

File No. 250185

Committee Item No. 2

Board Item No. 6

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Budget and Appropriations Committee Date April 30, 2025

Board of Supervisors Meeting Date May 13, 2025

Cmte Board

<input type="checkbox"/>	<input type="checkbox"/>	Motion
<input type="checkbox"/>	<input type="checkbox"/>	Resolution
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Ordinance
<input type="checkbox"/>	<input type="checkbox"/>	Legislative Digest
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Budget and Legislative Analyst Report
<input type="checkbox"/>	<input type="checkbox"/>	Youth Commission Report
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Introduction Form
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Department/Agency Cover Letter and/or Report
<input type="checkbox"/>	<input type="checkbox"/>	MOU
<input type="checkbox"/>	<input type="checkbox"/>	Grant Information Form
<input type="checkbox"/>	<input type="checkbox"/>	Grant Budget
<input type="checkbox"/>	<input type="checkbox"/>	Subcontract Budget
<input type="checkbox"/>	<input type="checkbox"/>	Contract/Agreement
<input type="checkbox"/>	<input type="checkbox"/>	Form 126 – Ethics Commission
<input type="checkbox"/>	<input type="checkbox"/>	Award Letter
<input type="checkbox"/>	<input type="checkbox"/>	Application
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Public Correspondence

OTHER (Use back side if additional space is needed)

<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>POL Presentation 4/30/2025</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>SHF Presentation 4/30/2025</u>
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Completed by: Brent Jalipa Date May 1, 2025

Completed by: Brent Jalipa Date

[De-Appropriation – Salaries/Benefits/~~Equipment/Supplies/Vehicles, Various Projects -~~
Police/Sheriff's Department - ~~\$86,621,397~~ \$86,310,081 - Appropriation - General Fund -
~~\$5,428,603~~ \$5,739,919 - Overtime/Building Maintenance and Structure Improvement
Projects/Repair - Police Department and Sheriff's Department POL/SHE - \$92,050,000 -
FY2024-2025]

Ordinance appropriating \$5,428,603 from the General Reserve and \$311,316 of
Boarding of Prisoners revenue, de-appropriating ~~\$86,621,397~~ \$86,310,081 from
salaries, mandatory fringe benefits, ~~equipment, and materials and supplies~~
vehicles, programmatic projects, capital renewal projects, and building and
structure improvement projects and appropriating \$61,000,000 to overtime in the
Police Department and \$30,000,000 to overtime in the Sheriff's Department in order
to support the Departments' projected increases in overtime as required per
Administrative Code Section 3.17, and \$1,050,000 to ~~building maintenance services~~
~~and building and structure improvement projects~~ and building repair in the
Sheriff's Department.

Note: Additions are single-underline italics Times New Roman;
deletions are ~~strikethrough italics Times New Roman~~.
Board amendment additions are double underlined.
Board amendment deletions are ~~strikethrough normal~~.

Be it ordained by the People of the City and County of San Francisco:

Section 1. The sources of funding outlined below are herein appropriated and de-
appropriated to reflect the projected sources of funding for FY2024-2025.

SOURCES Appropriation

Fund /	Project & Activity /	Account	Description	Amount
Department ID	Authority			
10020 - GF	10023237 - General	598040	Designated	\$5,428,603
Continuing	Reserve Admin Code 10. /		For General	
Authority Ctrl /	0001 - General Reserve		Reserve	
230018 - GEN	Admin Code 10. / 17064 -			
General City -	GE General Reserve Admin			
Unallocated	Code			
<u>10000 - GF Annual</u>	<u>10001928 - SH Custody</u>	<u>460701</u>	<u>Boarding of</u>	<u>\$311,316</u>
<u>Account Control /</u>	<u>Division Support / 0001 -</u>		<u>Prisoners</u>	
<u>210737 - SHF</u>	<u>Custody Division Support /</u>			
<u>Custody</u>	<u>10000 - Operating</u>			
Total Sources Appropriation – SHF				\$5,428,603
				<u>\$5,739,919</u>

USES De-appropriation

	Fund /	Project & Activity /	Account	Description	Amount
	Department ID	Authority			
5	10000 - GF Annual	10001911 - PC Field	501010	Perm	(\$43,000,000)
6	Account Ctrl /	Operations / 0002 - Field		Salaries-Misc-	<u>(\$47,700,000)</u>
7	232087 - POL -	Operations / 10000 -		Regular	
8	FOB - Patrol	Operating			
10	10000 - GF Annual	10001911 - PC Field	509010	Premium Pay	(\$6,100,000)
11	Account Ctrl /	Operations / 0002 - Field		- Misc	<u>(\$5,500,000)</u>
12	232087 - POL -	Operations / 10000 -			
13	FOB - Patrol	Operating			
15	10000 - GF Annual	10001911 - PC Field	515710	Dependent	(\$11,900,000)
16	Account Ctrl /	Operations / 0002 - Field		Coverage	<u>(\$7,800,000)</u>
17	232087 - POL -	Operations / 10000 -			
18	FOB - Patrol	Operating			
20	Subtotal - POL				(\$61,000,000)
22	10000 - GF Annual	10001929 - SH Jail / 0002 -	501010	Perm	(\$3,000,000)
23	Account Ctrl /	Jail No. 1 - 425 7Th St - I&R		Salaries-Misc-	
24	210737 - SHE	/ 10000 - Operating		Regular	
25	Custody				

	Fund /	Project & Activity /	Account	Description	Amount
	Department ID	Authority			
1					
2					
3	10000 - GF Annual	10001929 - SH Jail / 0006 -	501010	Perm	(\$10,277,786)
4	Account Ctrl /	Jail No. 5 - San Bruno /		Salaries-Misc-	<u>(\$12,750,000)</u>
5	210737 - SHF	10000 – Operating		Regular	
6	Custody				
7					
8	10000 - GF Annual	10001929 - SH Jail / 0002 -	513090	Retirement	(\$2,000,000)
9	Account Ctrl /	Jail No. 1 - 425 7Th St - I&R		Non-City	
10	210737 - SHF	/ 10000 - Operating		(Pers)	
11	Custody				
12					
13	10000 - GF Annual	10001929 - SH Jail / 0006 -	513090	Retirement	(\$6,472,214)
14	Account Ctrl /	Jail No. 5 - San Bruno /		Non-City	<u>(\$7,472,253)</u>
15	210737 - SHF	10000 - Operating		(Pers)	
16	Custody				
17					
18	10000 - GF Annual	10001942 - SH Fleet	560290	Automotive &	(\$300,000)
19	Account Ctrl /	Management / 0001 - Fleet		Other	<u>(\$350,000)</u>
20	210739 - SHF	Management / 10000 -		Vehicles	
21	Planning	Operating			
22					
23					
24					
25					

	Fund /	Project & Activity /	Account	Description	Amount
1	Department ID	Authority			
2					
3	10020 - GF	10037684 - SH Jail	506070	Programmatic	(\$3,571,397)
4	Continuing	Monitoring System JMS /		Projects-	
5	Authority Ctrl /	0001 - SH Jail Monitoring		Budget	
6	232331 - SHF	System JMS / 21788 - SH			
7	Administration	Jail Monitoring System JMS			
8					
9	<u>10020 - GF</u>	<u>10037715 - Fire Life Safety</u>	<u>584030</u>	<u>Capital</u>	<u>(\$1,000,000)</u>
10	<u>Continuing</u>	<u>CR / 0002 - CJ2 Fire Life</u>		<u>Renewal</u>	
11	<u>Authority Ctrl /</u>	<u>Safety CR / 21807 - SHF</u>		<u>Projects</u>	
12	<u>232331 - SHF</u>	<u>Fire Life Safety CR</u>			
13	<u>Administration</u>				
14					
15	<u>10020 - GF</u>	<u>10038965 - SBJ Boiler</u>	<u>567000</u>	<u>Bldgs, Struct&I</u>	<u>(\$166,431)</u>
16	<u>Continuing</u>	<u>Repair / 0001 - SBJ Boiler</u>		<u>mprv Proj-</u>	
17	<u>Authority Ctrl /</u>	<u>Repair / 22250 - SBJ Boiler</u>		<u>Budget</u>	
18	<u>210739 - SHF</u>	<u>Repair</u>			
19	<u>Planning</u>				
20					
21	Subtotal – SHF				<u>(\$25,621,397)</u>
22					<u>(\$25,310,081)</u>
23					
24	Total Uses De-appropriation				<u>(\$86,621,397)</u>
25					<u>(\$86,310,081)</u>

Section 2. The uses of funding outlined below are herein appropriated to reflect the projected funding available for FY 2024-25.

