

San Francisco Police Department Staffing Conditions



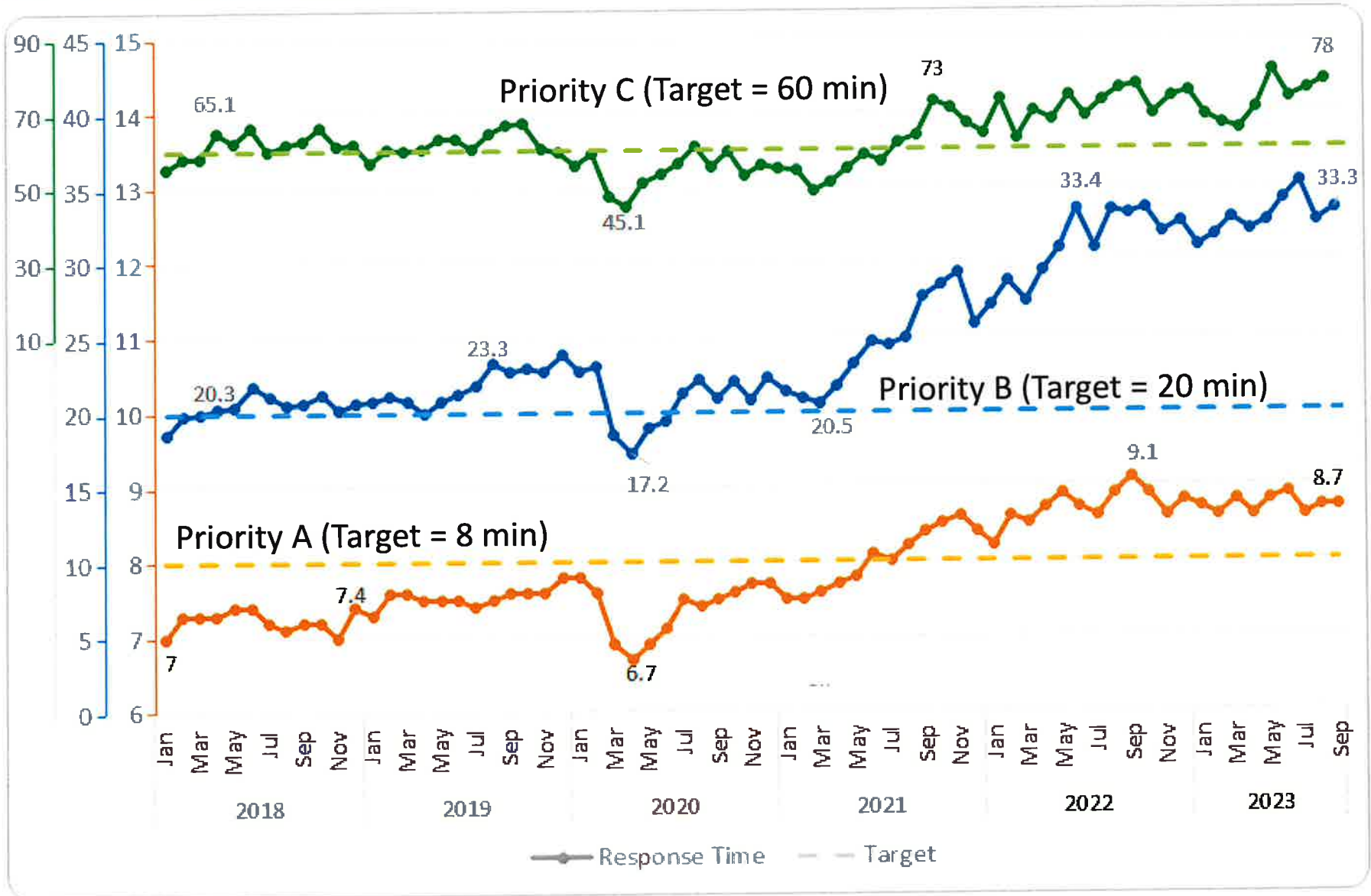
CITY & COUNTY OF SAN FRANCISCO

Police Department



PUBLIC SAFETY IN SAN FRANCISCO

AVERAGE CALL RESPONSE TIMES



Calls Dispatched to SFPD

Dispatched to Patrol	2021	2022	2023 (YTD)
Priority A	81,889	81,570	63,073
Priority B	113,461	108,166	80,445
Priority C	109,763	97,867	71,731
Total	305,113	287,603	215,249

Source: DataSF, 2023 data as of 10/13/2023

CIT-Related Calls	Volume
2021	43,870
2022	36,996
2023 (YTD)	25,410

Source: DataSF, 2023 data as of 10/13/2023. CIT call types include 800, 801, 910, and 5150

San Francisco Crime Trends





SFPD STAFFING ANALYSIS



BACKGROUND & CONTEXT

2017 – 2019

Per BOS Resolution No. 63-17, SFPD forms Task Force on Strategic Police Staffing.

