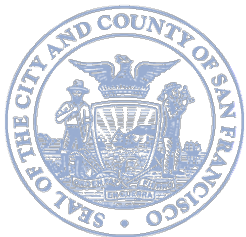


# SFPD FY24 & FY25 BUDGET APPROPRIATION COMMITTEE



SAN FRANCISCO POLICE DEPARTMENT  
CITY & COUNTY OF SAN FRANCISCO

June 23, 2023



# DEPARTMENT PRIORITIES



## Recruitment, Hiring, and Retention

Academy classes to promote diversity & culture change and mitigate attrition. Retention of existing sworn members.



## Overtime

Support backfilling sworn staffing shortfalls, the investigation of violent crimes, public safety response activities, management, accountability, and time needed for reporting.



## Civilianization

Having individuals with specialized skills to perform duties that allow for officers to return to the streets, in the communities that need them.



## Technology

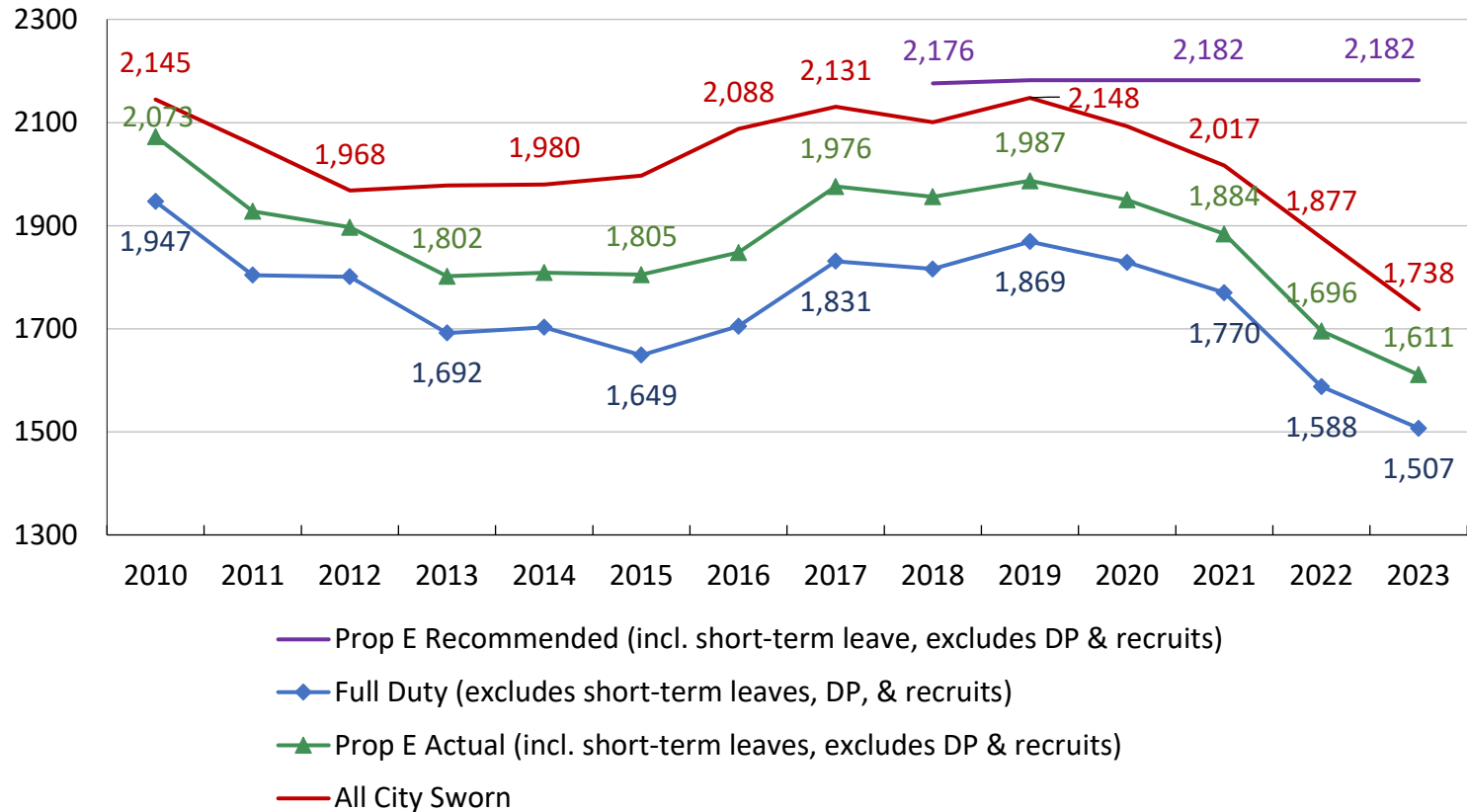
Allows for informed decisions and policy implementation, compliance with mandated reporting, and improved transparency.



## Management & Analytical Support

Supports auditing, policy implementation, collaborative reform initiative, and community engagement feedback loop.