USES Appropriation

Fund / Department ID	Project & Activity / Authority	Account	Description	Amount
10000 - GF Annual Account Ctrl / 232087 - POL - FOB – Patrol	10001911 - PC Field Operations / 0002 - Field Operations / 10000 - Operating	511010	Overtime - Scheduled Misc	\$61,000,000
Subtotal – POL				\$61,000,000
10000 - GF Annual Account Ctrl / 232331 - SHF Administration	10001912 - SH Administration / 0001 - Administration / 10000 - Operating	511010	Overtime - Scheduled Misc	\$4,725,000
10000 - GF Annual Account Ctrl / 210737 - SHF Custody	10001913 - SH Central Warrants Bureau / 0001 - Central Warrants & Records / 10000 - Operating	511010	Overtime - Scheduled Misc	\$1,150,000

	Fund /	Project & Activity /	Account	Description	Amount
	Department ID	Authority			
1					
2					
3	10000 GF Annual	10001914 SH Field	511010	Overtime	\$7,450,000
4	Account Ctrl /	Services Support / 0001		Scheduled	
5	210738 SHF Field	Field Services Div Support /		Misc	
6		10000 Operating			
7					
8	10000 GF Annual	10001929 SH Jail / 0002	511010	Overtime	\$3,500,000
9	Account Ctrl /	Jail No. 1 425 7Th St I&R		Scheduled	
10	210737 SHF	/ 10000 Operating		Misc	
11	Custody				
12					
13	10000 GF Annual	10001929 SH Jail / 0003	511010	Overtime	\$4,175,000
14	Account Ctrl /	Jail No. 2 425 7Th St /		Scheduled	
15	210737 SHF	10000 Operating		Misc	
16	Custody				
17					
18	10000 GF Annual	10001940 SH Jail	511010	Overtime	\$2,500,000
19	Account Ctrl /	Storekeeper / 0002 Sfgh		Scheduled	
20	210737 SHF	Hospital Med/Psych Ward /		Misc	
21	Custody	10000 Operating			
22					
23					
24					
25					

	Fund /	Project & Activity /	Account	Description	Amount
	Department ID	Authority			
1					
2					
3	10000 - GF Annual	10001929 - SH Jail / 0006 -	511010	Overtime -	\$3,000,000
4	Account Ctrl /	Jail No. 5 - San Bruno /		Scheduled	<u>\$20,500,000</u>
5	210737 - SHF	10000 - Operating		Misc	
6	Custody				
7					
8	10000 - GF Annual	10001929 - SH Jail / 0015 -	511010	Overtime -	\$3,500,000
9	Account Ctrl /	Jail No. 3A San Bruno Jail A		Scheduled	
10	210737 - SHF	/ 10000 - Operating		Misc	
11	Custody				
12					
13	<u>10000 - GF Annual</u>	<u>10001915 - SH City Hall</u>	<u>511010</u>	<u>Overtime -</u>	<u>\$8,000,000</u>
14	<u>Account Ctrl /</u>	<u>Security / 0001 - City Hall</u>		<u>Scheduled</u>	
15	<u>210738 - SHF Field</u>	<u>Security General / 10000 -</u>		<u>Misc</u>	
16		<u>Operating</u>			
17					
18	<u>10000 - GF Annual</u>	<u>10001923 - SH Technical</u>	<u>511010</u>	<u>Overtime -</u>	<u>\$1,500,000</u>
19	<u>Account Ctrl /</u>	<u>Support / 0001 - Technical</u>		<u>Scheduled</u>	
20	<u>210739 - SHF</u>	<u>Support / 10000 - Operating</u>		<u>Misc</u>	
21	<u>Planning</u>				
22					
23					
24					
25					

	Fund /	Project & Activity /	Account	Description	Amount
1	Department ID	Authority			
2					
3	10020 - GF	10038964 - CJ3	528990	Other Bldg	\$500,000
4	Continuing	Annex&Lrng Ctr Extr Paint /		Maint Svcs	
5	Authority Ctrl /	0001 - CJ3 Annex&Lrng Ctr-			
6	210739 - SHF	Extr Paint / 22249 - Exterior			
7	Planning	Paint			
8					
9	10020 - GF	10041429 - San Bruno	567000	Bldgs,Struct&I	\$50,000
10	Continuing	Water Heaters / 0001 - San		mprv Proj-	
11	Authority Ctrl /	Bruno Water Heaters /		Budget	
12	210739 - SHF	22835 - San Bruno Water			
13	Planning	Heaters			
14					
15	10010 - GF Annual	10016951 - Shf - Facilites	567000	Bldgs,Struct&I	\$500,000
16	Authority Ctrl /	Maintenance / 0004 - Shf -		mprv Proj-	
17	210739 - SHF	Facilities Maintenance /		Budget	
18	Planning	15808 - Shf - Facilites			
19		Maintenance			
20					
21	<u>10000 - GF Annual</u>	<u>10001941 - SH Building</u>	<u>581067</u>	<u>Sr-DPW-</u>	<u>\$1,000,000</u>
22	<u>Account Ctrl /</u>	<u>Services / 0004 - 425 7Th</u>		<u>Building</u>	
23	<u>210739 - SHF</u>	<u>Street Maintenance / 10000</u>		<u>Repair</u>	
24	<u>Planning</u>	<u>- Operating</u>			
25					

	Fund /	Project & Activity /	Account	Description	Amount
	Department ID	Authority			
3	Subtotal – SHF				\$31,050,000
5	Total Uses Appropriation				<u>\$92,050,000</u>

Section 3. The Controller is authorized to record transfers between funds and adjust the accounting treatment of sources and uses appropriated in this ordinance as necessary to conform with Generally Accepted Accounting Principles and other laws.

APPROVED AS TO FORM:
DAVID CHIU, City Attorney

FUNDS AVAILABLE:
GREG WAGNER, Controller

By: /s/
BRADLEY RUSSI
Deputy City Attorney

By: /s/
GREG WAGNER
Controller

Item 2 File 25-0185	Departments: Police Department (SFPD), Sheriff's Department (Sheriff)
EXECUTIVE SUMMARY	
<p style="text-align: center;">Legislative Objectives</p> <ul style="list-style-type: none"> The proposed ordinance: (1) appropriates \$5,428,603 from the General Reserve, (2) de-appropriates \$86,621,397 from salaries, fringe benefits, and non-personnel spending and appropriates \$61,000,000 to overtime to the Police Department and \$30,000,000 to overtime in the Sheriff's Department, and (3) appropriates \$1,050,000 to building maintenance services and building and structure improvements projects in the Sheriff's Department in FY 2024-25. <p style="text-align: center;">Key Points</p> <ul style="list-style-type: none"> The Police and Sheriff Departments report that vacancies combined with minimum staffing levels required to maintain services are contributing to the need for staff to work overtime. The Departments are proposing to use vacancy savings to increase their overtime budgets. The Police Department also utilizes overtime to staff special events and special policing initiatives. The Sheriff's Department has reopened the County Jail #3 Annex to accommodate a growing jail population and has needed to utilize overtime to staff the facility. <p style="text-align: center;">Fiscal Impact</p> <ul style="list-style-type: none"> Of the proposed \$92.05 million, \$86.6 million is transferring funding within the Police and Sheriff Departments' General Fund budgets. Most of the spending is for overtime that has already been worked. The proposed \$5.4 million draw from the General Reserve will require a deposit of the same amount in FY 2025-26. This will require further General Fund budget reductions beyond what departments have already proposed to Mayor's Office in order to balance the Citywide budget. <p style="text-align: center;">Policy Consideration</p> <ul style="list-style-type: none"> The overtime budgets for the Police and Sheriff are not realistic. The budgets for each department in FY 2025-26 should be adjusted to properly account for vacancies to avoid mid-year changes to each department's overtime budget. The level of overtime in each department is partially driven by staffing, crime, and public safety policy choices, such as the scope of Police special initiatives, arrests, and prosecutions. Changes to existing staffing levels and/or public safety policies would reduce, but not eliminate, the need for Police and Sheriff overtime. Our December 2024 Performance Audit of Police Overtime found that the Department did not comply with regulations and best practices related to controlling overtime. The audit contained 29 recommendations to the Police Chief, who agreed or partially agreed with 26 of them. Implementing our recommendations will reduce Police overtime. <p style="text-align: center;">Recommendations</p> <ul style="list-style-type: none"> Approve the proposed transfer of funds within the Police and Sheriff's Departments. Approval of the appropriation from the General Reserve is a policy matter for the Board of Supervisors. 	

MANDATE STATEMENT

Charter Section 9.105 states that amendments to the Annual Appropriation Ordinance are subject to Board of Supervisors approval by ordinance, after the Controller certifies the availability of funds.