2020

Matrix releases report.
Voters approve Proposition E.

2023

SFPD conducts analysis and updates the staffing report.

Staffing Task Force

Matrix Consulting Group

Proposition E

SFPD Staffing Analysis

2019 – 2020

SFPD hires police staffing expert to develop methodologies with input from Staffing Task Force and conduct the staffing analysis.

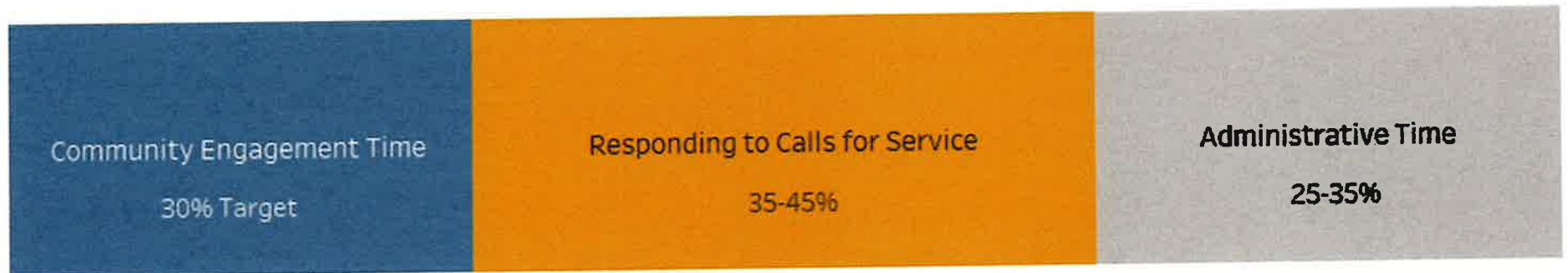
2021

Police Commission prescribes staffing analysis methodologies in Resolution No. 21-60.
SFPD conducts analysis.