# CITY SWORN STAFFING

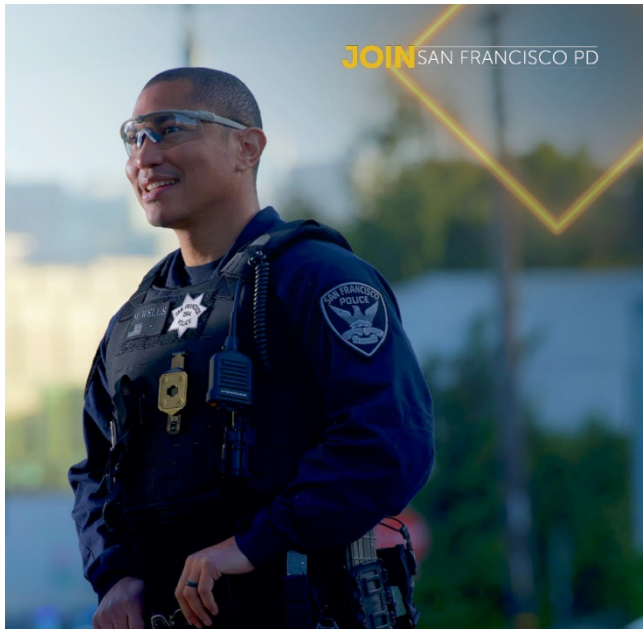


*Vacancy budget savings are offset by the growing need of overtime to address operational staffing shortages*



# RECRUITMENT, HIRING, AND RETENTION

The SFPD plans to hire 100 recruits in FY24 and 120 recruits in FY25 as part of our long-term strategy to rebuild our ranks and Department.



Year	# of Apps	Hired
2022	1,756	64
YTD 2023	1,481	47

- Upcoming Academy class has enrolled at least 30 recruits.
- Based on a data analysis of prior applications and hires, 2000 applications will yield approximately 100 hires.

# CIVILIAN POLICING STRATEGIES

## Police Community Ambassadors

The Community Ambassador program began in 2020 and is a police reform-based initiative designed to follow the 21<sup>st</sup> century policing model of fostering trust, legitimacy, and community policing. This initiative provides high visibility and enhances public safety.



- 95 retired sworn members (75 assigned citywide and 20 at the airport)
- Deployed in identified neighborhoods and businesses corridors.

Budget adds \$2.8 million in FY24 and \$2.9 million in FY25 to add an additional 25 Community Ambassadors.



# SFPD EQUIPMENT: FLEET & VEHICLES

Police vehicle replacement standards are paramount when uptime, reliability, and a robust response to emergency calls cannot be compromised

Out of service times for older vehicles are higher than newer vehicles due to repair complexity and sourcing limited parts leading to down times at least 7 times longer

As reflected above:

- 108 of our vehicles have 150K miles or more
- 198 of our vehicles are 10 years of age or older



# SFPD EQUIPMENT: TRUNARC (NARCOTICS ANALYZER)

**TruNarc** is a handheld narcotics analyzer that enables officers to scan more than 498 suspected controlled substances in real-time for presumptive evidence.

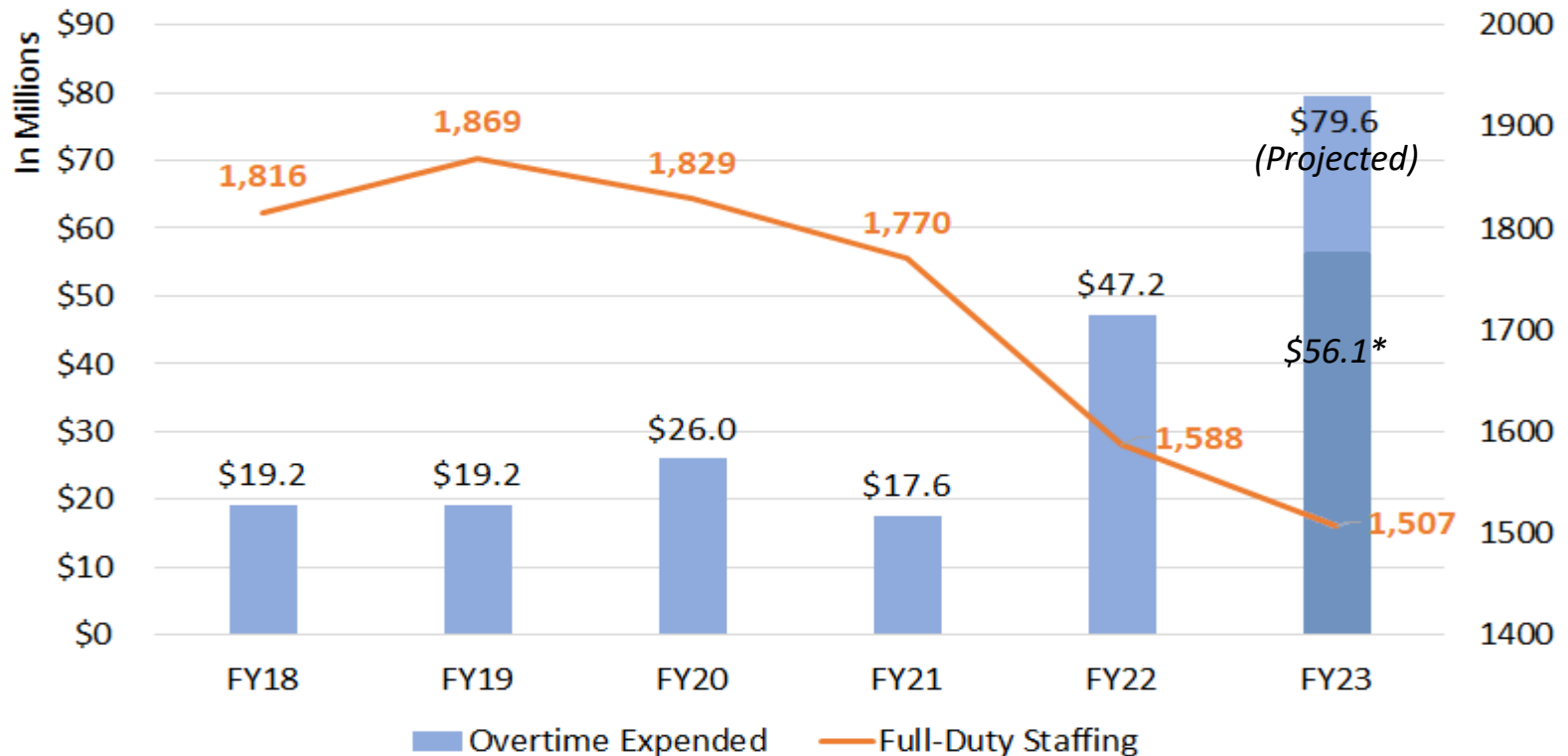
- Non-destructive. Preservation of evidence.
- Non-contact. Can scan through sealed glass and plastic containers to help reduce exposure and preserve evidence.