Administrative Code Section 3.17 states that the Airport; Department of Emergency Management; Fire Department; Police Department; Department of Public Health; Public Utilities Commission; Department of Public Works; Recreation and Park Department; and Sheriff must obtain a supplemental appropriation to exceed the overtime budgets in their annual operating funds.

BACKGROUND

The Police Department and Sheriff's Department are requesting a supplemental appropriation to increase their overtime budgets in annual operating funds, as per Administrative Code Section 3.17. Both departments report that vacancies combined with minimum staffing levels required to maintain services are contributing to the need for staff to work overtime. The Police Department also utilizes overtime to staff special events and special policing initiatives. The Sheriff's Department has reopened the County Jail #3 Annex to accommodate a growing jail population and has needed to utilize overtime to staff the facility. Additionally, the Sheriff's Department is requesting \$1,050,000 for building maintenance services and structure improvement projects.

DETAILS OF PROPOSED LEGISLATION

The proposed ordinance (1) appropriates \$5,428,603 from the General Reserve, (2) de-appropriates \$86,621,397 from salaries, mandatory fringe benefits, equipment, and materials and supplies and appropriates \$61,000,000 to overtime in the Police Department and \$30,000,000 to overtime in the Sheriff's Department, and (3) appropriates \$1,050,000 to building maintenance services and building and structure improvement projects in the Sheriff's Department.

Exhibit 1 below summarizes the proposed appropriation of \$92,050,000 by department.

Exhibit 1: Appropriation of \$92,050,000 by Department

Sources	Police Department	Sheriff's Department	General City Responsibility	Total
<u>Appropriation</u>				
General Reserve	-		\$5,428,603	\$5,428,603
<u>De-Appropriation</u>				
Permanent Salaries	\$43,000,000	\$13,277,786	-	\$56,277,786
Premium Pay	6,100,000	-	-	6,100,000
Dependent Coverage	11,900,000	-	-	11,900,000
Retirement	-	8,472,214	-	8,472,214
Automotive & Other Vehicles	-	300,000	-	300,000
Programmatic Projects	-	3,571,397	-	3,571,397
Total Sources	\$61,000,000	\$25,621,397	\$5,428,603	\$92,050,000
<u>Uses</u>				
<u>Appropriation</u>				
Overtime	\$61,000,000	\$30,000,000	-	\$91,000,000
Building Maintenance	-	500,000	-	500,000
Building Improvements	-	550,000	-	550,000
Total Uses	\$61,000,000	\$31,050,000	-	\$92,050,000

Source: Proposed ordinance

Potential Amendments

The Police Department intends to request an amendment to the proposed ordinance that shifts the fundings sources for the proposed \$61 million in overtime. The new sources are: \$47.7 million in permanent salaries, \$5.5 million in premium pay, \$7.8 million in dependent coverage.

The Sheriff may request an amendment that also shifts funding sources for their overtime and capital projects but would not increase the draw from the General Reserve. The sources of funding would include \$150,566 in revenue from the US Marshall Service, \$12.98 million in permanent salaries, \$7.9 million in retirement savings, \$350,000 in vehicle savings, and \$4.9 million from programmatic projects. Together with the \$5.4 million General Reserve funding, this would provide the Sheriff with \$30.2 million in new overtime and \$1.6 million in capital project funding, for a total appropriation of \$31.8 million.

FISCAL IMPACT**Proposed Increases in Overtime**

The proposed ordinance increases budgeted overtime by 148 percent in the Police Department and 222 percent in the Sheriff's Department. Exhibit 2 below summarizes the FY 2024-25 approved overtime budget for each department, the resulting increase from the proposed ordinance, and the FY 2023-24 actual expenditures.

Exhibit 2: FY 2024-25 Overtime Budget and Proposed Increase, Annual Operating Funds

	Police	Sheriff	Total
FY 2024-25 Overtime Budget	\$41,018,278	\$13,523,677	\$54,541,955
Proposed Increase in Overtime	61,000,000	30,000,000	91,000,000
New Overtime Budget	\$102,018,278	\$43,523,677	\$145,541,955
Percent Increase	148%	222%	167%
FY 2023-24 Actual Overtime Expenditures	\$90,923,799	\$30,379,070	\$121,302,868
New Overtime Budget, Percent of FY 2023-24 Actual Expenditures	112%	143%	120%

Source: Proposed Ordinance, City Budget System

General Reserve

The proposed \$5.4 million draw from the General Reserve will require a deposit of the same amount in FY 2025-26. This will require further General Fund budget reductions beyond what departments have already proposed to Mayor's Office in order to balance the Citywide budget.

The current balance of the General Reserve is \$141.7 million. Under the General Reserve policy established in Administrative Code 10.60(b), the Controller's Office projects a \$20.2 million deposit into the General Reserve in FY 2025-26, increasing the balance to \$161.9 million. The proposed use of the General Reserve will increase the required deposit in FY 2025-26 to \$25.6 million.

The following sections provide additional detail on the proposed increases in overtime for each department:

Police Department: \$61,000,000

The proposed ordinance de-appropriates \$61,000,000 from permanent salaries, premium pay, and dependent coverage in the San Francisco Police Department's (SFPD) FY 2024-25 budget to pay for \$61,000,000 in overtime expenditures, as shown in Exhibit 1 above. SFPD exceeded its FY 2024-25 overtime budget in the pay period ending December 6, 2024.

According to Kimmie Wu, SFPD Chief Financial Officer, the permanent salary surplus is largely due to vacancies, with separations outpacing new hires in recent years. SFPD projects that FY 2024-25 General Fund permanent salaries will total approximately \$326.5 million, compared to a budgeted amount of \$375.3 million, for a projected surplus of \$48.8 million. However, SFPD projects FY 2024-25 General Fund overtime expenditures of approximately \$97.9 million, compared to a budgeted amount of \$41 million, for a projected deficit of \$56.9 million. SFPD is requesting a supplemental appropriation of \$61 million in case actual overtime costs continue to exceed projections in the final months of the fiscal year.

Uses of Overtime

As of February 28, 2025, SFPD has incurred approximately 528,321 hours of overtime in FY 2024-25. By comparison, SFPD incurred a total of approximately 820,167 hours of overtime in FY 2023-24. Of the 528,321 overtime hours to date, approximately 387,429 hours, or 73 percent, are

within the category “extended work week.” This includes the backfilling of vacant positions, special event staffing, and any other use of overtime that is not associated with an arrest, investigation, court, or academy training. An overview of FY 2024-25 overtime usage is shown in Exhibit 3 below.

Exhibit 3: Breakdown of SFPD Overtime Usage (General Fund)

Overtime	FY 2023-24 Overtime Hours	FY 2024-25 Overtime Hours, Through February 2025	FY 2024-25 Total Overtime Hours, Projected
Court	36,013	24,710	37,065
Investigation	55,435	42,518	63,777
Arrest	65,089	49,053	73,580
Miscellaneous	8,508	3,932	5,897
Academy Training	21,943	20,680	31,019
Extended Work Week			
APEC	89,744	-	-
DMACC & Street Conditions	36,077	26,484	39,726
Tourism Deployment Plan	17,588	7,340	11,009
Safe Shopper/Police Presence	94,578	61,716	92,574
Events	51,877	25,086	37,628
Dignitary Protection	24,332	11,816	17,723
Hospital Watch	9,697	3,762	5,643
Violence Reduction	33,291	17,653	26,479
NBA All-Star Weekend	-	24,526	24,526
OT Backfill/Staff Shortage	208,957	145,444	218,165
Extended Work Week- Other	62,992	63,604	95,406
<i>Extended Work Week Subtotal</i>	<i>629,133</i>	<i>387,429</i>	<i>568,880</i>
Total	820,167	528,321	780,118

Source: SFPD

Note: Total FY 2024-25 overtime is based on a straight-line projection of overtime hours incurred through February 2025.

Including updated data from March 2025, SFPD is projected to incur approximately 806,112 total overtime hours in FY 2024-25, which is a slight reduction from the 820,167 overtime hours in FY 2023-24. Overtime hours were elevated in FY 2023-24 partially due to the Asia Pacific Economic Cooperation (APEC) conference, which incurred 89,744 hours of overtime. Conversely, FY 2024-25 included 24,526 hours associated with hosting National Basketball Association (NBA) All-Star Weekend.

