

File No. 260176

Committee Item No. 8

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Budget and Finance Committee Date March 18, 2026

Board of Supervisors Meeting Date _____

Cmte Board

- Motion
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- Legislative Digest
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- Department/Agency Cover Letter and/or Report
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- Application
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OTHER (Use back side if additional space is needed)

- Presidential Action Memo – 30-Day Waiver 2/26/2026
- POL Presentation 3/18/2026
- _____
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Completed by: Brent Jalipa Date March 12, 2026

Completed by: Brent Jalipa Date _____

1 [De-Appropriation and Appropriation - Police Department - \$34,366,405 - FY2025-2026]

2
3 **Ordinance de-appropriating \$34,366,405 from permanent, premium, and comp time**
4 **salaries and appropriating \$34,366,405 to overtime salaries in the Police Department to**
5 **support the Department’s projected increases in overtime as required per**
6 **Administrative Code, Section 3.17 in Fiscal Year (FY) 2025-2026.**

7
8 Note: **Unchanged Code text and uncodified text** are in plain Arial font.
9 **Additions to Codes** are in *single-underline italics Times New Roman font*.
10 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.
11 **Board amendment additions** are in double-underlined Arial font.
12 **Board amendment deletions** are in ~~strikethrough Arial font~~.

13
14 Be it ordained by the People of the City and County of San Francisco:

15 Section 1. The uses of funding outlined below are herein de-appropriated to reflect the projected
16 sources of funding for FY2025-2026.

17 **USES De-appropriation**

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| 1 | Fund / | Project & Activity / | Account | Description | Amount |
|----|------------------------------------|-------------------------|---------|---------------------|-----------------------|
| 2 | Department ID | Authority | | | |
| 3 | 17960 - AIR Op Annual | 10001907 - PC Airport | 501010 | Perm Salaries-Misc- | (\$5,828,822) |
| 4 | Account Ctrl / 232104 - | Police 0001 - Airport | | Regular | |
| 5 | POL - Airport | Police / 10000 - | | | |
| 6 | | Operating | | | |
| 7 | | | | | |
| 8 | 10000 - GF Annual | 10001911 - PC Field | 501010 | Perm Salaries-Misc- | (\$26,000,000) |
| 9 | Account Ctrl / 232087 - | Operations 0002 - Field | | Regular | |
| 10 | POL-FOB-Patrol | Operations / 10000 - | | | |
| 11 | | Operating | | | |
| 12 | | | | | |
| 13 | 10000 - GF Annual | 10001911 - PC Field | 509010 | Premium Pay-Misc | (\$2,000,000) |
| 14 | Account Ctrl / 232087 - | Operations 0002 - Field | | | |
| 15 | POL-FOB-Patrol | Operations / 10000 - | | | |
| 16 | | Operating | | | |
| 17 | | | | | |
| 18 | 10000 - GF Annual | 10001911 - PC Field | 510160 | One-Time Comp | (\$537,583) |
| 19 | Account Ctrl / 232087 - | Operations 0002 - Field | | Time-Uniform | |
| 20 | POL-FOB-Patrol | Operations / 10000 - | | | |
| 21 | | Operating | | | |
| 22 | | | | | |
| 23 | Total Uses De-appropriation | | | | (\$34,366,405) |
| 24 | | | | | |
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1 Section 2. The uses of funding outlined below are herein appropriated to reflect the projected
2 funding available for FY 2025-2026.

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4 **USES Appropriation**

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| Fund / | Project & Activity / | Account | Description | Amount |
|---------------------------------|---------------------------------|----------------|--------------------|---------------------|
| Department ID | Authority | | | |
| 17960 - AIR Op | 10001907 - PC Airport | 511010 | Overtime - | \$5,828,822 |
| Annual Account Ctrl / | Police 0001 - Airport | | Scheduled Misc | |
| 232104 - POL - Airport | Police / 10000 - | | | |
| | Operating | | | |
| 10000 - GF Annual | 10001911 - PC Field | 511010 | Overtime - | \$28,537,583 |
| Account Ctrl / 232087 - | Operations 0002 - Field | | Scheduled Misc | |
| POL-FOB-Patrol | Operations / 10000 - | | | |
| | Operating | | | |
| Total Uses Appropriation | | | | \$34,366,405 |