Requesting \$200,000 for 10 TruNarc devices to have one device at each district station.



# GENERAL FUND OVERTIME VS. STAFFING

	FY23		FY24	FY25
In \$ millions	Orig Budget	Projected Exp	Budget	Budget
Overtime	\$25.4	\$79.6	\$41.4	\$32.9



\*A portion of overtime expenditures in FY23 is offset by a \$56.1M budget supplemental, of which, \$27.3M is from position vacancies.



# OVERTIME

## *SFPD Standard Overtime Expenditures*

- Backfill (Station Staffing Level Maintenance)
- Arrests
- Investigations (i.e., case management, case follow-up, & video retrieval)
- Court Pay

## *SFPD Deployment Strategies*

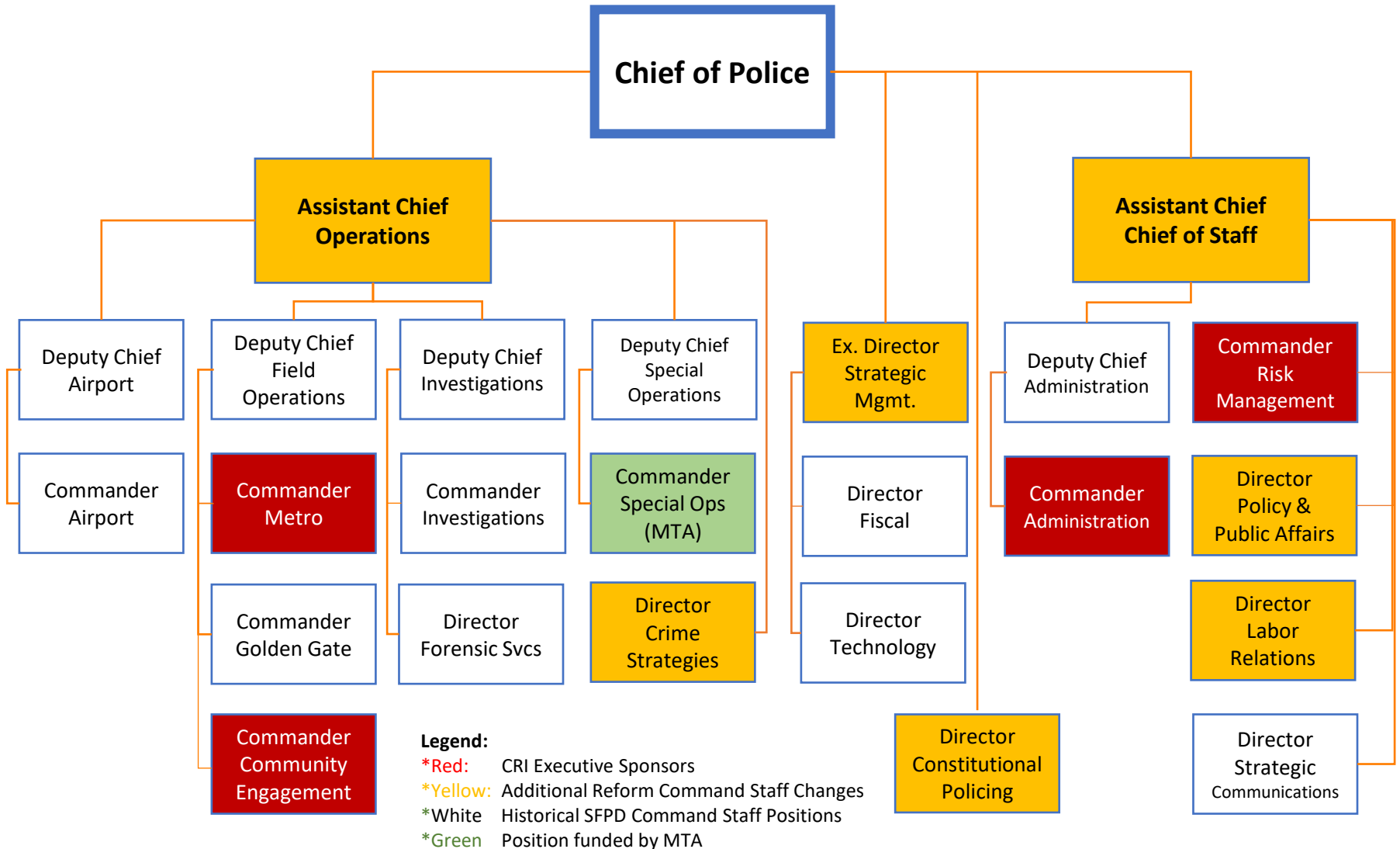
- Foot beats & Engagement (i.e., Tenderloin Public Safety)
- Tourism
- Safe Shopper
- Violence Reduction