Calls for Service

Through March 25, 2025, SFPD has had 319,758 calls for service in FY 2024-25. Using a straight-line projection, SFPD would have approximately 437,122 calls for service in FY 2024-25, which would be a 2.4 percent decrease from the 447,999 total calls in FY 2023-24. Priority A calls, which include more serious violent or property crimes that pose an imminent danger to life or property, are projected to decrease by approximately five percent. Priority B and C calls, which are less imminent or severe, are projected to decrease by approximately two percent. However, as noted above, much of the overtime utilization has been for sector patrol backfill, special events, and special policing initiatives, which are not immediately correlated to calls for service. Although calls for service are projected to decrease compared to FY 2023-24, overtime hours associated with these calls, such as for arrests and investigations, are projected to increase. An overview of calls for service in FY 2023-24 and 2024-25 is shown in Exhibit 4 below.

Exhibit 4: SFPD Calls for Service

Call Priority	FY 2023-24, Total	FY 2024-25, Through 3/25/2025	FY 2024-25, Projected
A	77,798	54,248	74,159
B	131,456	94,472	129,147
C	238,745	171,038	233,816
Total	447,999	319,758	437,122

Source: SFPD

Police Staffing

SFPD has approximately 390 vacant sworn positions out of approximately 2,092 total sworn positions (excluding work-order funded positions), for a vacancy rate of approximately 19 percent.¹ This is a five percent decrease from the 410 sworn vacancies in the General Fund reported to us in March 2024, when the Police Department requested a similar transfer of funding between the salary and overtime accounts in FY 2023-24.

SFPD had an academy class (#283) that finished in January 2025, with nine graduates who have completed field officer training. Class #284 will conclude May 2025 and has 33 recruits who could enter field training, which the Police report is the largest class since February 2019. SFPD has scheduled the next academy class to begin in May 2025 and hopes to have approximately 55 recruits in the class. To date, 43 applicants have been accepted into the class.

Additionally, SFPD is using approximately 278 retirees to backfill vacant positions, as allowed under City Charter Section A8.511(c), which allows retirees to work for up to 960 hours per year while also receiving a pension. However, such workers are not considered sworn officers and are not able to carry out many of the Department's needs, such as sector patrols, but may assist with investigations or community ambassador functions.

¹ Of the 1,721 sworn officers in the City, 1,465 are full-duty officers, a figure which excludes officers on leave or modified duty and therefore are unavailable for field deployment.

Sheriff's Department: \$31,050,000

The proposed appropriation appropriates \$5,428,603 from the General Reserve and de-appropriates \$13,277,786 from permanent salaries, \$8,472,214 from retirement, \$300,000 from automotive and other vehicles, and \$3,571,397 in programmatic projects in the Sheriff's Department's FY 2024-25 budget to pay for \$30,000,000 in overtime, \$500,000 in building maintenance, and \$550,000 in building improvements expenditures, as shown in Exhibit 1 above. The Sheriff's Department exceeded its FY 2024-25 overtime budget in the pay period ending November 8, 2024.

According to Patrick Leung, Sheriff's Department Chief Financial Officer, the permanent salaries surplus and overtime needs are largely due to vacancies, mostly in the 8504 Deputy Sheriff classification, coupled with an increasing jail population. The Sheriff's Department projects that FY 2024-25 General Fund permanent salaries will total approximately \$75.4 million, compared to a budgeted amount of \$122.4 million, for a projected surplus of \$47 million, which is partially offset by expenditures in sick pay, vacation, other time off, holiday pay, temporary salaries, premium pay, and retiree payouts. However, the Sheriff's Department projects total overtime expenditures of \$42.2 million, compared to a budgeted amount of \$13.5 million, for a projected deficit of \$28.7 million. Overall, the department is projecting a deficit of approximately \$9.8 million in total salaries and benefits. The Sheriff's Department is requesting a \$30 million appropriation to provide a buffer in case overtime expenditures exceed the initial projections for the final months of the fiscal year.

Sheriff Uses of Overtime

Overtime has been used to backfill vacancies to meet minimum staffing requirements in the jails, transport inmates between the jails and courts, and guard hospitalized inmates at San Francisco General Hospital and Psychiatric Ward. The average daily jail population has increased from approximately 800 inmates from 2020 through 2022 to approximately 1,200 inmates in late 2024, which is a return to the average population in 2018 and 2019. The increase in the jail population is due to an increase in arrests and prosecutions. The jail population over time is shown in Exhibit 5 below.

Exhibit 5: San Francisco Jail Population, 2018-2025

Source: Sheriff's Department

To address the increasing jail population, the Sheriff's Department reopened the County Jail #3 Annex in San Bruno in Fall 2023, which contains six dorm rooms with 62 beds each, for a total maximum capacity of 372 inmates. According to Chief Financial Officer Leung, the Sheriff's Department had anticipated that the annex would be opened temporarily and therefore did not budget for full staffing of the annex for FY 2024-25. However, jail populations have remained high, so the Sheriff's Office is now treating the annex as a semi-permanent expansion of its jail capacity, and more overtime shifts are needed to fully staff the annex. Therefore, the salary surplus from vacant positions is insufficient to cover the overtime deficit and a supplemental appropriation from the General Reserve is needed to maintain staffing levels. The jail population may further increase due to a court order that has suspended the use of a pre-trial electronic monitoring diversion program, as well as the passage of Proposition 36, which allows for felony charges for certain misdemeanor offenses by repeat offenders.

In addition to Custody Operations, the Sheriff's Field Operations Division is comprised of numerous units that respond to calls for service and provide security at government buildings, including City Hall and courthouses. The Sheriff's Department provides other services, such as the Civil Unit, which enforces residential and business evictions, serves restraining orders, and serves civil process paperwork for small claims court. Overtime hours by division are shown in Exhibit 6 below. The primary driver of the Sheriff's increase in overtime in FY 2024-25 is due to Custody operations.

Exhibit 6: Sheriff Department Overtime Hours by Division

Division	FY 2023-24 Overtime Hours	FY 2024-25 Overtime Hours, through 2/28/2025	FY 2024-25 Overtime Hours, Projected
Administration	40,798	31,550	47,324
Custody	219,157	158,353	237,530
Field	86,099	57,488	86,231
Planning	10,345	8,043	12,065
Total	356,399	255,434	383,151

Source: Sheriff's Department

Sheriff Staffing

According to Chief Financial Officer Leung, the Sheriff's Department has approximately 199 sworn vacancies out of 759 positions, for a vacancy rate of approximately 26 percent. This is similar to the 201 vacancies reported in March 2024, when the Sheriff requested a similar transfer of funding between the salary and overtime accounts for FY 2023-24.

The Sheriff's Department has been able to reduce overtime by utilizing the help of approximately 51 retirees to help backfill sworn functions, who, as noted above, may work for up to 960 hours per year while receiving a pension but cannot carry out all sworn job functions.

The Sheriff's Department has hired 68 deputy sheriffs in FY 2024-25 through March 15, 2025. The Department currently has 33 recruits in various stages of academy training, and an additional 12 recruits will start academy classes in April 2025. In planning to fully staff the County Jail #3 Annex going forward, the Sheriff's Office is requesting 93.8 new full-time equivalent (FTE) positions in the FY 2025-26 budget and 116 new FTE positions in the FY 2026-27 budget. While it is unlikely that all these positions would be filled, the staffing budget increase, if approved by the Mayor's Budget Office and Board of Supervisors, would likely prevent the need for another appropriation from the General Reserve (assuming the jail population remains constant).

Sheriff Capital and Maintenance Needs

The Sheriff's Department reports that County Jail #3 and the annex are outdated facilities with numerous structural and mechanical issues. A 2017 technical assessment estimated that the cost to fully renovate the annex was approximately \$164.9 million, or \$243.8 million in 2024 dollars.

Notably, County Jail #3 has four waters. Three water heaters are currently inoperable, leaving just one water heater for the entire facility (including the annex). The proposed appropriation would provide \$50,000 to help fund the replacement of one inoperable water heater, of which the total cost is approximately \$650,000 (the remaining fund can be sourced by the Sheriff's existing resources). Another \$500,000 would be used for exterior painting to help keep the building waterproof.

The Sheriff's Department FY 2025-26 budget included \$794,280 for facilities maintenance, which was fully expended by December 2024. Through February 2025, the Sheriff's Department has incurred approximately \$494,742 in unpaid work orders with the Department of Public Works (DPW). Using a straight-line projection, DPW estimates that the total amount owed through the

end of FY 2024-25 is approximately \$1.03 million. The proposed appropriation would provide \$500,000 to address this shortfall, so an additional supplemental appropriation may be needed. The proposed ordinance also de-appropriates \$3,571,397 from programmatic projects for the jail management system due to delays associated with procuring a vendor. The project is still needed for the department and will have to be funded again in a future budget.