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

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1 APPROVED AS TO FORM:
2 DAVID CHIU, City Attorney

FUNDS AVAILABLE
GREG WAGNER, Controller

3 By: _____/s/_____
4 BRADLEY A. RUSSI
5 Deputy City Attorney

By: _____/s/_____
GREG WAGNER
Controller

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| <p>Item 8 File 26-0176</p> | <p>Department: Police Department (Police)</p> |
| <p>EXECUTIVE SUMMARY</p> | |
| <p style="text-align: center;">Legislative Objectives</p> <ul style="list-style-type: none"> • The proposed ordinance would de-appropriate \$34,366,405 from permanent, premium, and comp time salaries and appropriate \$34,366,405 to overtime salaries in the San Francisco Police Department (SFPD) FY 2025-26 budget. <p style="text-align: center;">Key Points</p> <ul style="list-style-type: none"> • SFPD reports that vacancies combined with minimum staffing levels required to maintain services are contributing to the need for staff to work overtime. SFPD is proposing to use vacancy savings to increase its overtime budget. SFPD also utilizes overtime to staff special events, including the Super Bowl, and special policing initiatives. In the Airport Bureau, overtime is mostly used to backfill vacancies. • At the Mayor’s direction, SFPD has ordered a 22 percent reduction in overtime utilization for the remainder of FY 2025-26. After accounting for this reduction, as well as a large increase in February 2026 for Super Bowl festivities, SFPD projects a total of approximately 728,865 overtime hours in FY 2025-26, which would be a reduction from 767,686 overtime hours incurred in FY 2024-25. <p style="text-align: center;">Fiscal Impact</p> <ul style="list-style-type: none"> • The proposed ordinance would transfer \$28,537,583 from permanent, premium, and comp time salaries to overtime in the General Fund and transfer \$5,828,822 from permanent salaries to overtime in the Airport Bureau. • This appropriation does not draw on the City’s budget reserves; it would alter spending authority within the approved SFPD budget. <p style="text-align: center;">Recommendation</p> <ul style="list-style-type: none"> • Approve the proposed ordinance. | |

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 San Francisco Police Department (SFPD) is requesting a supplemental appropriation to increase its overtime budget in annual operating funds, as per Administrative Code Section 3.17. This appropriation does not draw on the City’s budget reserves; it would alter spending authority within the approved SFPD budget.

SFPD reports that vacancies combined with minimum staffing levels required to maintain services are contributing to the need for staff to work overtime. SFPD also utilizes overtime to staff special events and special policing initiatives. At the direction of the Mayor’s Office, SFPD increased patrols in late 2025 and early 2026 to ramp up for the Super Bowl and Lunar New Year festivities. In March 2026, the Board of Supervisors approved a \$4 million supplemental appropriation to support these additional patrols and enhanced street cleaning services (File 25-1249). A portion of this supplemental appropriation will be allocated to the SFPD.

DETAILS OF PROPOSED LEGISLATION

The proposed ordinance would de-appropriate \$34,366,405 from permanent, premium, and comp time salaries and appropriate \$34,366,405 to overtime salaries in the SFPD FY 2025-26 budget.

Exhibit 1 below summarizes the proposed appropriation of \$34,366,405 in the SFPD budget.

Exhibit 1: SFPD Supplemental Appropriation

| Sources | Amount |
|-------------------------------------|---------------------|
| <u>De-Appropriation</u> | |
| Permanent Salaries (Airport Bureau) | \$5,828,822 |
| Permanent Salaries (General Fund) | 26,000,000 |
| Premium Pay (General Fund) | 2,000,000 |
| Comp Time (General Fund) | 537,583 |
| Total Sources | \$34,366,405 |

| Uses | Amount |
|---|---------------------|
| <u>Appropriation</u> | |
| Overtime (Airport Bureau, Non-General Fund) | \$5,828,822 |
| Overtime (General Fund) | 28,537,583 |
| Total Uses | \$34,366,405 |

Source: Proposed ordinance

FISCAL IMPACT

The proposed ordinance would increase budgeted overtime by 40 percent in the SFPD General Fund budget and 59 percent in the SFPD Airport Bureau budget. Exhibit 2 below summarizes the FY 2025-26 approved overtime budget within each fund, the resulting increase from the proposed ordinance, and the FY 2024-25 actual expenditures.