## *Citywide Major Events*

- Dignitary Visits (i.e., president & vice president)
- 29 Planned Major City Events (i.e., Carnival, Chinese New Year, Pride, Halloween, Playoffs)
- Planned and Unplanned First Amendment Activities



# SFPD ORGANIZATION CHART



Questions?



San Francisco Police Department: Sworn Vs. Civilian Positions

Count of emp_name		home_bureau								
class_type	group_description	Administration	Chief of Staff	Investigations	Other	Special Operations	Strategic Management	Field Operations	Grand Total	
Civilian	Administrative	6	5	2		1	1	6	21	
	Analyst	2	7	8		2	11	1	31	
	Automotive	3				1		8	12	
	Clerical	29	5	17		3		11	65	
	Crime Lab			42			1		43	
	Information Technology			1			43		44	
	Legal		29						29	
	Maintenance	4				7		7	18	
	Management	5	6	6			10	1	28	
	Other	20	2	2		4	7	1	36	
	Payroll/Personnel	20	1						21	
	Prop F Retiree	42	8	14		1	1	71	137	
	Services Aide/Cadet	2	1	8		9		54	74	
<b>Civilian Total</b>		<b>133</b>	<b>64</b>	<b>100</b>		<b>28</b>	<b>74</b>	<b>160</b>	<b>559</b>	
Sworn	Assistant Chief		1					1	2	
	Captain	2	2	5	1	3		13	26	
	Chief Of Police		1						1	
	Commander	1	1	1		1		3	7	
	Deputy Chief	1	1			1		1	4	
	Inspector		1	3					4	
	Lieutenant	11	4	13	7	12		49	96	
	Police Officer	66	6	73	78	111	6	863	1203	
	Sergeant	23	27	152	30	22	3	164	421	
<b>Sworn Total</b>		<b>104</b>	<b>43</b>	<b>248</b>	<b>116</b>	<b>150</b>	<b>9</b>	<b>1094</b>	<b>1764</b>	
<b>Grand Total</b>		<b>237</b>	<b>107</b>	<b>348</b>	<b>116</b>	<b>178</b>	<b>83</b>	<b>1254</b>	<b>2323</b>	



Administration	PROP	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	PROP	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1426	Senior Clerk Typist	Civilian	Clerical
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1936	Senior Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1934	Storekeeper	Civilian	Other
Administration	PROP	1630	Account Clerk	Civilian	Other
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	1203	Personnel Technician	Civilian	Payroll/Personnel
Administration	STAF	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Administration	STAF	1244	Senior Personnel Analyst	Civilian	Payroll/Personnel
Administration	STAF	0922	Manager I	Civilian	Management
Administration	STAF	1203	Personnel Technician	Civilian	Payroll/Personnel
Administration	STAF	0931	Manager Iii	Civilian	Management
Administration	STAF	1244	Senior Personnel Analyst	Civilian	Payroll/Personnel
Administration	STAF	1231	Asst Mgr, Eeo Programs	Civilian	Payroll/Personnel
Administration	STAF	1406	Senior Clerk	Civilian	Clerical
Administration	STAF	1408	Principal Clerk	Civilian	Clerical
Administration	STAF	1241	Personnel Analyst	Civilian	Payroll/Personnel
Administration	STAF	1209	Benefits Technician	Civilian	Payroll/Personnel
Administration	STAF	1250	Recruiter	Civilian	Payroll/Personnel
Administration	STAF	0922	Manager I	Civilian	Management
Administration	STAF	1406	Senior Clerk	Civilian	Clerical
Administration	STAF	1446	Secretary Ii	Civilian	Administrative
Administration	STAF	1203	Personnel Technician	Civilian	Payroll/Personnel
Administration	STAF	1250	Recruiter	Civilian	Payroll/Personnel
Administration	STAF	1404	Clerk	Civilian	Clerical
Administration	STAF	1404	Clerk	Civilian	Clerical
Administration	STAF	1823	Senior Administrative Analyst	Civilian	Analyst
Administration	STAF	2230	Physician Specialist	Civilian	Other
Administration	STAF	1241	Personnel Analyst	Civilian	Payroll/Personnel
Administration	STAF	1250	Recruiter	Civilian	Payroll/Personnel
Administration	STAF	1241	Personnel Analyst	Civilian	Payroll/Personnel
Administration	STAF	5177	Safety Officer	Civilian	Other
Administration	STAF	1823	Senior Administrative Analyst	Civilian	Analyst
Airport	ADMN	1224	Principal Payroll And Personnel Clerk	Civilian	Payroll/Personnel
Airport	ADMN	0960	Prop F 960 Retiree	Civilian	Prop F Retiree