POLICY CONSIDERATION

Established Overtime Budgets Are Not Realistic

Every year, the Sheriff and Police Departments exceed their overtime budgets. In the General Fund in FY 2023-24, the Police spent more than double their overtime budget (\$88 million in actual spending versus a budget of \$41.4 million) and the Sheriff spent nearly four times their overtime budget (\$30.4 million in actual spending versus a budget of \$7.1 million). Most years, the excess overtime spending is covered by transferring funding from vacant positions, resulting in no overall increase in the department's budget. However, in FY 2022-23, the Police Department required a \$25.3 million supplemental appropriation from the General Reserve to support its overtime spending and now the Sheriff requires a \$5.4 million appropriation from the General Reserve to sustain its level of overtime spending this year.

The Police Chief, Sheriff, Mayor, and Board of Supervisors should work together to establish realistic overtime budgets for FY 2025-26 that properly account for vacancies to avoid mid-year changes to each department's overtime budget.

Level of Overtime Is Driven by Policy Choices

Maintaining existing levels of Police and Sheriff overtime in next year's budget will be necessary to maintain existing public safety policies, including 911 responses time, special initiatives to respond to crime and disorder downtown, and adequately staffing the jail system in light of a return to pre-COVID jail populations. Changes to existing public safety and criminal justice policies would reduce the need for Police and Sheriff overtime.

Because of the projected deficit in the General Fund in FY 2025-26 and beyond, maintaining the Police and Sheriff overtime budgets will require further reductions to non-public safety department budgets beyond what has already proposed to the Mayor's Budget Office.

Police Overtime Audit

Our December 2024 Performance Audit of Police Overtime found that the Department did not comply with regulations and best practices related to controlling overtime and that the Department did not adequately manage use of sick time, which in turn contributed to high overtime use. The audit contained 29 recommendations to the Police Chief, who agreed or partially agreed with 26 of them. SFPD reports that since the initial fieldwork concluded in the beginning of 2024, most of the recommendations have been implemented. However, the three disagreements with the recommendations are: (1) taking the "fitness award" time off from an employee who has used more than 40 hours of sick leave; (2) implementing a flexible watch assignment when that is not possible with the need for backfill and minimum staffing demands;

and (3) incorporating the review of special initiatives on overtime into the biannual staffing analysis.

Implementing our recommendations will reduce Police overtime.

High Levels of Overtime for Individuals

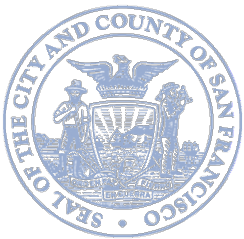
Administrative Code Section 18.13-1 generally prohibits City employees from working more than 520 overtime hours in a fiscal year, unless a waiver is obtained from the Department of Human Resources. As of October 4, 2024, approximately 48 percent of the Sheriff's Department's sworn deputies had already exceeded 520 overtime hours. The Department of Human Resources (DHR) approved the Sheriff's Department's request for an exemption from the Overtime Ordinance and increased the employee limit to 1,750 hours of overtime. As of April 1, 2025, 12 employees have exceeded 1,750 overtime hours in the fiscal year. The Sheriff's Department has requested DHR to increase this cap.

Similarly, as of the pay period ending March 14, 2025, 410 SFPD sworn officers have exceeded 520 hours of overtime. In August 2024, DHR approved SFPD's exemption request from the Overtime Ordinance and increased the employee limit to 1,900 hours of overtime per year.

RECOMMENDATIONS

1. Approve the proposed transfer of funds within the Police and Sheriff's Departments.
2. Approval of the appropriation from the General Reserve is a policy matter for the Board of Supervisors.