Exhibit 2: FY 2025-26 SFPD Overtime Budget and Proposed Increase, Annual Operating Funds

| | General Fund | Airport Bureau | Total |
|--|---------------------|-----------------------|---------------|
| FY 2025-26 Overtime Budget | \$71,624,702 | \$9,943,751 | \$81,568,453 |
| Proposed Increase in Overtime | 28,537,583 | 5,828,822 | 34,366,405 |
| New Overtime Budget | \$100,162,285 | \$15,772,573 | \$115,934,858 |
| Percent Increase | 40% | 59% | 42% |
| <hr/> | | | |
| FY 2024-25 Actual Overtime Expenditures | \$97,671,743 | \$10,161,679 | \$107,833,422 |
| New Overtime Budget, Percent of FY 2024-25 Actual Expenditures | 103% | 155% | 108% |

Source: Proposed Ordinance, City Budget System

The proposed ordinance de-appropriates \$34,366,405 from permanent, premium, and comp time salaries in SFPD’s FY 2025-26 budget to pay for \$34,366,405 in overtime expenditures, as shown in Exhibit 1 above. SFPD exceeded its FY 2025-26 overtime budget in the pay period ending February 27, 2026, in the General Fund and is projected to exceed its overtime budget in the pay period ending March 13, 2026, in the Airport Bureau.

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 2025-26 General Fund permanent salaries will total approximately \$342.7 million, compared to

a budgeted amount of \$369.3 million, for a projected surplus of \$26.6 million. However, SFPD projects General Fund overtime expenditures of approximately \$99.8 million, compared to a budgeted amount of \$71.6 million, for a projected deficit of \$28.2 million. In the Airport Bureau, SFPD projects a surplus of approximately \$8.3 million in permanent salaries and a deficit of approximately \$5.8 million in overtime.

Uses of Overtime

As of January 30, 2026, SFPD has incurred approximately 416,395 hours of overtime in FY 2025-26. By comparison, SFPD had incurred approximately 448,317 hours of overtime through the same date in FY 2024-25. Using a straight-line projection, SFPD is projected to incur approximately 717,173 hours of overtime in FY 2025-26, which is a reduction from 767,682 hours in FY 2024-25 and a further reduction from 820,167 hours in FY 2023-24. However, this projection does not account for a large increase in overtime hours in February 2026 due to the Super Bowl, so it is likely that SFPD will exceed the projection. SFPD reported \$11.6 million in overtime costs for the pay period ending February 13, 2026, compared to an average of \$3.7 million for other pay periods this fiscal year. This total includes overtime for Airport Bureau (related to additional Super Bowl travel), City and the first week of the pay period.

Of the 416,395 overtime hours to date, approximately 72 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 2025-26 overtime usage is shown in Exhibit 3 below.

Exhibit 3: Breakdown of SFPD Overtime (General Fund)

| Overtime | FY 2023-24 OT Hours | FY 2024-25 OT Hours | FY 2025-26 Total OT Hours, Projected |
|------------------------------------|------------------------|------------------------|---|
| Court | 36,013 | 36,000 | 36,326 |
| Investigation | 55,435 | 61,390 | 55,072 |
| Arrest | 65,089 | 72,035 | 75,274 |
| Miscellaneous | 8,508 | 5,265 | 3,863 |
| Academy Training | 21,943 | 31,812 | 29,455 |
| Extended Work Week | | | |
| APEC Conference | 89,744 | - | - |
| DMACC & Street Conditions | 36,077 | 36,292 | 38,214 |
| Tourism Deployment Plan | 17,588 | 9,968 | 4,215 |
| Safe Shopper/Police Presence | 94,578 | 78,364 | 68,669 |
| Events | 51,877 | 28,401 | 28,343 |
| Dignitary Protection | 24,332 | 12,540 | 3,281 |
| Hospital Watch | 9,697 | 5,116 | 6,237 |
| Violence Reduction | 33,291 | 26,053 | 21,550 |
| NBA All Star Weekend | - | 24,526 | - |
| OT Backfill/Staff Shortage | 208,957 | 221,652 | 212,236 |
| Extended Work Week – Other | 62,992 | 118,272 | 134,438 |
| <i>Extended Work Week Subtotal</i> | <i>629,133</i> | <i>561,184</i> | <i>517,183</i> |
| Total | 820,167 | 767,686 | 717,173 |

