

SFPD Police Staffing Performance



CITY & COUNTY OF SAN FRANCISCO

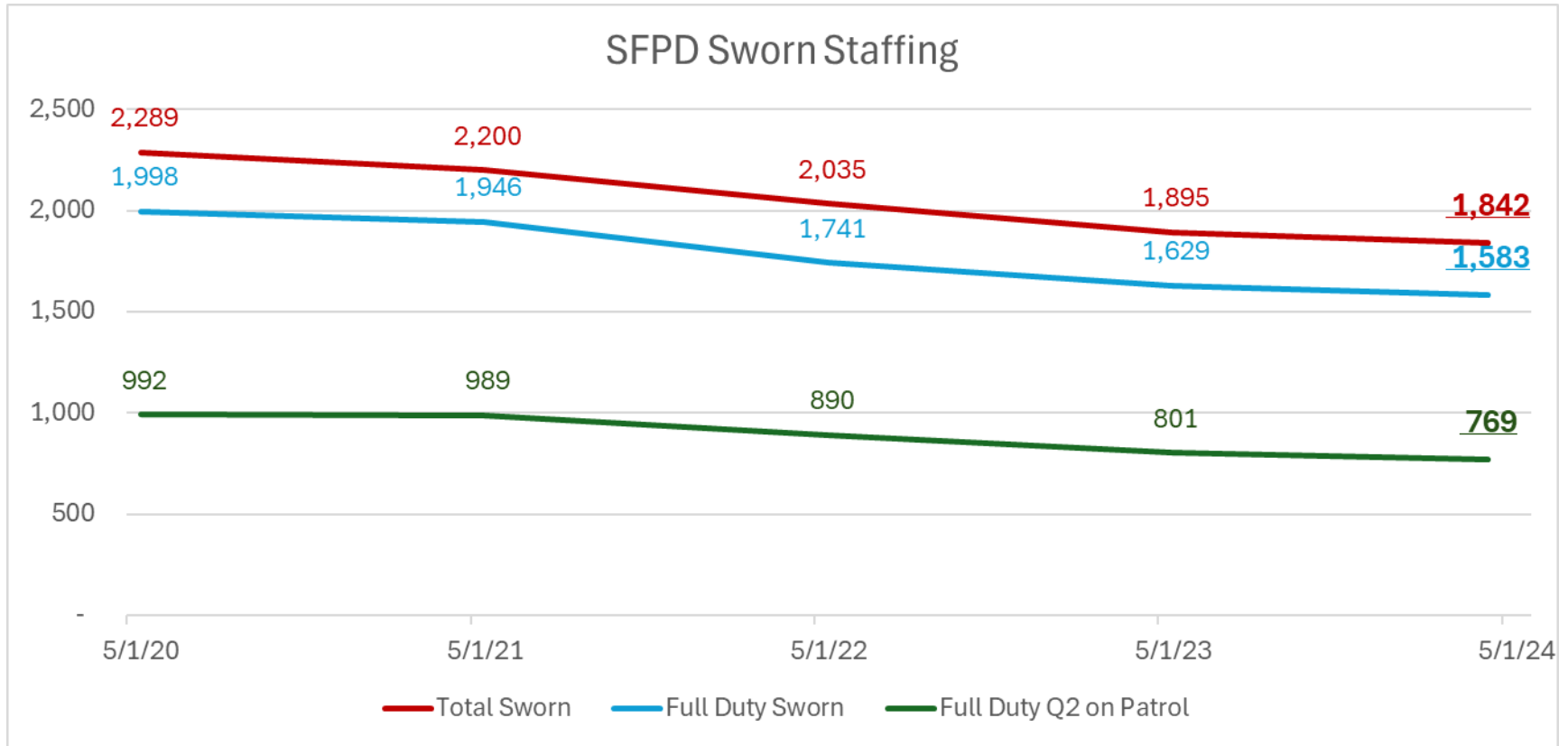
San Francisco Police Department