OVERTIME DE-APPROPRIATION

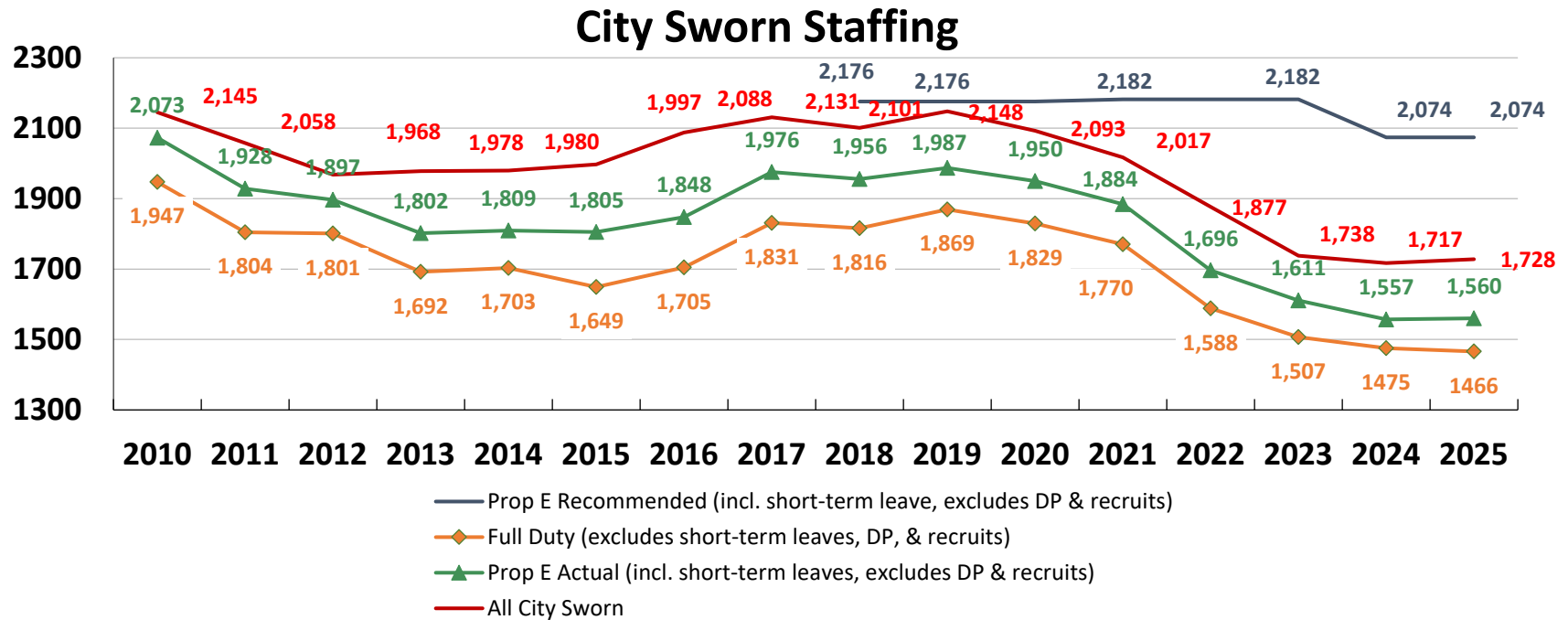


SAN FRANCISCO POLICE DEPARTMENT
CITY & COUNTY OF SAN FRANCISCO

April 30, 2025



CITY SWORN STAFFING

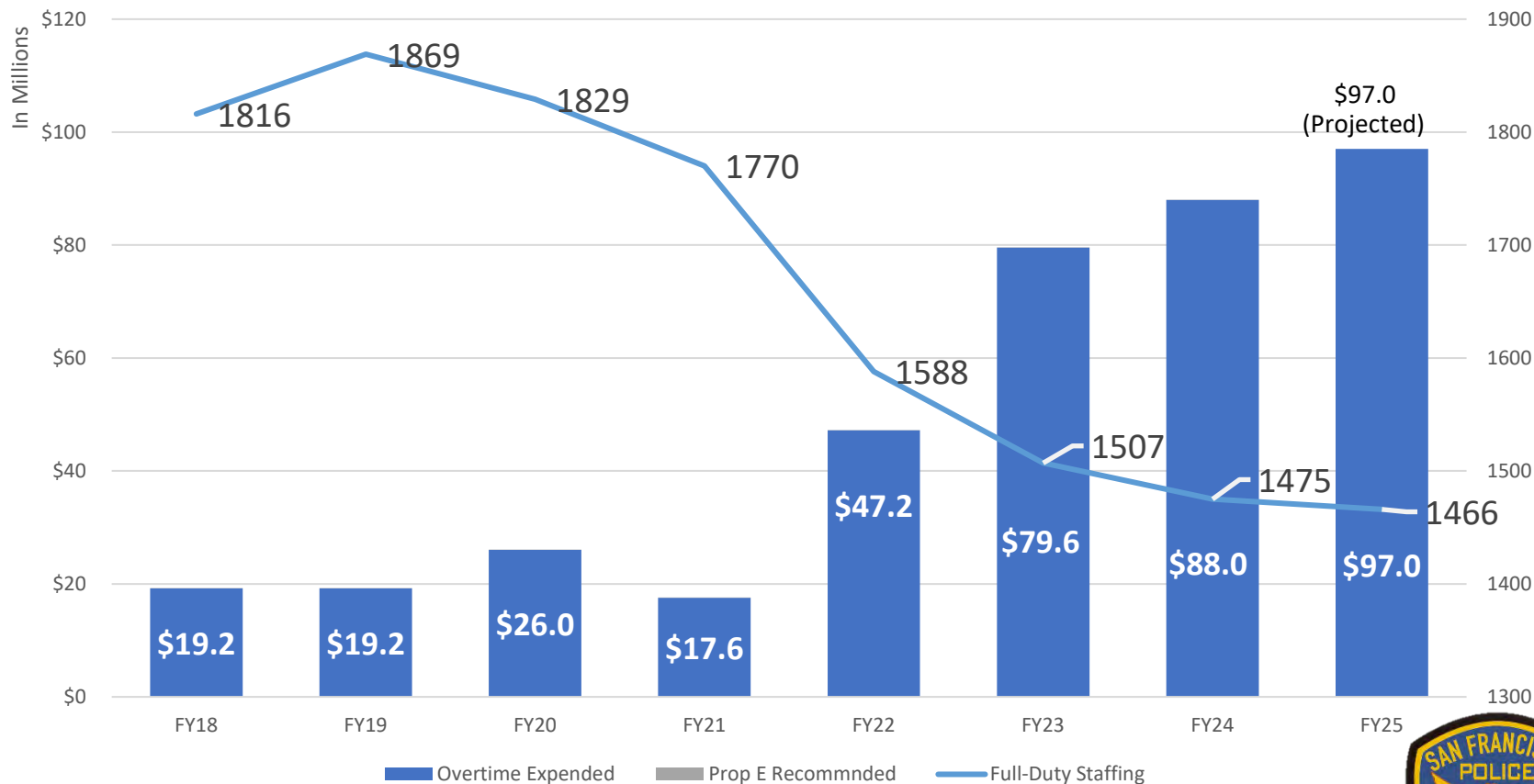


Vacancy budget savings are offset by the growing need of overtime to address operational staffing shortages. Data shown is for December of each respective year and FY25 YTD.



GENERAL FUND OVERTIME VS. STAFFING

	FY25	
In \$ millions	Original Budget	Projected Actuals
Overtime	\$41M	\$97M



OVERTIME DE-APPROPRIATION

FY24-25	Amounts
Original Budget	\$41,018,278
Proposed Increase	\$61,000,000*
Total Revised Appropriation	\$102,018,278

*De-appropriation amount

OVERTIME BUDGET VS. ACTUAL

FY24-25	Amounts	Notes
Total Revised Appropriation	\$102,018,278	-
Projected Overtime	\$97,011,170	Overtime budget need based on the Pay Period ending 3/28/2025
Contingency Amount	\$5,007,108	Additional overtime appropriation

* Average per pay period is approximately \$3.7 million

GF OVERTIME COMPARISON

Major OT Usage Categories include:	<u>FY24</u>	<u>FY25</u>
• OT Backfill/Minimum Staffing	208,957 hours	162,145 hours
• APEC (FY24) and NBA All-Star (FY25)	89,744 hours	24,526 hours
• Neighborhood Retail Presence	94,578 hours	68,099 hours
• Arrests – Extended Shifts	65,089 hours	51,268 hours
• Investigations – Extended Shifts	55,435 hours	34,213 hours
• Citywide Events	51,877 hours	25,218 hours
• Court Subpoenas	36,047 hours	27,718 hours
• Violence Reduction	33,291 hours	19,598 hours
• TL Triangle Safety Plan	25,531 hours	16,340 hours
• Tourism Deployment	17,588 hours	8,482 hours

DEPARTMENT OUTLOOK

- Overtime projections does not include one-time events, new initiatives, or unplanned deployment.
- Ongoing need for overtime to backfill and maintain staffing levels for operational needs.
- Recruiting, attracting, training new recruits and lateral officers with support from the Academy.
- Providing staffing support for sworn members with civilians/professional staff.
- Technology Pilot Projects to improve efficiencies and effectiveness.
- Maintaining and enhancing ongoing improvements in oversight, accountability, and other reform-related areas.



**THANK YOU.
ANY QUESTIONS?**





San Francisco
Sheriff's Office



FY 2025 Budget Supplemental

Budget & Appropriation Committee Presentation



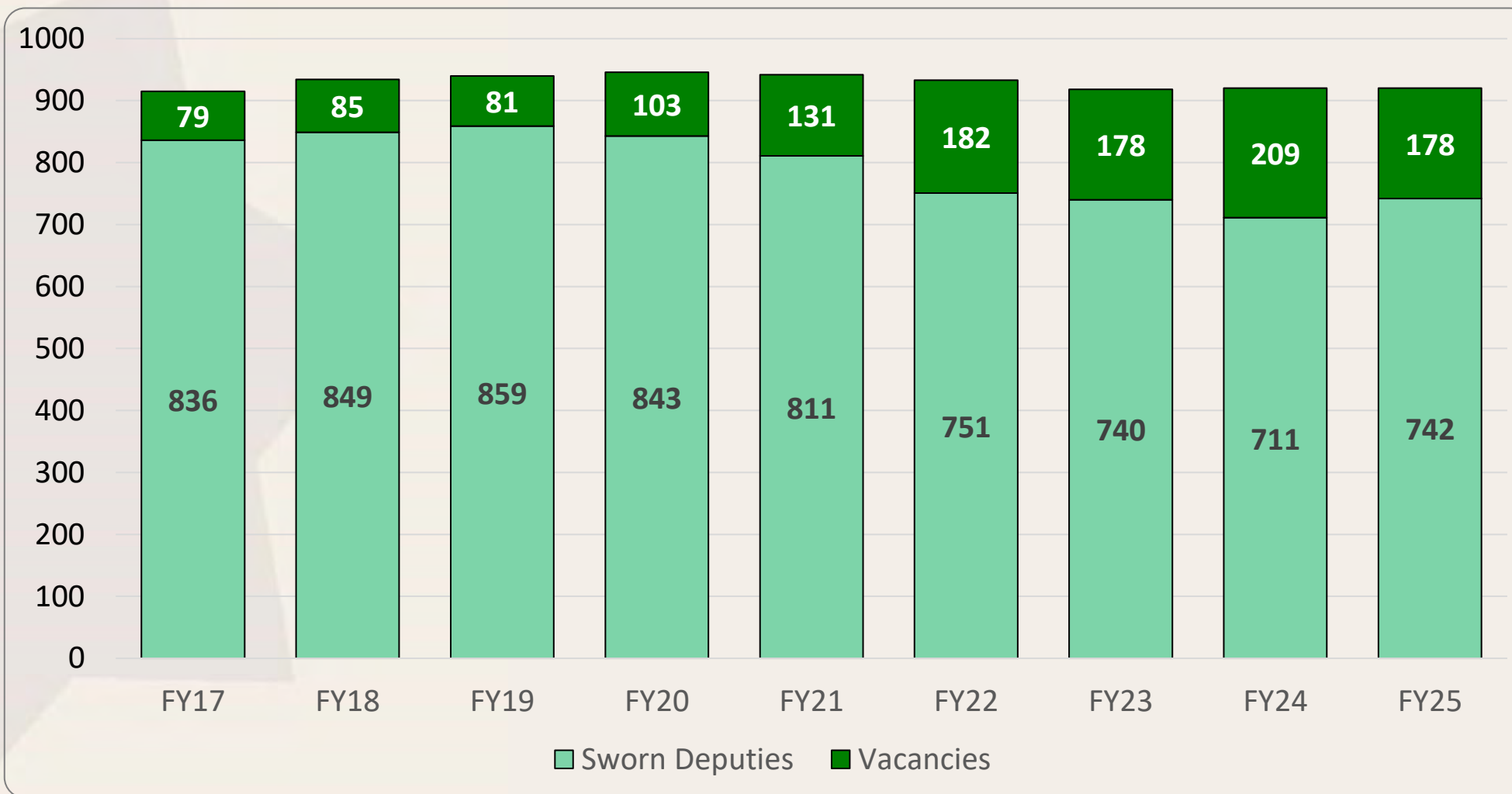
April 30, 2025



San Francisco

Sheriff's Office

Sworn Workforce Measurements





San Francisco
Sheriff's Office

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	13	49	42	24	7	4	4	2		145
5 to 10 years		13	67	44	34	16	5	2		181
10 to 15 years			7	21	17	8	1	2	2	58
15 to 20 years				17	47	51	34	21	5	175
20 to 25 years					1	17	26	17	8	69
25 to 30 years						10	50	22	10	92
More than 30 years							5	15	2	22
Total	13	62	116	106	106	106	125	81	27	742

Figures are as of 04/26/25.