Chief of Staff	CHIE	1424	Clerk Typist	Civilian	Clerical
Chief of Staff	CHIE	1452	Executive Secretary li	Civilian	Administrative
Chief of Staff	CHIE	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Chief of Staff	CHIE	1310	Public Relations Assistant	Civilian	Other
Chief of Staff	CHIE	1842	Management Assistant	Civilian	Administrative
Chief of Staff	CHIE	1766	Media Production Technician	Civilian	Other
Chief of Staff	CHIE	1406	Senior Clerk	Civilian	Clerical
Chief of Staff	CHIE	9209	Airport Police Services Aide	Civilian	Services Aide/Cadet
Chief of Staff	CHIE	0922	Manager I	Civilian	Management
Chief of Staff	CHIE	0953	Deputy Director lii	Civilian	Management
Chief of Staff	COS	0953	Deputy Director lii	Civilian	Management
Chief of Staff	COS	1842	Management Assistant	Civilian	Administrative
Chief of Staff	COS	1823	Senior Administrative Analyst	Civilian	Analyst
Chief of Staff	COS	0923	Manager li	Civilian	Management
Chief of Staff	COS	0922	Manager I	Civilian	Management
Chief of Staff	COS	0932	Manager Iv	Civilian	Management
Chief of Staff	COS	1244	Senior Personnel Analyst	Civilian	Payroll/Personnel
Chief of Staff	COS	1824	Principal Administrative Analyst	Civilian	Analyst
Chief of Staff	COS	1823	Senior Administrative Analyst	Civilian	Analyst
Chief of Staff	COS	1823	Senior Administrative Analyst	Civilian	Analyst
Chief of Staff	IAD	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Chief of Staff	IAD	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Chief of Staff	IAD	8181	Assistant Chief Attorney I	Civilian	Legal
Chief of Staff	IAD	8177	Attorney - Civil And Criminal	Civilian	Legal
Chief of Staff	IAD	1824	Principal Administrative Analyst	Civilian	Analyst
Chief of Staff	IAD	8173	Legal Assistant	Civilian	Legal
Chief of Staff	IAD	8177	Attorney - Civil And Criminal	Civilian	Legal
Chief of Staff	IAD	1406	Senior Clerk	Civilian	Clerical
Chief of Staff	IAD	1406	Senior Clerk	Civilian	Clerical
Chief of Staff	IAD	8177	Attorney - Civil And Criminal	Civilian	Legal
Chief of Staff	LEGA	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Chief of Staff	LEGA	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Chief of Staff	LEGA	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Chief of Staff	LEGA	1823	Senior Administrative Analyst	Civilian	Analyst
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8108	Senior Legal Process Clerk	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	1823	Senior Administrative Analyst	Civilian	Analyst
Chief of Staff	LEGA	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	1406	Senior Clerk	Civilian	Clerical
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8177	Attorney - Civil And Criminal	Civilian	Legal
Chief of Staff	LEGA	8177	Attorney - Civil And Criminal	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	1446	Secretary li	Civilian	Administrative
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	LEGA	8173	Legal Assistant	Civilian	Legal
Chief of Staff	POLI	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Chief of Staff	POLI	1454	Executive Secretary lii	Civilian	Administrative
Field Operations	INGL	1424	Clerk Typist	Civilian	Clerical
Field Operations	INGL	9209	Airport Police Services Aide	Civilian	Services Aide/Cadet
Field Operations	INGL	7410	Automotive Service Worker	Civilian	Automotive
Field Operations	INGL	9209	Airport Police Services Aide	Civilian	Services Aide/Cadet