Source: SFPD

As noted above, the table above does not include overtime hours associated with Super Bowl festivities in February 2026. Conversely, following a recent Mayoral directive to reduce the City's budget deficit, SFPD has ordered a 22 percent reduction in overtime use for the rest of the fiscal year, which is reflected in SFPD's overtime expenditure projections. According to Chief Financial Officer Wu, after accounting for an estimated 78,364 overtime hours related to the Super Bowl and reducing overtime utilization in future pay periods by 20 percent, SFPD projects a total of 728,865 hours of overtime in FY 2025-26, which would be a slight increase over our projections above but a decrease from FY 2024-25. SFPD will likely have to reduce backfill and special initiatives overtime to achieve this reduction.

In the Airport Bureau, overtime is mostly used to backfill vacancies. The Airport Bureau currently has approximately 102 vacant sworn positions out of 242 sworn positions, for a vacancy rate of approximately 42 percent. SFPD has prioritized filling vacancies within field operations over the Airport Bureau, which has increased reliance on overtime.

Police Staffing

SFPD has approximately 355 vacant sworn positions out of approximately 2,112 total sworn positions in the General Fund (excluding work-order funded positions), for a vacancy rate of approximately 17 percent.¹ This is a nine percent decrease from the 390 sworn vacancies in the General Fund reported to us in April 2025, when the Police Department requested a transfer of \$61 million from salaries and benefits to overtime in FY 2024-25. SFPD has increased its overtime budget and reduced its permanent salaries budget in FY 2025-26 to more accurately reflect historical spending, which has reduced the needed transfer of funding between accounts from \$61 million to \$28.5 million in the General Fund. Ongoing recruitment has resulted in the number of full-duty officers by approximately 62 since April 2025.

According to recruitment and separation data provided by SFPD, the Department's sworn recruitment efforts this year will be roughly in line with the number of sworn separations. The Department reports it is piloting smaller class sizes so that the Academy can start more frequently and hopes to increase its graduation rates from the Academy and field training so that it can continue to increase its staffing in future years.

RECOMMENDATION

Approve the proposed ordinance.

¹ Of the 1,757 filled sworn officer positions, 1,527 are full-duty officers, a figure which excludes officers on leave or modified duty and therefore are unavailable for field deployment.