San Francisco

Sheriff's Office

Hiring and Separation Trends

Category	FY19	FY20	FY21	FY22	FY23	FY24	FY25*
Total Sworn Hires	55	47	16	31	45	42	77
Sworn Rehires/Laterals		1	1	6	13	8	12
8302 Deputy Recruits Hired	55	46	15	25	32	34	65
↳ # of Cadets Promoted to 8302s	14	5	0	6	6	5	6
% of 8302s Hired	25%	11%	0%	24%	19%	15%	9%

	FY23-24					FY24-25*					Yr-Over-Yr Net Chg
Category	Q1	Q2	Q3	Apr	Subtotal	Q1	Q2	Q3	Apr	Subtotal	
Hires	13	8	15	3	39	33	12	23	7	77	+38
Separations	-21	-29	-6	-6	-62	-10	-12	-9	-3	-36	+26
Totals	-8	-21	9	-3	-23	23	0	14	4	39	+64

*Data is through April 26, 2025

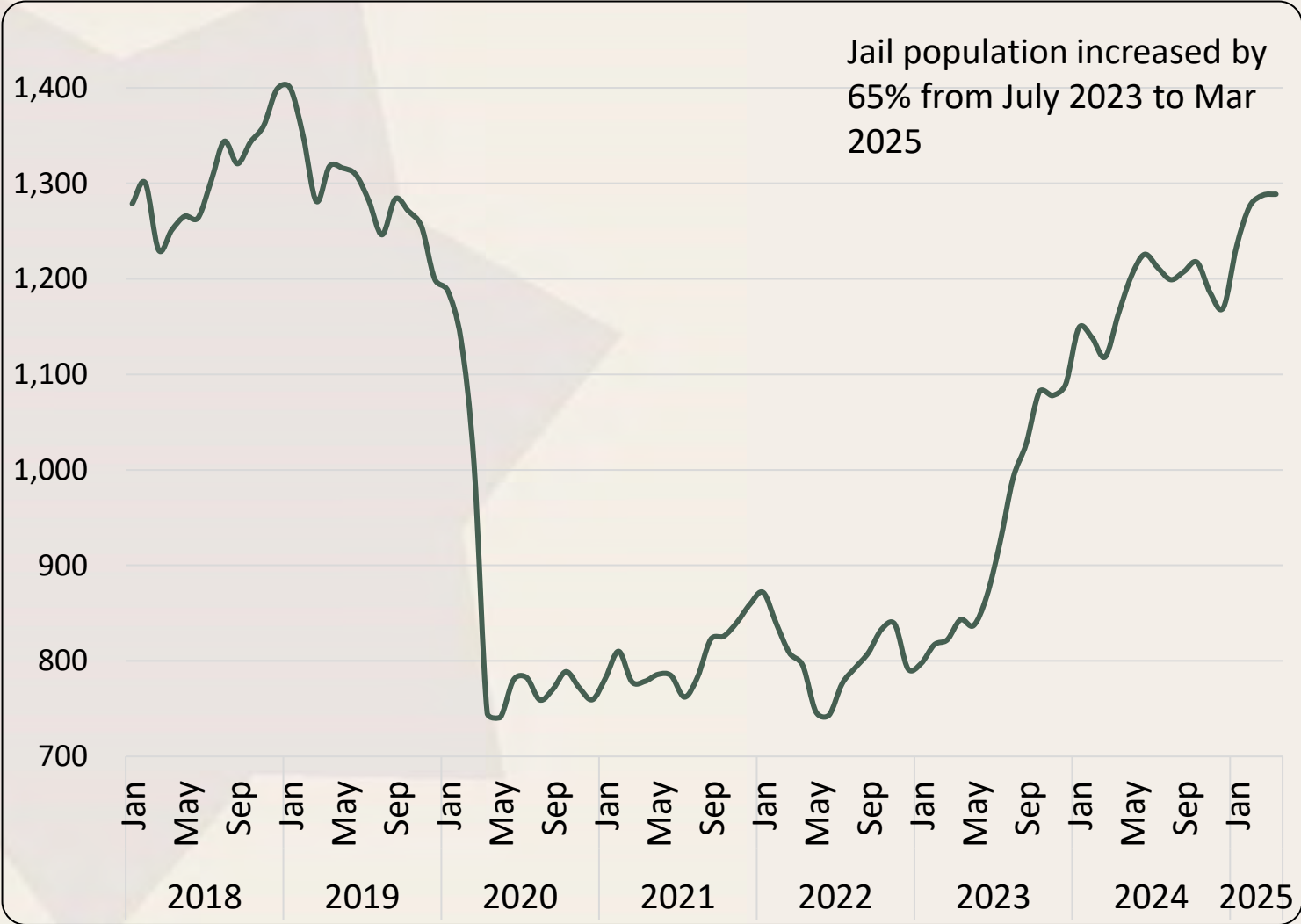


Demographics of Sworn Personnel Hired

Ethnicity	FY19	FY20	FY21	FY22	FY23	FY24	FY25 YTD
Native American	2%	2%					
Asian	24%	19%	38%	35%	31%	21%	29%
Black	24%	9%	13%	13%	4%	14%	12%
Filipino	15%	21%	6%	13%	20%	14%	9%
Hispanic	25%	26%	19%	23%	29%	31%	25%
Pacific Islander			6%	3%	2%	2%	0%
Multi-racial				3%	2%	7%	9%
White	11%	23%	19%	10%	11%	10%	17%
# of Sworn Hired	55	47	16	31	45	42	77



Average Jail Population Count



	FY23-24		FY24-25	
Month	Medical	Psych	Medical	Psych
Jul	30	113	42	148
Aug	27	125	42	154
Sep	33	119	39	153
Oct	34	122	41	154
Nov	30	122	37	147
Dec	29	122	35	148
Jan	36	134	39	148
Feb	37	133	38	150
Mar	33	129	40	159
Avg	32	124	39	150

- ↑ Jail population classified with medical conditions is up 22%
- ↑ Jail population classified with psych conditions is up 21%



San Francisco

Sheriff's Office

Previous Jail Forecast Studies

Organization	Year Completed	Forecasted Need for 2020	
		Inmates	Bed Need
Crout and Sida	2011	2,076	2,435
Jay Farbstein and Associates	2011	1,897	2,090
Controller's Office	2012	1,712	2,097 – 2,292
JFA Institute	2012	1,576	1,735
Controller's Office	2014	1,520	1,673 – 1,839
Budget and Legislative Analyst	2014	1,279 – 1,497	1,547 – 1,811
Public Policy Institute of California	2014	1,401	n/a
Controller's Office	2015	1,235 – 1,402	1,358 – 1,631



San Francisco

Sheriff's Office

Jail Facilities

- County Jail #1, 425 7th Street
 - Built in 1994
 - Intake and Release
- County Jail #2, 425 7th Street
 - Built in 1994
 - Capacity: 392 beds
 - Intake and Release
- County Jail #3, 1 Moreland Drive, San Bruno
 - Built in 2006
 - Capacity: 768 beds
- Detention and Rehabilitation Facility
 - \$80M BSCC Grant, \$160M COP
 - Capacity: 384 beds
 - Rejected by BoS in 2015
- County Jail #3 Annex, San Bruno
 - Built in 1989
 - Capacity: 312 beds
 - Dorm C is not habitable
 - Previously used as training facility
 - Reopened in 2023 due to increasing jail population



San Francisco

Sheriff's Office

FY25 Projected Deficit

Description			Totals
Personnel Costs			\$9.8M
	CJ3 Annex and SFGH Med/Psych Ward	\$6.0M	
	Increased Rate of Deputies Hired	\$3.1M	
	Training	\$0.9M	
	Transfer \$20M Vacancy Savings to OT	-	
Increased Operational Costs			\$1.07K
	San Bruno Water Heater Failure	\$50K	
	Facility Maintenance	\$1M	
Total			\$10.9M

From: [Lily Chow](#)
To: [Jalipa, Brent \(BOS\)](#)
Subject: File Number 250185 Vote NO on SFPD & Sheriff Overtime Budget
Date: Wednesday, April 30, 2025 12:24:54 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors Budget & Appropriations Committee

Dear Supervisors Chan, Dorsey, Engardio, Walton, and Mandelman,

I am Lily Chow, a resident of Nob Hill. I strongly oppose the proposed \$90 million in additional overtime funding for SFPD and the Sheriff for many reasons such as detailed below.