Field Operations	CED	8274	Police Cadet	Civilian	Services Aide/Cadet
Field Operations	CED	8274	Police Cadet	Civilian	Services Aide/Cadet
Field Operations	CED	8274	Police Cadet	Civilian	Services Aide/Cadet
Field Operations	CED	8274	Police Cadet	Civilian	Services Aide/Cadet
Field Operations	CED	8274	Police Cadet	Civilian	Services Aide/Cadet
Field Operations	CED	8274	Police Cadet	Civilian	Services Aide/Cadet
Field Operations	CED	8274	Police Cadet	Civilian	Services Aide/Cadet
Field Operations	CED	8274	Police Cadet	Civilian	Services Aide/Cadet
Field Operations	CED	1842	Management Assistant	Civilian	Administrative
Field Operations	CED	1842	Management Assistant	Civilian	Administrative
Field Operations	FOB	1424	Clerk Typist	Civilian	Clerical
Field Operations	FOB	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Field Operations	FOB	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Field Operations	FOB	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Field Operations	FOB	1408	Principal Clerk	Civilian	Clerical
Field Operations	FOB	1452	Executive Secretary Ii	Civilian	Administrative
Field Operations	FOB	1842	Management Assistant	Civilian	Administrative
Field Operations	FOB	1452	Executive Secretary Ii	Civilian	Administrative
Field Operations	FOB	0933	Manager V	Civilian	Management
Investigations	BURG	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Investigations	CGIC	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Investigations	CGIC	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Investigations	CGIC	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Investigations	COMP	1823	Senior Administrative Analyst	Civilian	Analyst
Investigations	COMP	1822	Administrative Analyst	Civilian	Analyst
Investigations	COMP	1822	Administrative Analyst	Civilian	Analyst
Investigations	COMP	1822	Administrative Analyst	Civilian	Analyst
Investigations	COMP	1822	Administrative Analyst	Civilian	Analyst
Investigations	COMP	1822	Administrative Analyst	Civilian	Analyst
Investigations	COMP	1824	Principal Administrative Analyst	Civilian	Analyst
Investigations	COMP	1822	Administrative Analyst	Civilian	Analyst
Investigations	CRIM	8262	Senior Criminalist	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8262	Senior Criminalist	Civilian	Crime Lab
Investigations	CRIM	8252	Forensic Latent Examiner I	Civilian	Crime Lab
Investigations	CRIM	0932	Manager Iv	Civilian	Management
Investigations	CRIM	8252	Forensic Latent Examiner I	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	0933	Manager V	Civilian	Management
Investigations	CRIM	1424	Clerk Typist	Civilian	Clerical
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	0932	Manager Iv	Civilian	Management
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	0955	Deputy Director V	Civilian	Management
Investigations	CRIM	2416	Laboratory Technician Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8262	Senior Criminalist	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8262	Senior Criminalist	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8259	Criminalist I	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8260	Criminalist Ii	Civilian	Crime Lab
Investigations	CRIM	8259	Criminalist I	Civilian	Crime Lab
Investigations	CRIM	2416	Laboratory Technician Ii	Civilian	Crime Lab
Investigations	CRIM	2416	Laboratory Technician Ii	Civilian	Crime Lab
Investigations	CSI	1426	Senior Clerk Typist	Civilian	Clerical
Investigations	CSI	8253	Forensic Latent Examiner Ii	Civilian	Crime Lab



