

**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

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## **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

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#### 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](https://sfbos.org/sites/default/files/121224_Performance_Audit_of_Police_Dept_Overtime.pdf)

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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

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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](#)

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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](mailto:madhvitp@sfccenter.org)

**SFLGBTCENTER**

#### **Need Mental Health Support Now?**

[QTGNCL2S+ Affirming Mental Health Crisis Resources:](#)

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



**SAN FRANCISCO POLICE OFFICERS ASSOCIATION**

800 Bryant Street, Second Floor

San Francisco, CA 94103

415.861.5060 tel

415.552.5741 fax

[www.sfpoa.org](http://www.sfpoa.org)

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President

KEVIN WORRELL  
Vice President

LOUIS WONG  
Secretary

DAN KELLY  
Treasurer

GAETANO ACERRA  
Sergeant At Arms

May 13, 2025

**We write to support Mayor Lurie's proposal to shift funds from salaries, fringe benefits, and other categories that would otherwise go unused to overtime for the San Francisco Police Department.** We are unaware of any realistic alternative that is fiscally responsible and does not further risk the safety of our community or officers.

The Mayor's proposal is reasonable, rational, and from a policing perspective, realistic. The proposal is in line with past practice during the staffing crisis. **It allocates funds planned for policing, as approved by this committee and the Board of Supervisors, and ensures it gets spent directly on police services.**

Allowing these funds to go unspent, or to be diverted elsewhere, because the use is for overtime versus for paying for officers the City never hired would be a cynical political ploy that only hurts the community.

SFPD officers have worked tirelessly to protect this city. It's working. It's working because despite the fact that we're down hundreds of officers, you still have police officers on the street. That's a fact. **The proposal deserves your support.**

### **SFPD Did Not Create the Increase in Overtime Demand**

The feigned outrage of overtime usage is one of the most predictable and least original rituals of local politics. If you want to "get control" of overtime, the solution is pretty simple. Hire and retain enough officers so that overtime is no longer needed. Problem solved. Will we see that on the next agenda?

The SFPD faces significant operational challenges over the next decade if it hopes to overcome the staffing crisis. Taking potshots at the Department or officers who are working overtime does nothing but drive wedges between all the stakeholders who should be addressing these issues. The driving force behind the increase in overtime usage is the staffing crisis. That is recognized in the audit:

**" it will likely take several years before staffing levels increase sufficiently to have an effect on SFPD overtime, particularly backfill overtime. Assuming 120 separations per year and 160 new hires per year, it would take more**

**than 16 years for the Department to return to its pre-COVID staffing levels.”<sup>1</sup>**

The audit then states it will not focus on this issue. To suggest that the scale of overtime costs is driven by other issues is disingenuous and should stop. We do not oppose finding solutions to manage overtime better but suggesting that overtime is frivolous or ineffective is a statement not supported by any data and is a reckless approach to managing the Department’s finances.

### **Overtime Has Kept Officers on the Street, City is Now Safer**

Missing from the “debate” about overtime is the impact that having more officers on the beat, the ability to staff “special initiatives” such as the Tenderloin Triangle Safety Plan and Union Square Safe Shopper, and the ability to increase the intensity of those activities on safety in San Francisco.

Why? We kind of thought that the point of investment in police services, regular time or overtime, was to create a safer community. Curious.

What did overtime hours help us accomplish?

- 28% drop in property
- 14% drop in violent crime
- 15% increase in illegal guns seized
- 5-year high for arrests (5,960)
- 5-year high in drug arrests
- 5 years high in SFPD deployment of Narcan

And as pointed out by the San Francisco Chronicle, this was not a “things are better all over” drop in crime. **Rather, “Crime in San Francisco plummeted last year at a far faster pace than in other cities of the same size.”<sup>2</sup>**

If the outrage about overtime costs were real, then the outraged would state why overtime is essential and that waste or mismanagement of overtime keeps us from doing more crime fighting and improving safety. Unfortunately, we don’t see honesty in outrage.

### **Audit’s Metrics for OT and “Special Initiatives” is Tremendously Flawed & Uninformed**

The BLA’s assessment of overtime use for “Special Initiatives” (Tenderloin and Union Square) is tremendously flawed and has absolutely no connection to the law enforcement purposes of those initiatives.