Preamble

The San Francisco budget is \$16 billion, of which \$8 billion is allotted to SFO, leaving \$8 billions for the City. The City is facing a deficit of \$820 million. To address the deficit, Mayor Lurie plans to cut the budgets of community nonprofits that serve our City's most vulnerable populations such as at-risk youth, domestic violence abusees, LGBTQ groups, and organizations that provide free legal services.

The Issue

The San Francisco Police Department (SFPD) and the San Francisco Sheriff's Office proposed that the Board of Supervisors approve an additional \$60 million and \$30 million, respectively, for overtime pay.

Last year, SFPD paid \$108 million for overtime. However, according to the *Performance Audit of San Francisco Police Department Overtime* (2024) findings, SFPD does not have any accountability metrics to incentivize officers to reduce overtime hours and abuse leading to overspending their budget every year. For example:

- a. no adherence to their approved overtime procedure guidelines of overtime limits;
- b. allowance of officers to abuse paid sick and injury leave, whereby some spend their leave working private events, for other companies;
- c. no difference in response time for 911 calls.

Therefore, coverage for officers on paid sick/injury leave, leads SFPD to use backfill to cover the sick and/or injured officers. Yet, some of the officers on paid sick leave who also work during that time as private security guards are actually earning more money, i.e., they are paid as an "on leave" SFPD officer and paid separately by the company that hires them as private security via the 10B program. This is an abuse of the City taxpayers' money!

Note that the alleged police shortage is not a factor to the problem of lack of oversight in managing and abusing overtime spending.

Policing is a demanding stressful job in which working overtime increases fatigue, poor decision making, and burn out. Thus, SFPD officers' overtime makes it less save for them and the San Francisco community.

Consideration to Vote NO

I urge the Board of Supervisors to consider withholding additional funds for overtime until SFPD and the Sheriff's Office set accountability metrics and reduces police overtime and sick/injured leaves. The \$90 million could fund housing for 25% of the homeless population; or provide free childcare for 20% of infants in San Francisco, or save some of the community organizations that serve our City's most vulnerable populations.

Thank you for your time and consideration.

Respectfully,
Lily

Reference

San Francisco Budget and Legislative Analyst. (2024, December 12). *Performance Audit of San Francisco Police Department Overtime*. Online at https://sfbos.org/sites/default/files/121224_Performance_Audit_of_Police_Dept_Overtime.pdf

Lily Chow
415.290.4395 mobile

From: [Amanda Fanniff](#)
To: [Jalipa Brent \(BOS\)](#)
Cc: [FielderStaff](#)
Subject: Comment Regarding File Number 250185
Date: Tuesday, April 29, 2025 9:26:57 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Mr. Jalipa and Supervisor Fielder,

My name is Amanda Fanniff and I'm a resident of the Mission District.

I am writing to encourage the Board of Supervisors to oppose the proposed \$60 million in additional overtime funding for SFPD and \$30 million for the Sheriff — especially in light of the audit prepared for the Board (submitted to you in December 2024) revealing extreme overtime abuse and woefully inadequate oversight.

The audit could not have been clearer:

"Overall, we found a lack of both internal and external accountability for overtime limit violations and excessive overtime at SFPD. The Department has not taken sufficient steps to enforce its overtime limits, and violations typically do not result in consequences or corrective action."

"This poor internal control environment increases the risk of overtime fraud or abuse, as well as the risk that not all of the overtime used by the Department is needed or justified."

"...in FY 2022-23, 209 individuals, or 12 percent of sworn staff who worked overtime, accounted for 32 percent of SFPD's total overtime hours. We also identified high users of overtime who consistently work the equivalent of 80-hour work weeks every week of the year, in some cases for multiple years in a row."

I could go on, but the Supervisors are well aware of the contents of the audit.

The money spent on overtime for police is not making San Francisco safer. The audit makes clear that these enormous expenditures are not because of staffing shortages, but rather abuses of the current system.

I urge the Board to vote no on additional overtime funding for the SFPD and sheriff's department. Our city would be much better served by directing the money to support critical social services that improve the safety and well-being of our community members.

Thank you for your time and consideration.
Amanda Fanniff

From: [Madhvi Trivedi-Pathak](#)
To: [Jalipa, Brent \(BOS\)](#)
Subject: File Number 250185 - Public Comment
Date: Tuesday, April 29, 2025 7:34:02 PM
Attachments: [Outlook-sflgbt_log.png](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Brent Jalipa,

I am reaching out to deliver a public comment in reference to File Number 250185 regarding police and sheriff overtime.

My name is Madhvi and I live and work in San Francisco, serving transitional aged LGBTQ+ youth as a mental health provider.

I strongly oppose the proposed \$60 million in additional overtime funding for SFPD and \$30 million for the Sheriff — especially in light of the recent audit revealing extreme overtime abuse and zero oversight.

There should be consequences for this type of abuse of public funds. Accountability starts with the budget. We cannot fund this corruption—especially not when our young queer and trans youth are experiencing high levels of hostility under this administration and funds are being cut in San Francisco to offer life affirming and saving services. San Francisco is a unique city that many young LGBTQ+ people come to after fleeing red states that do not see their humanity. We need to prioritize having funds ready and available for people seeking asylum in our city to be able to be met with care and open arms.

At a time when nonprofits are being scrutinized on every dollar, the SFPD is asking for tens of millions of dollars with no oversight.

This overtime abuse puts our safety and theirs at risk.

I urge you to vote No on additional overtime funding for the police department and sheriff's department. Instead, invest those dollars in real solutions that our communities have been asking for.

Thank you!

Warmly,
Madhvi Trivedi-Pathak, M.A.
Youth Mental Health Specialist
(they/them/theirs)

SF LGBT Center
1800 Market Street, San Francisco, CA 94102
[Unceded Ramaytush Ohlone Land](#)
office #: 415-865-5541
work cell #: 415-369-7685
e-mail: madhvitp@sfccenter.org

SFLGBTCENTER

Need Mental Health Support Now?

[QTGNCI2S+ Affirming Mental Health Crisis Resources:](#)

Trans Lifeline (877) 565-8860	https://translifeline.org
Trevor Project (866) 488-7386	https://www.thetrevorproject.org
LGBT Hotline (888) 843-4564	https://www.lgbthotline.org
Crisis Textline - Text "HOME" to 741741	https://www.crisistextline.org
Thrive Lifeline - (313) 662-8209 or Text "Thrive"	https://thrivelifeline.org
National Suicide & Crisis Lifeline – 988	

Or go to your nearest Emergency Room/Urgent Care to get mental health care.

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From: [ChristinePL](#)
To: [Jalipa Brent \(BOS\)](#)
Subject: Vote NO on Supplemental Income for Police Officers
Date: Tuesday, April 29, 2025 2:03:14 PM

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Dear Supervisors,

I strongly urge you to vote “NO” to this city budget proposal to increase funds for police overtime. In fact, due to the findings of the latest audit, I would ask you to decrease this line item because of documented abuses.

- Officers have been taking overtime, not because of an apparent staffing shortage, but because they are abusing their sick leave.
- Officers are abusing their sick leave by calling out sick, collecting city-paid sick leave, and then working private events through the 10B program — a double-dip scheme with no oversight.
- If a city librarian or MUNI driver worked another job while on sick leave, they’d be fired. Why are police held to a different standard?
- At a time when nonprofits are being scrutinized on every dollar, the SFPD is asking for tens of millions of dollars with no oversight.
-
- Please allocate increases to desperately needed services for people in our City who are in need. This is where I want my tax dollars spent.

Christine

Sent from my iPhone

OFFICE OF THE MAYOR
SAN FRANCISCO



DANIEL LURIE
MAYOR

TO: Angela Calvillo, Clerk of the Board of Supervisors
FROM: Adam Thongsavat, Liaison to the Board of Supervisors
RE: [De-Appropriation and Appropriation - Police Department and Sheriff's Department -\$92,050,000
- FY2024-2025]
DATE: February 25, 2025

Ordinance appropriating \$5,428,603 from the General Reserve, de-appropriating \$86,621,397 from salaries, mandatory fringe benefits, equipment, and materials and supplies and appropriating \$61,000,000 to overtime in the Police Department and \$30,000,000 to overtime in the Sheriff's Department in order to support the Departments' projected increases in overtime as required per Administrative Code Section 3.17, and \$1,050,000 to building maintenance services and building and structure improvement projects in the Sheriff's Department.

Should you have any questions, please contact Adam Thongsavat at adam.thongsavat@sfgov.org