05.09.2024

Police Staffing – Metrics

2

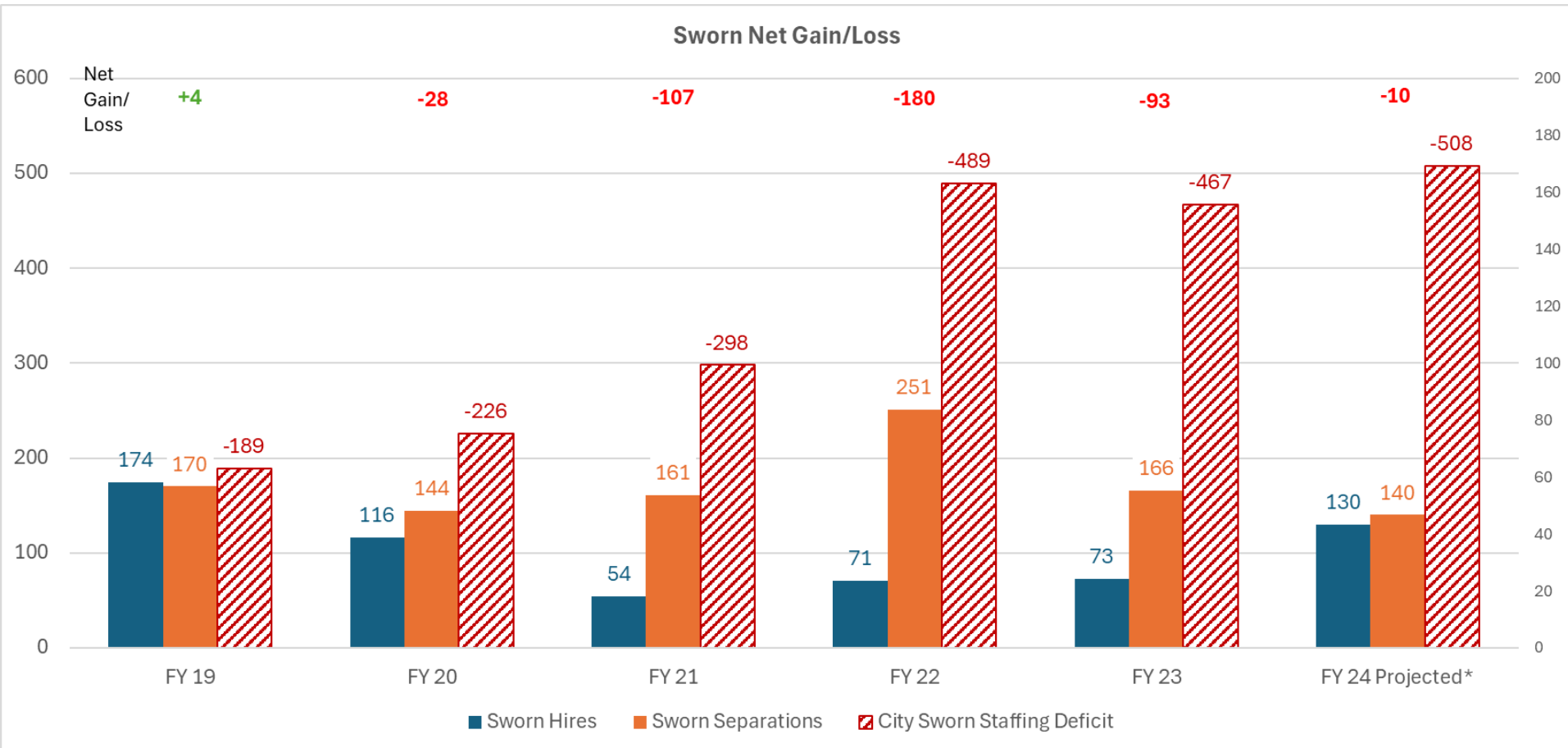
Sworn Staffing



Police Staffing – Metrics

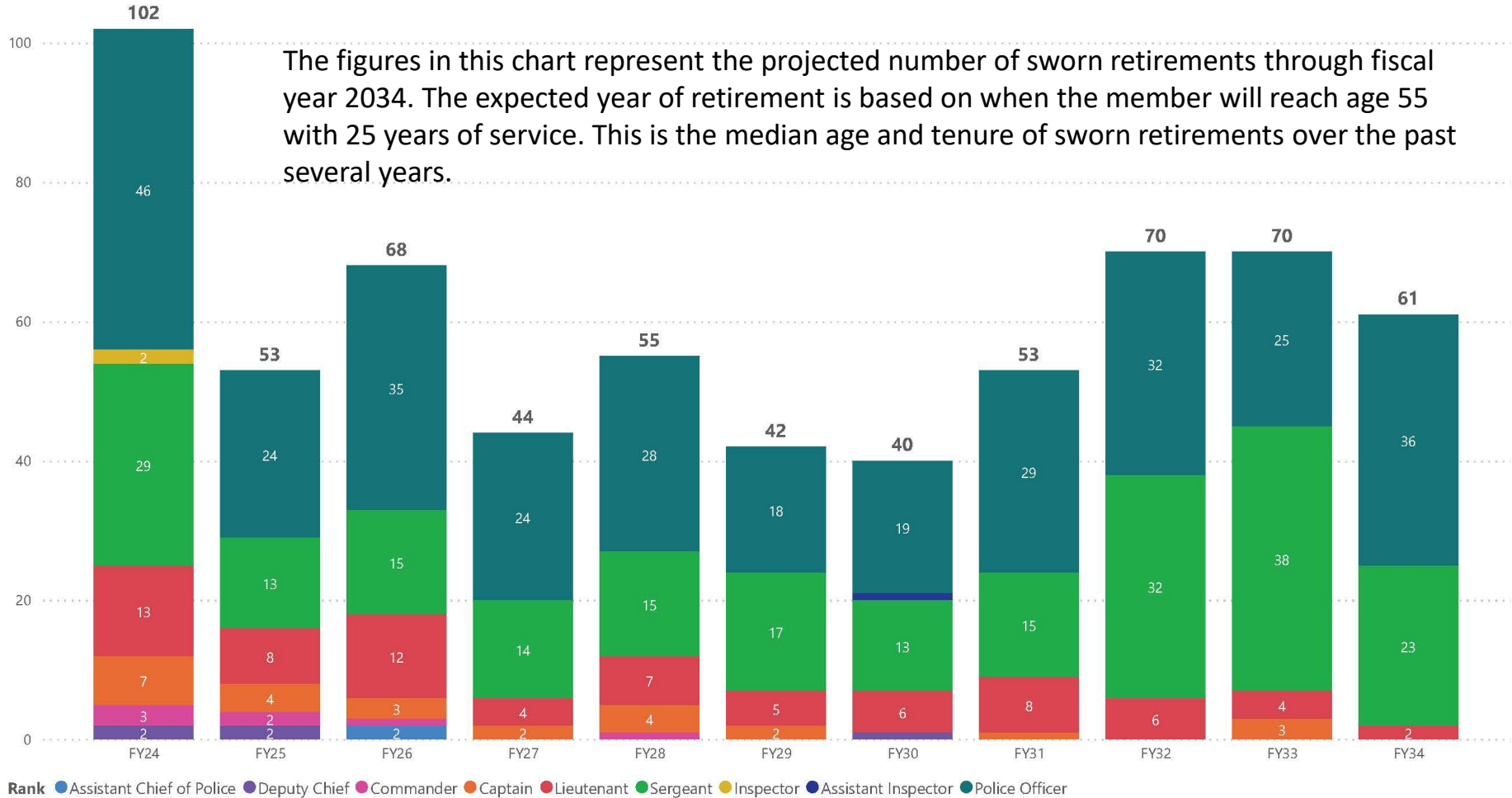