Methodologies Used to Determine Staffing

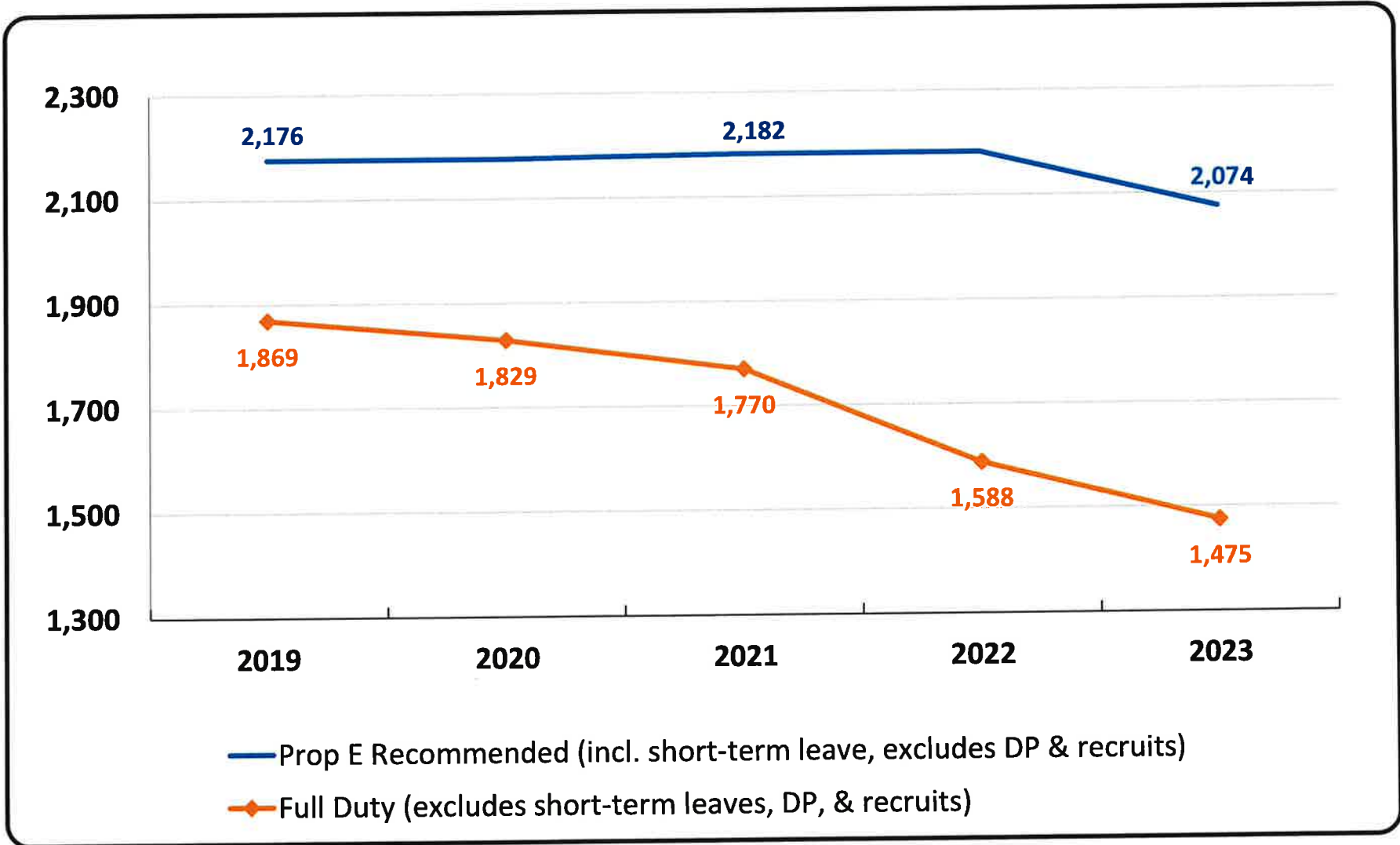
Workload-based Methodology

This analysis uses community generated calls for service – **demand for police services** – and a target percentage of time devoted to community engagement to determine recommended staffing levels.



The workload-based methodology using calls for service from the public is the **industry best practice**, used in previous SFPD staffing analyses: Matrix Consulting Group (2020), Controller’s Office (2018), PERF (2008).

CITY SWORN STAFFING



Sworn Members Retirement Eligibility

Retirement Status by Service	City		Airport	
	Non-Eligible	Eligible	Non-Eligible	Eligible
Less Than 10 Years of Service	718	15	0	0
10 to 20 Years of Service	513	87	38	14
20 – 25 Years of Service	110	136	12	27
25 – 30 Years of Service	13	134	3	30
More Than 30 Years of Service	0	19	0	2
Totals	1,354	391	53	73

Note: Does not include any service time served at other agencies

District Station Sworn Staffing Levels

Station	Recommended*	Current**	Gap
Bayview	158	96	-62
Central	154	112	-42
Ingleside	143	98	-45
Mission	186	114	-72
Northern	168	118	-50
Park	88	71	-17
Richmond	98	69	-29
Southern	159	103	-56
Taraval	120	83	-37
Tenderloin	154	130	-24
Totals	1,428	994	-434

* From 2023 Staffing Analysis Report draft, includes all ranks (779 Q2 Full-Duty for District Stations as of 10/02/23)

