructive. Uses raman spectroscopy technology
  - Non-contact. Can scan through sealed glass and plastic containers to help reduce exposure and preserve evidence.



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# Enrich Training

With the significant loss of experienced sworn staff due to retirements and other separations, an enriched training curriculum will:

- Invest in the future growth of our employees
- Provide opportunities for staff to participate in trainings such as:
  - Supervisory Courses
  - Management and Leadership Courses
  - Crisis Intervention Training
  - Active Shooter
  - Mobile Field Force
  - Specialized training for various units: Emergency Services Unit (ESU), Special Response Team (SRT), Crisis Negotiation Team (CNT)
- Requested \$150K in funding



# Department-Wide Budget Sources

Category (in millions)	FY22	FY23	FY24	FY25*	FY26*
State Revenues	33.7	39.1	36.0	41.6	36.1
Charges for Services	1.2	1.1	0.5	1.0	1.0
Fines, Forfeitures, and Penalties	0.2	0.2	0.2	<0.1	<0.1
Expenditure Recoveries	29.7	34.4	33.0	33.1	32.2
Other Financing Sources	9.9	4.8	-1.4	1.0	0.0
Operating Transfer In	0.0	0.0	0.0	0.2	0.2
<b>Total Revenues</b>	<b>74.6</b>	<b>79.6</b>	<b>68.4</b>	<b>77.0</b>	<b>69.6</b>

*\*Mayor's Proposed Budget*



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# Department-Wide Budget Uses

Category (in millions)	FY22	FY23	FY24	FY25*	FY26*
Personnel Costs	180.8	205.3	197.2	217.7	227.0
Non-Personnel Services	13.2	13.5	13.7	13.7	13.5
Community Programs	10.0	10.6	11.0	11.8	11.8
Materials & Supplies	5.2	5.5	5.9	6.9	6.2
Capital Outlay (Equip)	0.2	0.0	0.0	0.7	0.0
Services by Other Dept to SHF	14.3	19.1	22.7	23.1	24.7
Services by SHF to Other Dept	28.8	33.8	32.5	32.6	31.8
Programmatic Projects	13.9	9.0	3.9	8.6	3.9
Special Revenue Projects	2.5	2.4	4.1	8.3	2.1
<b>Total Expenditures</b>	<b>268.9</b>	<b>299.2</b>	<b>291.0</b>	<b>323.6</b>	<b>320.8</b>

*\*Mayor's Proposed Budget*