3

Staffing, Hiring, & Separations



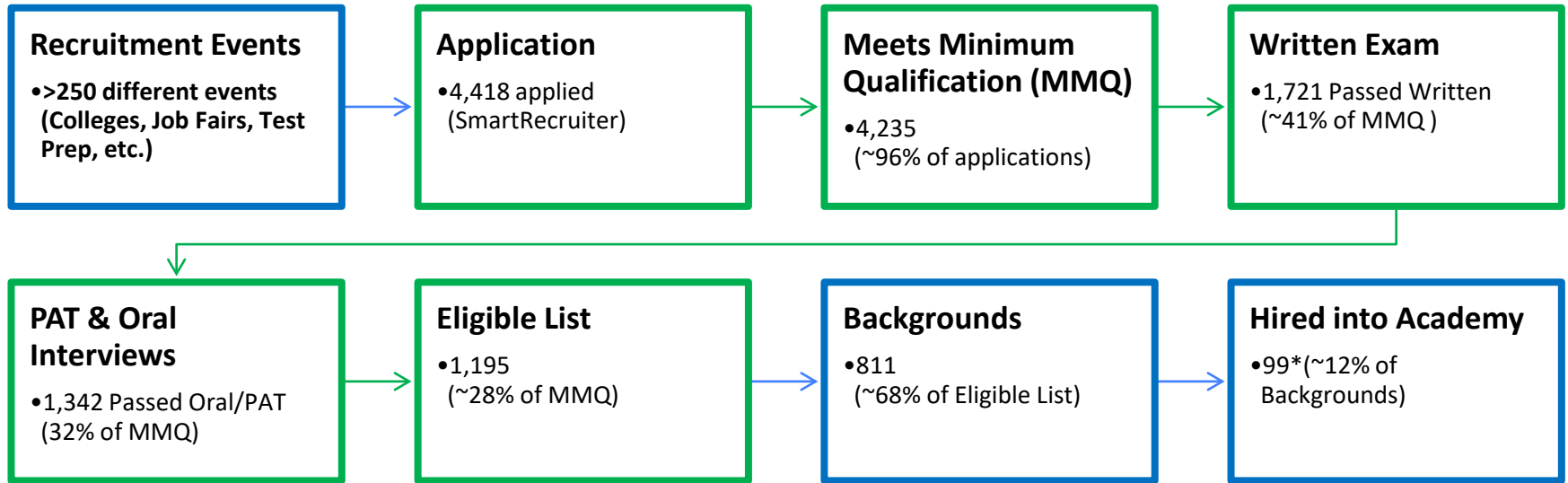
Police Staffing – Metrics

Fiscal Year of Possible Retirement by Rank