OVERTIME DE-APPROPRIATION

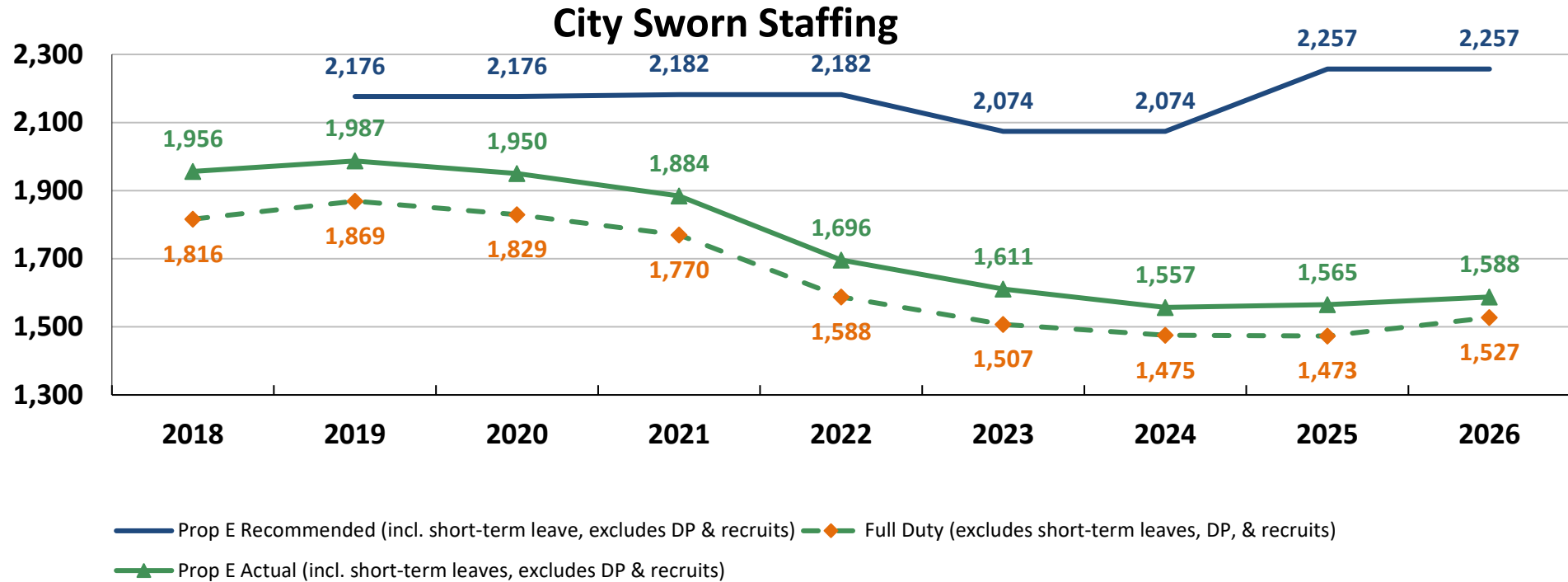


CITY & COUNTY OF SAN FRANCISCO

Police Department

March 18 ,2026

CITY SWORN STAFFING

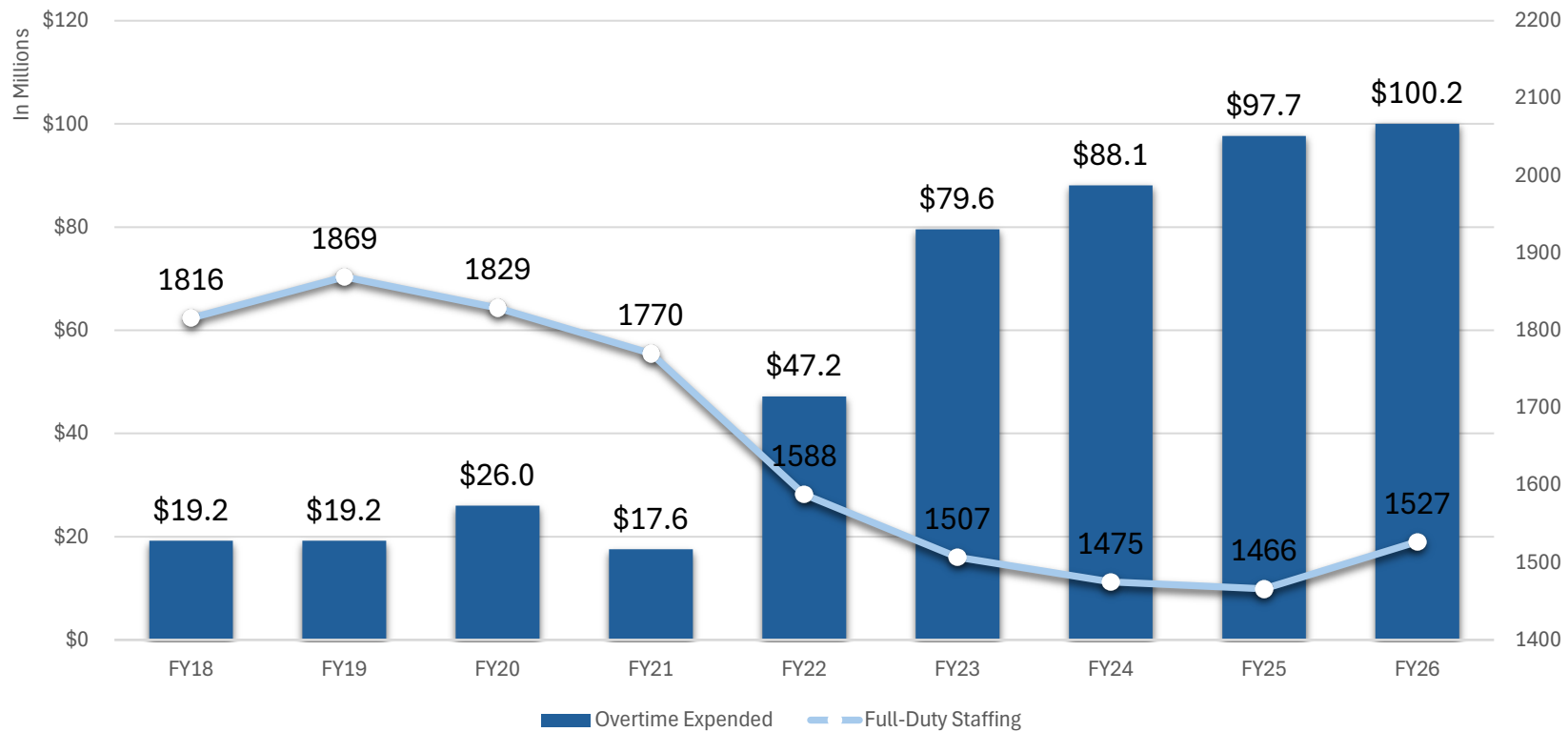


Vacancy budget savings are offset by the growing need of overtime to address operational staffing shortages. Data for 2026 shown as of March 02, 2026.



GENERAL FUND OVERTIME VS. STAFFING

| | FY26 | |
|----------------|-----------------|-------------------|
| In \$ millions | Original Budget | Projected Actuals |
| Overtime | \$72 | \$100 |



FY25-26 CITY (GENERAL FUND)

| FY25-26 | Projection | |
|-----------------------|---------------------|---|
| Projected Overtime | \$100,161,702 | Overtime budget need based on the Pay Period ending 2/27/2026 |
| Original Budget | \$71,624,702 | |
| Budget Deficit | \$28,537,000 | Projected budget deficit at the end of the fiscal year |

FY25-26 AIRPORT BUREAU (NON-GF)

| FY25-26 | Projection | |
|-----------------------|--------------------|---|
| Projected Overtime | \$15,000,000 | Overtime budget need based on the Pay Period ending 2/27/2026 |
| Original Budget | \$9,943,751 | |
| Budget Deficit | \$5,056,249 | Projected budget deficit at the end of the fiscal year |

OVERTIME DE-APPROPRIATION

| FY25-26 | Amount CITY GF | Amount AIRPORT NGF | Notes |
|--------------------------------|-------------------|-----------------------|---|
| Total Revised Appropriation | \$100,161,702 | \$15,772,573 | De-appropriation of \$28.5 million (City – GF) De-appropriation of \$5.8 million (Airport) |
| Projected Overtime | \$100,161,702 | \$15,000,000 | Overtime budget need based on the Pay Period ending 2/27/2026 |