** Count based on HRMS data, may include members on short-term medical-leave



SFPD RECRUITMENT, HIRING & RETENTION



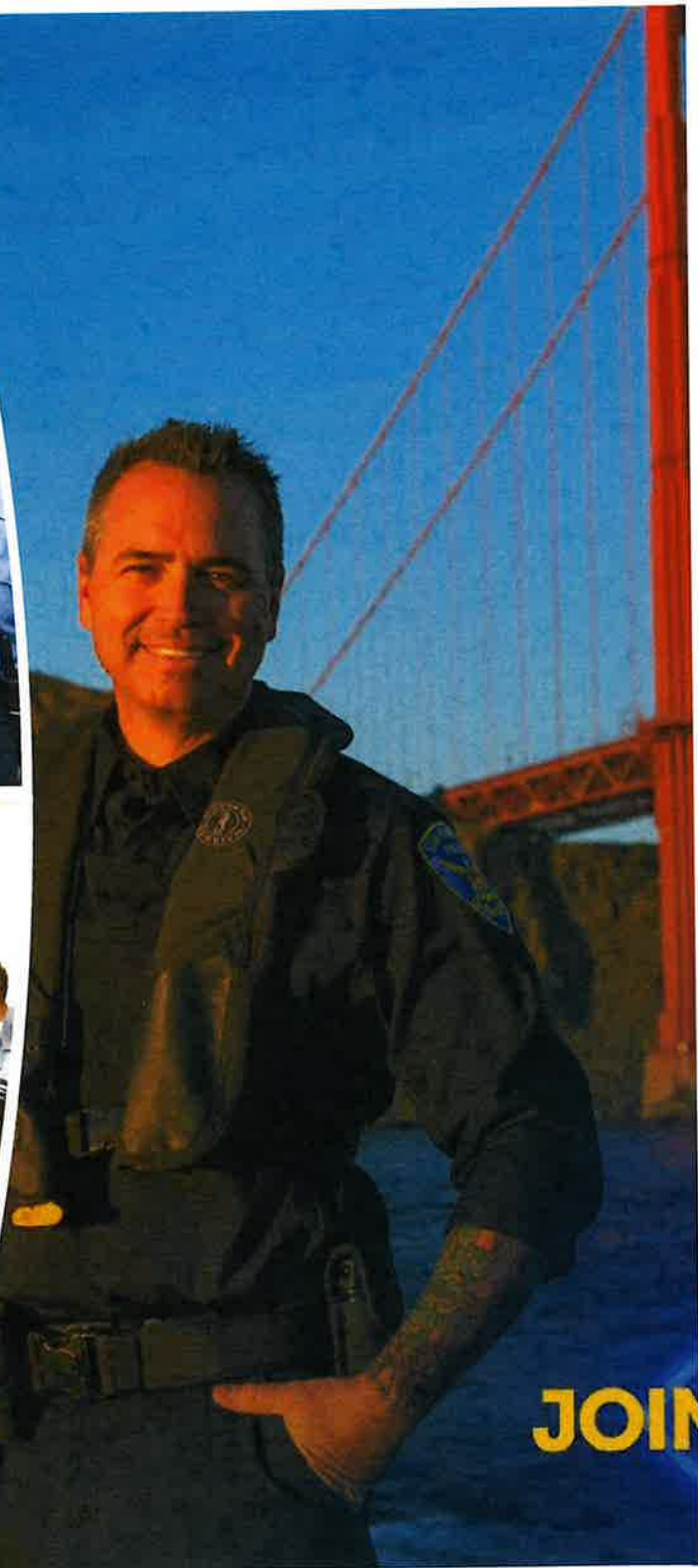
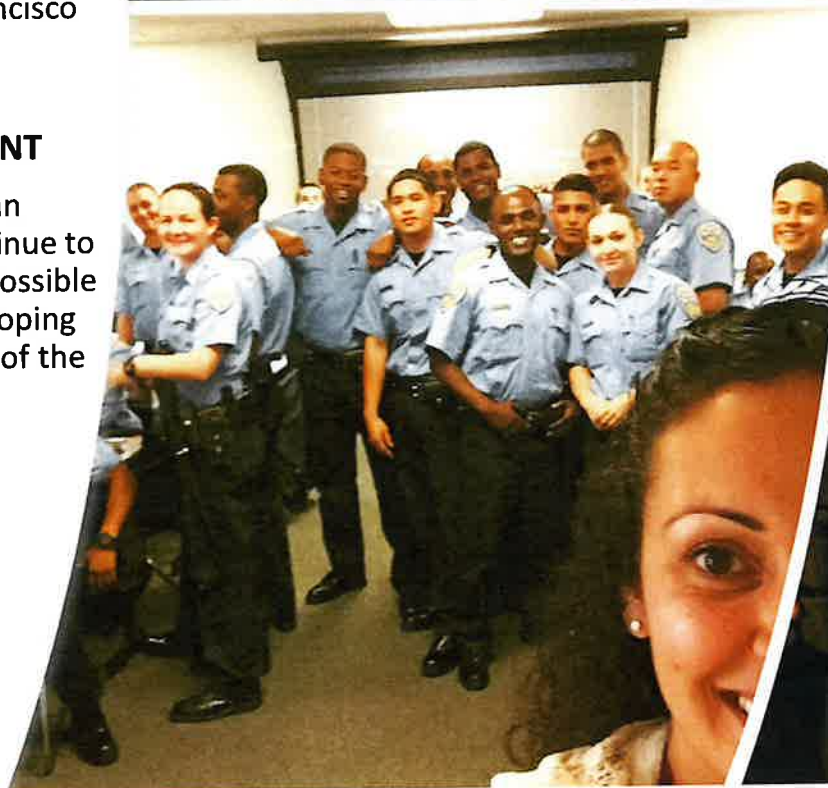
Recruitment, Hiring, and Retention