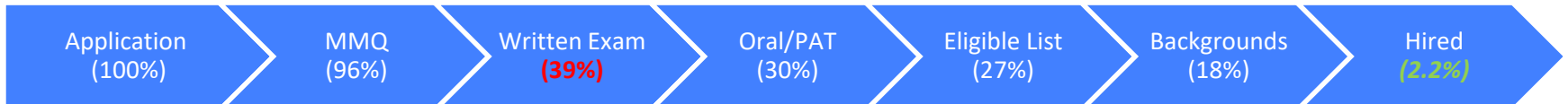


SFPD Hiring Process

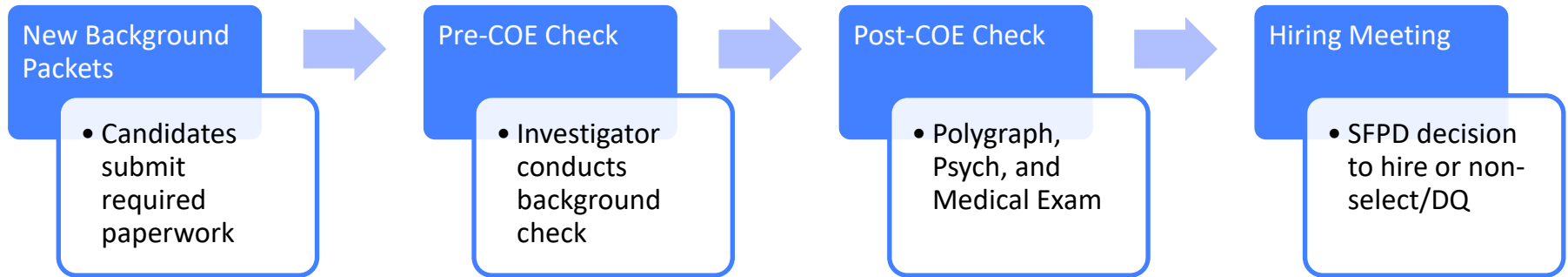
(11/1/2022 - 4/24/2024)