| Contingency Amount | \$0 | \$772,573 | Additional overtime appropriation |

Thank you. Any Questions?

SAN FRANCISCO
POLICE DEPARTMENT

President, District 8
BOARD of SUPERVISORS



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1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102-4689
Tel. No. 554-6968
Fax No. 554-5163
TDD/TTY No. 544-5227

RAFAEL MANDELMAN

PRESIDENTIAL ACTION

Date:

To: Angela Calvillo, Clerk of the Board of Supervisors

Madam Clerk,

Pursuant to Board Rules, I am hereby:

Waiving 30-Day Rule (Board Rule No. 3.23)

File No.

(Primary Sponsor)

Title.

Transferring (Board Rule No 3.3)

File No.

(Primary Sponsor)

Title.

From:

Committee

To:

Committee

Assigning Temporary Committee Appointment (Board Rule No. 3.1)

Supervisor:

Replacing Supervisor:

For:

Meeting

(Date)

(Committee)

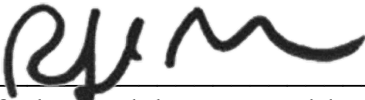
Start Time:

End Time:

Temporary Assignment:

Partial

Full Meeting



Rafael Mandelman, President
Board of Supervisors

OFFICE OF THE MAYOR
SAN FRANCISCO



DANIEL LURIE
MAYOR

TO: Angela Calvillo, Clerk of the Board of Supervisors
FROM: Dexter Darmali, Legislative & Ethics Secretary
RE: De-Appropriation and Appropriation - Police Department - \$34,366,405 - FY2025-2026
DATE: February 24, 2026

Ordinance appropriating \$34,366,405 to overtime salaries and de-appropriating \$34,366,405 from permanent, premium, and comp time salaries in the Police Department to support the Department's projected increases in overtime as required per Administrative Code Section 3.17 in Fiscal Year (FY) 2025-2026.

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