RECRUITMENT MISSION STATEMENT

We will ensure that the San Francisco Police Department offers the highest level of service to the community by recruiting the best, diverse and highest quality candidates for the San Francisco Police Department.

RETENTION MISSION STATEMENT

We will ensure members of the San Francisco Police Department continue to offer the highest level of service possible by retaining and continually developing members dedicated to the values of the department.



ACADEMY RECRUITS

Year	# of Apps	Apps Cleared	Hired	Entered FTO	Passing FTO
2017	3,717	841	165	114	89
2018	2,974	760	197	113	90
2019	2,621	572	127	93	81
2020	1,806	201	86	54	39
2021	1,404	247	41	27	21
2022	1,756	255	64	34	29
2023	2,490	552	71*	27	N/A**

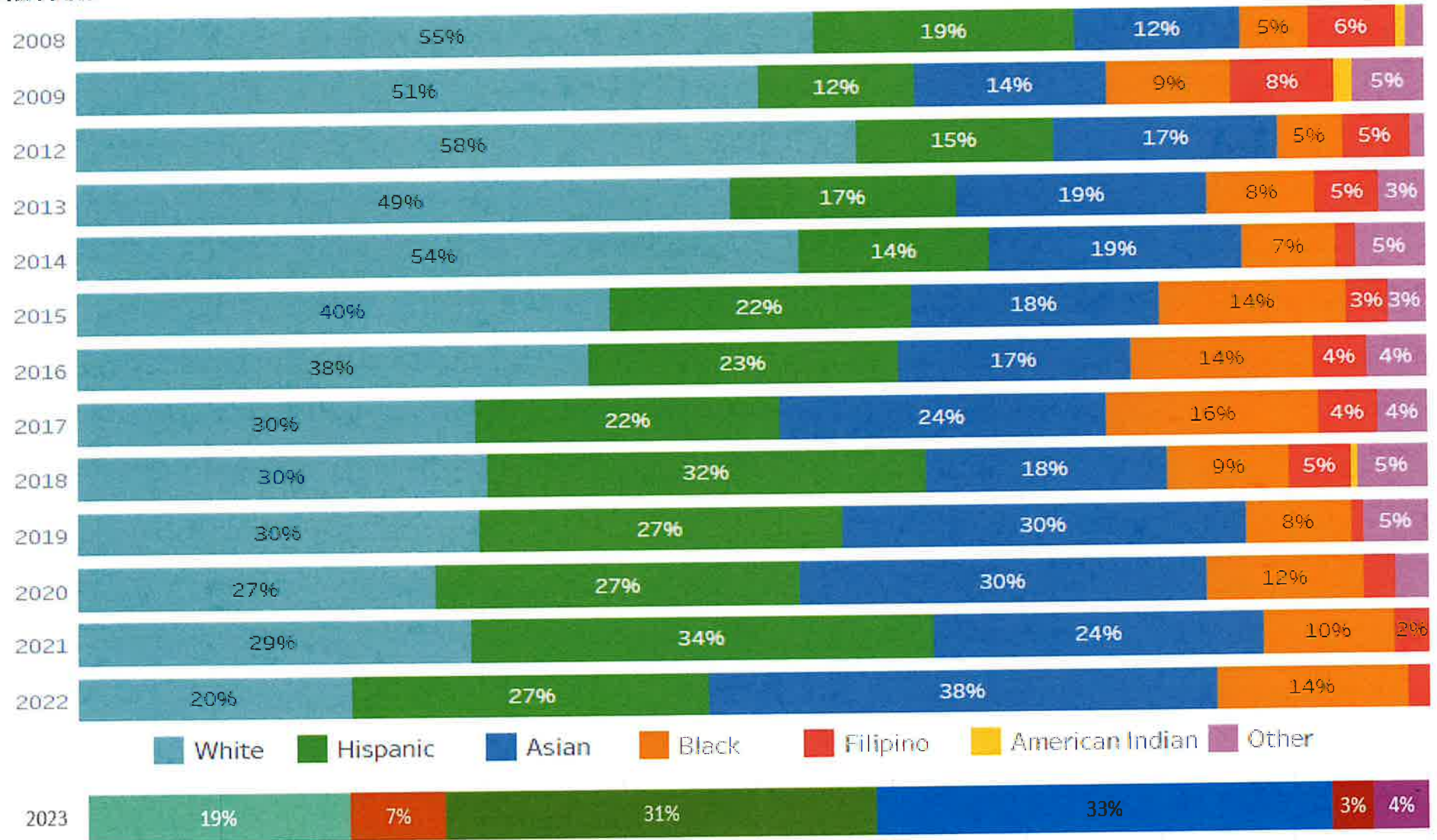
**52 are completing the Academy, 6 graduated and 13 separated to date in 2023.*