Applicant Drop-off Rates



Backgrounds Process



	Total Packets Received	In Progress	Completed	
			Non-select/DQ	Selected for Hire
2023	623	252	293	45 hired + 31 for May '24
2024 YTD	212	206	6	0

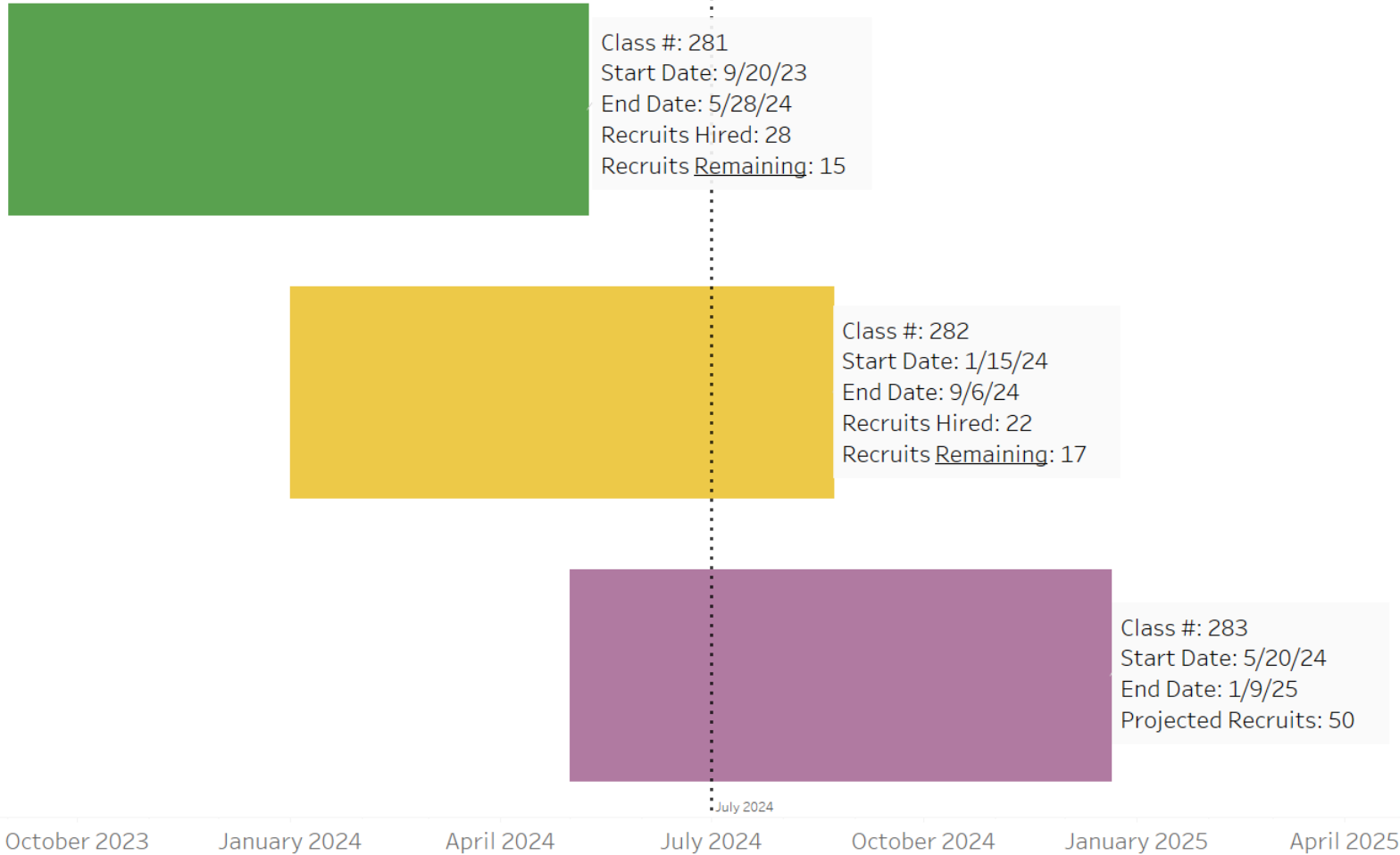
Background numbers are approximate since most files are still processed and tracked via paper