Special Operations	MTA	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Special Operations	MTA	9209	Airport Police Services Aide	Civilian	Services Aide/Cadet
Special Operations	MTA	9209	Airport Police Services Aide	Civilian	Services Aide/Cadet
Special Operations	SOB	1452	Executive Secretary Ii	Civilian	Administrative
Special Operations	TACT	3310	Stable Attendant	Civilian	Maintenance
Special Operations	TACT	3310	Stable Attendant	Civilian	Maintenance
Special Operations	TACT	3310	Stable Attendant	Civilian	Maintenance
Special Operations	TACT	3310	Stable Attendant	Civilian	Maintenance
Special Operations	TACT	1406	Senior Clerk	Civilian	Clerical
Special Operations	TACT	3310	Stable Attendant	Civilian	Maintenance
Special Operations	TACT	3310	Stable Attendant	Civilian	Maintenance
Strategic Management	FISC	1632	Senior Account Clerk	Civilian	Other
Strategic Management	FISC	0953	Deputy Director Iii	Civilian	Management
Strategic Management	FISC	1632	Senior Account Clerk	Civilian	Other
Strategic Management	FISC	1654	Accountant III	Civilian	Other
Strategic Management	FISC	1823	Senior Administrative Analyst	Civilian	Analyst
Strategic Management	FISC	1657	Accountant Iv	Civilian	Other
Strategic Management	FISC	1652	Senior Accountant	Civilian	Other
Strategic Management	FISC	1823	Senior Administrative Analyst	Civilian	Analyst
Strategic Management	FISC	1632	Senior Account Clerk	Civilian	Other
Strategic Management	FISC	1824	Principal Administrative Analyst	Civilian	Analyst
Strategic Management	FISC	1824	Principal Administrative Analyst	Civilian	Analyst
Strategic Management	FISC	1654	Accountant III	Civilian	Other
Strategic Management	PROF	8260	Criminalist Ii	Civilian	Crime Lab
Strategic Management	PROF	1823	Senior Administrative Analyst	Civilian	Analyst
Strategic Management	PROF	1823	Senior Administrative Analyst	Civilian	Analyst
Strategic Management	PROF	1823	Senior Administrative Analyst	Civilian	Analyst
Strategic Management	PROF	1823	Senior Administrative Analyst	Civilian	Analyst
Strategic Management	PROF	0922	Manager I	Civilian	Management
Strategic Management	PROF	1823	Senior Administrative Analyst	Civilian	Analyst
Strategic Management	PROF	1822	Administrative Analyst	Civilian	Analyst
Strategic Management	PROF	1822	Administrative Analyst	Civilian	Analyst
Strategic Management	SMGT	0954	Deputy Director Iv	Civilian	Management
Strategic Management	SMGT	1452	Executive Secretary Ii	Civilian	Administrative
Strategic Management	TECH	0960	Prop F 960 Retiree	Civilian	Prop F Retiree
Strategic Management	TECH	0933	Manager V	Civilian	Management
Strategic Management	TECH	1063	Is Programmer Analyst-Senior	Civilian	Information Technology
Strategic Management	TECH	1063	Is Programmer Analyst-Senior	Civilian	Information Technology
Strategic Management	TECH	1052	Business Analyst	Civilian	Information Technology
Strategic Management	TECH	1043	Is Engineer-Senior	Civilian	Information Technology
Strategic Management	TECH	1054	Bus Analyst-Principal	Civilian	Information Technology
Strategic Management	TECH	1044	Is Engineer-Principal	Civilian	Information Technology
Strategic Management	TECH	1063	Is Programmer Analyst-Senior	Civilian	Information Technology
Strategic Management	TECH	1063	Is Programmer Analyst-Senior	Civilian	Information Technology
Strategic Management	TECH	1094	It Operations Support Administrator Iv	Civilian	Information Technology
Strategic Management	TECH	0933	Manager V	Civilian	Management
Strategic Management	TECH	1094	It Operations Support Administrator Iv	Civilian	Information Technology
Strategic Management	TECH	1044	Is Engineer-Principal	Civilian	Information Technology
Strategic Management	TECH	0953	Deputy Director Iii	Civilian	Management
Strategic Management	TECH	1044	Is Engineer-Principal	Civilian	Information Technology
Strategic Management	TECH	1094	It Operations Support Administrator Iv	Civilian	Information Technology
Strategic Management	TECH	1054	Bus Analyst-Principal	Civilian	Information Technology
Strategic Management	TECH	1070	Project Director	Civilian	Management
Strategic Management	TECH	1043	Is Engineer-Senior	Civilian	Information Technology
Strategic Management	TECH	1094	It Operations Support Administrator Iv	Civilian	Information Technology
Strategic Management	TECH	1062	Is Programmer Analyst	Civilian	Information Technology
Strategic Management	TECH	1070	Project Director	Civilian	Management
Strategic Management	TECH	1042	Is Engineer-Journeyman	Civilian	Information Technology
Strategic Management	TECH	1043	Is Engineer-Senior	Civilian	Information Technology
Strategic Management	TECH	1093	IT Operations Support Administrator Iii	Civilian	Information Technology
Strategic Management	TECH	1092	IT Operations Support Administrator Ii	Civilian	Information Technology
Strategic Management	TECH	1093	IT Operations Support Administrator Iii	Civilian	Information Technology
Strategic Management	TECH	1094	It Operations Support Administrator Iv	Civilian	Information Technology
Strategic Management	TECH	1093	IT Operations Support Administrator Iii	Civilian	Information Technology
Strategic Management	TECH	1054	Bus Analyst-Principal	Civilian	Information Technology
Strategic Management	TECH	1063	Is Programmer Analyst-Senior	Civilian	Information Technology
Strategic Management	TECH	1043	Is Engineer-Senior	Civilian	Information Technology