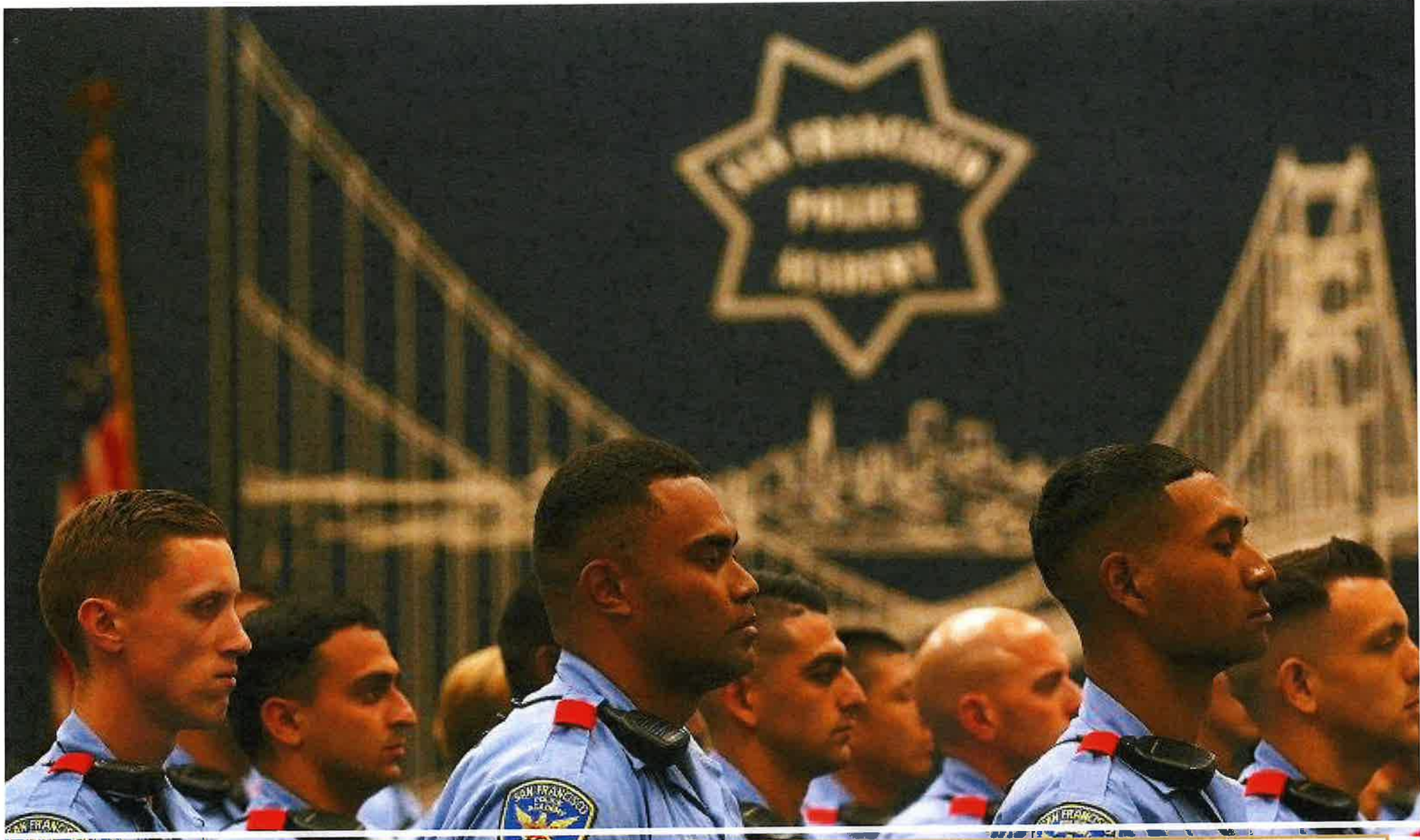
***Class 279 began 2/6/23 and is currently in field training.*

