

Public Safety and Neighborhood Services Committee



CITY & COUNTY OF SAN FRANCISCO

Police Department



January 23, 2020

Filling Vacancies for Urgent Public Safety Positions

Recruitment efforts

Traditional

Job Fairs
Safety Fairs
Boot camps
Lateral Bonus
Hiring workshops
Mentorship and Coaching
San Francisco Focused

Non-Traditional

Nationwide Searches
University Sports Programs
Law Schools, Peace Corps
Veteran Hiring Events
Social Media

Recruitment challenges

Cost of living
Competitive salary packages
in surrounding areas-both
Law Enforcement and Private
Sector
Generational Shift in Career
Interests

Ordinary People
Doing the **EXTRAORDINARY**



Apply Today!

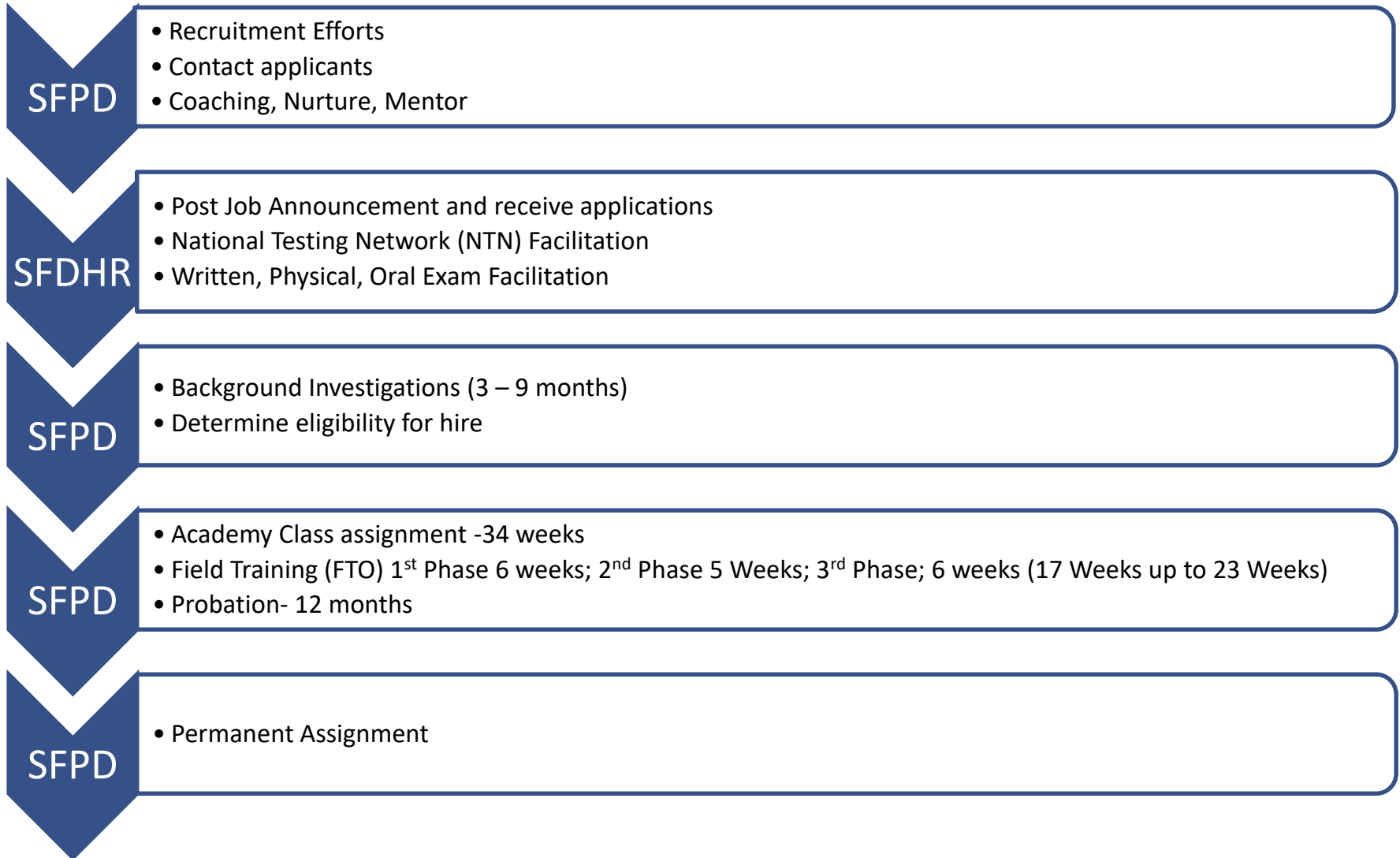
sfpdcareers.com

Recruitment, Hiring & Retention

- Focused recruitment outreach to under-represented groups
- Review how we recruit, train and retain our workforce
- Streamlined recruiting, hiring, and backgrounding processes
- Established a new analytical unit focused on staffing & deployment
- Started an internal leadership development institute to increase professional development
- 90-100 officers per year separated. (retirements, resignations and terminations)



New Officer (Q2) Hiring Timeline



Questions

**SAN FRANCISCO
POLICE DEPARTMENT**

The image shows the exterior of the San Francisco Police Department building. The building features a large glass facade on the left and a brick structure on the right. In the foreground, a grey stone wall has the words "SAN FRANCISCO POLICE DEPARTMENT" in raised, white, sans-serif capital letters. To the right of the stone wall, there are concrete steps leading up to the building entrance, flanked by a metal handrail. Three flagpoles stand in front of the brick building, flying the United States flag, the California state flag, and a yellow flag. The sky is clear and blue.