Administration	ADMI	0490	Commander li	Sworn	Commander
Administration	ADMI	Q 3	Police Officer I	Sworn	Police Officer
Administration	ADMI	Q 3	Police Officer I	Sworn	Police Officer
Administration	CIS	Q 4	Police Officer li	Sworn	Police Officer
Administration	CIS	Q 4	Police Officer li	Sworn	Police Officer
Administration	CIS	Q 82	Captain li	Sworn	Captain
Administration	CIS	Q 4	Police Officer li	Sworn	Police Officer
Administration	CIS	Q 4	Police Officer li	Sworn	Police Officer
Administration	CIS	Q 50	Sergeant (Police Dept)	Sworn	Sergeant
Administration	CIS	Q 3	Police Officer I	Sworn	Police Officer
Administration	CIS	Q 62	Lieutenant lii	Sworn	Lieutenant
Administration	CIS	Q 52	Sergeant li	Sworn	Sergeant
Administration	CIS	Q 4	Police Officer li	Sworn	Police Officer
Administration	CIS	Q 52	Sergeant li	Sworn	Sergeant
Administration	CIS	Q 52	Sergeant li	Sworn	Sergeant
Administration	CIS	Q 2	Police Officer	Sworn	Police Officer
Administration	CIS	Q 2	Police Officer	Sworn	Police Officer
Administration	CIS	Q 2	Police Officer	Sworn	Police Officer
Administration	FTO	Q 62	Lieutenant lii	Sworn	Lieutenant
Administration	FTO	Q 4	Police Officer li	Sworn	Police Officer
Administration	FTO	Q 52	Sergeant li	Sworn	Sergeant
Administration	PROP	Q 3	Police Officer I	Sworn	Police Officer
Administration	PROP	Q 2	Police Officer	Sworn	Police Officer
Administration	PROP	Q 4	Police Officer li	Sworn	Police Officer
Administration	PROP	Q 62	Lieutenant lii	Sworn	Lieutenant
Administration	PROP	Q 2	Police Officer	Sworn	Police Officer
Administration	PROP	Q 52	Sergeant li	Sworn	Sergeant
Administration	STAF	Q 62	Lieutenant lii	Sworn	Lieutenant
Administration	STAF	Q 82	Captain li	Sworn	Captain
Administration	STAF	Q 52	Sergeant li	Sworn	Sergeant
Administration	STAF	Q 2	Police Officer	Sworn	Police Officer
Administration	STAF	Q 52	Sergeant li	Sworn	Sergeant
Administration	STAF	Q 4	Police Officer li	Sworn	Police Officer
Administration	STAF	Q 62	Lieutenant lii	Sworn	Lieutenant
Administration	STAF	Q 2	Police Officer	Sworn	Police Officer
Administration	STAF	Q 52	Sergeant li	Sworn	Sergeant
Administration	STAF	Q 62	Lieutenant lii	Sworn	Lieutenant
Administration	STAF	Q 62	Lieutenant lii	Sworn	Lieutenant
Administration	STAF	Q 52	Sergeant li	Sworn	Sergeant
Administration	STAF	Q 4	Police Officer li	Sworn	Police Officer
Administration	STAF	Q 52	Sergeant li	Sworn	Sergeant
Administration	STAF	Q 4	Police Officer li	Sworn	Police Officer
Administration	STAF	Q 52	Sergeant li	Sworn	Sergeant
Administration	STAF	Q 4	Police Officer li	Sworn	Police Officer
Administration	STAF	Q 4	Police Officer li	Sworn	Police Officer
Administration	STAF	Q 4	Police Officer li	Sworn	Police Officer
Administration	STAF	Q 2	Police Officer	Sworn	Police Officer
Administration	STAF	Q 3	Police Officer I	Sworn	Police Officer
Administration	STAF	Q 2	Police Officer	Sworn	Police Officer
Administration	STAF	Q 2	Police Officer	Sworn	Police Officer
Administration	STAF	Q 3	Police Officer I	Sworn	Police Officer
Administration	STAF	Q 2	Police Officer	Sworn	Police Officer
Airport	ADMN	0402	Deputy Chief li	Sworn	Deputy Chief
Airport	ADMN	0490	Commander li	Sworn	Commander
Airport	ADMN	Q 50	Sergeant (Police Dept)	Sworn	Sergeant
Airport	ADMN	Q 80	Captain (Police Dept)	Sworn	Captain
Airport	ADMN	Q 62	Lieutenant lii	Sworn	Lieutenant
Airport	ADMN	Q 4	Police Officer li	Sworn	Police Officer
Airport	ADMN	Q 3	Police Officer I	Sworn	Police Officer
Airport	ADMN	Q 50	Sergeant (Police Dept)	Sworn	Sergeant
Airport	ADMN	Q 2	Police Officer	Sworn	Police Officer
Airport	ADMN	Q 52	Sergeant li	Sworn	Sergeant
Airport	ADMN	Q 4	Police Officer li	Sworn	Police Officer
Airport	ADMN	Q 4	Police Officer li	Sworn	Police Officer
Airport	ADMN	Q 3	Police Officer I	Sworn	Police Officer
Airport	ADMN	Q 4	Police Officer li	Sworn	Police Officer



























































Special Operations	TCI	Q 52	Sergeant li	Sworn	Sergeant
Special Operations	TCI	Q 52	Sergeant li	Sworn	Sergeant
Special Operations	TCI	Q 52	Sergeant li	Sworn	Sergeant
Strategic Management	PROF	Q 2	Police Officer	Sworn	Police Officer
Strategic Management	PROF	Q 52	Sergeant li	Sworn	Sergeant
Strategic Management	PROF	Q 52	Sergeant li	Sworn	Sergeant
Strategic Management	PROF	Q 52	Sergeant li	Sworn	Sergeant
Strategic Management	PROF	Q 4	Police Officer li	Sworn	Police Officer
Strategic Management	PROF	Q 4	Police Officer li	Sworn	Police Officer
Strategic Management	PROF	Q 3	Police Officer I	Sworn	Police Officer
Strategic Management	TECH	Q 4	Police Officer li	Sworn	Police Officer
Strategic Management	TECH	Q 3	Police Officer I	Sworn	Police Officer