SFPD is plans to hire 100 recruits in FY24
and
120 recruits in FY25

Recruits Entering Academy by Race

Year of Start Date





SFPD STRATEGIC PLAN & RECOMMENDATIONS



RECRUITING ELIGIBLE NON-CITIZENS

- Effective January 1, 2023, SB960 modified California Government Code Section 1031 to allow non-citizens legally authorized to work in the United States to become Police Officers
- On April 22, 2023, SFPD issued Press Release 23-042 announcing that San Francisco would be one of the first major cities in CA to revise its hiring requirements to include eligible non-citizens
- The JOINSFPD.com website advertises this change in two areas of the FAQ page:

Citizenship:

- A U.S. Citizenship is no longer required. Applicants must be legally authorized to work in the United States under Federal Law.

– Do I need to be a citizen of the United States of America to apply?

No, but you must be legally authorized to work in the United States under Federal Law.

Incentive Comparison to Other Cities

Major Metropolitan Cities	New Recruits	Lateral Bonuses
San Francisco*	\$0	\$5,000
Alameda	\$75,000	\$75,000
Antioch	\$40,000	\$40,000
<i>Plus \$60,000 home down payment assistance for academy graduates</i>		
BART	\$15,000	\$15,000
El Cerrito	\$10,000	\$5,000
Fremont	\$10,000	\$20,000
Hayward	\$10,000	\$20,000
New Orleans*	\$20,000	\$20,000
Vacaville	\$20,000	\$20,000
Seattle	\$7,500	\$30,000

* Denotes a consolidated City & County government

FY23 Recruitment, Hiring, & Retention Strategies & Budget

Recruitment Staffing Budget

Academy

**Academy class of 25 new recruits*

Salary & Benefits for recruits	\$3,750,000
OT Training S&B	\$600,000
FTO Premium	\$56,537
Training Temp S&B	\$109,421
Uniform/Equip	\$175,000
Services (hiring/testing)	\$100,000

Recruitment, Hiring, and Retention Future Enhancements

- Police Officer Referral Incentive Program (PORIP)

Projected: 100 hires

- \$3k/hire = \$300K

- \$5k/hire = \$500K

**possibly expanding to other city employees*



- Hiring Bonus (Entry Level)

Projected: 100 hires

- \$5k/entry level = \$500k

- \$10k/entry level = \$1M

- \$15k/entry level = \$1.5M



- Hiring Bonus (Lateral)

Projected: 20 hires

- \$50k/lateral = \$1M

- \$100k/lateral = \$2M



Recruitment, Hiring, and Retention Future Enhancements

- Educational Incentives
Bachelorette Programs and Certification Training (e.g. AB 89)
- Family Wellness (Relocating Costs, Childcare, etc.) Incentives
Projected: 100 hires
\$15k/hire = \$1.5M
- Recruitment Consultant
All-Star Talent – Advertising and Marketing Firm - \$150k per year
(2-year contract)
- Videography/Photography Shoots - \$100k



Recruitment, Hiring, and Retention Future Enhancements



- Background management software
Guardian Alliance- \$200k
- Addition of 2 Professional Staff to
implement Recruitment tool and
develop recruitment and retention strategies
\$150/staff = \$300k
- Media Advertising (Billboards, Commercials,
Print, etc.)
\$500K
- Social Media Advertising (Meta-Based
Companies, Search Engine Optimization, etc.)
\$40K

Thank you.
Any Questions?

SAN FRANCISCO
POLICE DEPARTMENT

The image shows the exterior of the San Francisco Police Department building. A large, dark grey stone sign in the foreground reads "SAN FRANCISCO POLICE DEPARTMENT" in raised, white, sans-serif capital letters. Behind the sign is a modern glass-walled structure with a dark, ribbed overhang. To the right, a brick building with several windows is visible. Three flagpoles stand in front of the brick building, flying the American flag, the California state flag, and a yellow flag. A set of concrete steps with a metal handrail leads up to the brick building's entrance.