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<sup>1</sup> *Performance Audit of San Francisco Police Department Overtime, San Francisco Budget and Legislative Analyst, December 12, 2024, Page 12.*

<sup>2</sup> San Francisco crime is going through an incredible and rare change, San Francisco Chronicle, Danielle Echeverria, April 9, 2025.



Assessing response times for these types of initiatives lacks policing knowledge. These teams are set up so they do not respond to 911 calls. That is plainly apparent in their scope and discussed extensively in public. Additionally, upward crime trends do not stop on a dime. It takes time to have an impact. The auditor could have used a pretty simple set of metrics to judge the success of these efforts:

- Are shoppers walking the streets in the Union Square area again?
- Has there been a return of families and tourists to the area?
- Are we seeing beat down robberies for shopping bags, jewelry, watches, etc at the same rate as before?
- Has there been a reduction in the size of the open-air drug markets?
- Are more sidewalks walkable?

The list can go on. The list above has real metrics that matter to real people. If we want to stick to dollars and cents, maybe an area to explore is how much tax revenue our city lost when crime was absolutely out of control in terms of sales tax, hotel taxes, conferences, etc. Policing is a smart investment that helps drive revenue when resourced and operated correctly.

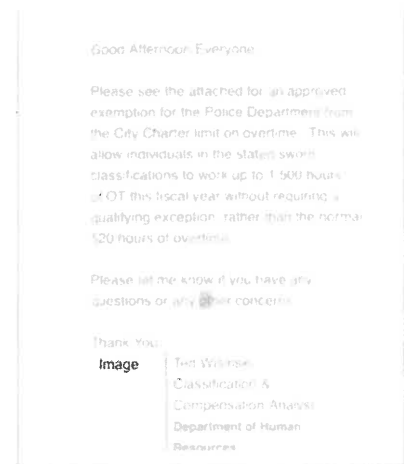
Using faulty metrics does nothing but drive more negative sentiment between all parties. That's an impact we do not need.

### **Lack of Oversight of Overtime Should be Addressed**

Although we've never been asked, we believe that overtime should be well-managed by the Department, with rules followed, and any enforcement of those rules should be done in accordance with the law and the contract.

It's unfortunate that grandstanders choose to insinuate officers are doing something wrong when working overtime. Working past overtime limits does not mean that the officer did not give a 110% effort that shift. The innuendo of large-scale efforts to break the rules for compensation is false, and it's ugly.

And while we appreciate the concern for officer fatigue due to working too many hours (that is a legitimate concern) let's not forget that it is the City of San Francisco that repeatedly asks us to allow officers to work beyond the set overtime limits. Here is a recent example of the overtime limit being pushed aside to accommodate operational needs.



### **Sensationalizing 10B Overtime Issues**

An officer should not be allowed to game the system to work overtime they are not entitled to work or to double up on sick pay and overtime when it's against policy. We want to be clear on that.

That being stated, the 10B issue has been grossly distorted in its scope, the findings blatantly lied about and used to smear police officers. That started with this Committee's former Chair, and the lies seem to have lingered into the New Year.

The audit did not find a mass amount of police officers calling in sick the same day they worked 10B overtime. That is just not true. The audit points to approximately 10 occurrences between two officers.<sup>3</sup> Ten.

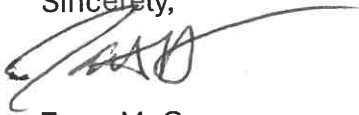
To give the impression that this is a widespread, everyday occurrence is simply wrong. The honorable course of action would be to correct this falsehood, as it only serves to drive that wedge deeper and distorts any hope for a genuine discussion on overtime usage.

### **Conclusion**

Over the past two years, we have made tremendous progress in reducing crime, improving safety in our neighborhoods, and hopefully slowing the exodus of officers so we can rebuild our ranks. That progress gets thrown into jeopardy when serious operational issues devolve into petty political games devoid of facts.

Questioning how overtime is spent is a legitimate and necessary role for the Board of Supervisors. We hope that when these discussions happen, you make it clear that political games are not welcome and that the focus is analyzing what all of us are doing to make our city safer. As we've stated many times before, that is a shared responsibility, not just a police responsibility. That responsibility includes effective and honest accountability.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tracy McCray', with a long, sweeping horizontal line extending to the right.

Tracy McCray  
President

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<sup>3</sup> *Performance Audit of San Francisco Police Department Overtime, San Francisco Budget and Legislative Analyst, December 12, 2024, Page 49.*