- **31** Recruits selected for Academy Class 283 (May 20th, 2024)
- Next Hiring Meeting is scheduled on May 17th

Police Staffing – Metrics

7

Academy Class Timeline



Process Improvements and Solutions

Outreach

- Modern branding: Join SFPD
- Social media improvements and focused outreach (universities and law enforcement)
- Train team to use source tracking to measure outreach efficacy
- Maximize appropriate comms tools to increase conversion (>1000 active text messages)

Application and Assessment

- Add automated self-certification questions to expedite screening
- Improve process for laterals
- Use exam score and status fields in SmartRecruiters to allow for bulk actions

Vetting and Background

- Build custom process so all milestones are captured in SmartRecruiters
- New Background Check system (Guardian)
- New full-time civilian investigators and additional part-time Prop Fs
- Additional medical exam options and availability for candidates

Partnership with All-Star Talent

High level goals:

1. Develop marketing strategies for recruitment
2. Develop a new and consistent branding for SFPD
3. Targeted advertisement by leveraging technology
4. Develop a Recruitment Strategic Plan Report



Implementing and Tracking a New Hiring Process

- Provides more transparency into the hiring process and facilitates pipeline management.
- Developed a new, live data feed for police to build dashboards.

New Pre-Employment Vendor

- New system saves approximately 4 weeks in hiring process

Tracking Background Process

- Mapping backgrounding stages in Applicant Tracking System.
 1. Clear understanding of funnel post-eligible list creation
 2. Creates accountability by reporting on time-in-stage
 3. Using data to predict likely timing from existing pipeline

Civilian Positions

- Budgeted positions filled: 624
- Budgeted vacancies: 139
- Budgeted GFS vacancies: 101

- Other filled positions
 - Prop F: 224

Police Staffing - Civilianization

12

Non-Patrol Officers

Bureau	Unit	Count
Administration Bureau	Academy	22
Administration Bureau	Field Training Office	1
Administration Bureau	Property Section	6
Administration Bureau	Staff Services	8
Bureau of Investigations	Burglary	2
Bureau of Investigations	Crime Gun Investigative Center	4
Bureau of Investigations	Crime Scene Invest.	16
Bureau of Investigations	General Work	2
Bureau of Investigations	Homicide	1
Bureau of Investigations	Robbery	1
Bureau of Investigations	Special Investigations	7
Bureau of Investigations	Strategic Investigations Unit	8
Bureau of Investigations	Violence Reduction Team	17
Chief of Staff	Chief of Staff	2
Chief's Office	Chief's Office	4
Field Operations Bureau	Community Engagement Division	3
Field Operations Bureau	Field Operations Bureau	51
Special Operations Bureau	Homeland Security Unit	9
Special Operations Bureau	Traffic Enforcement	26
Special Operations Bureau	Muni Division	3
Special Operations Bureau	Tactical Company	41
Strategic Management Bureau	Professional Standards & PP	3
Grand Total	Grand Total	237

Although not considered patrol, many assignments here are not administrative. i.e. – SWAT

This table consists of only Full Duty Officers (Q2) as of 4/29/2024

Thank you.

Questions?