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CITY AND COUNTY OF SAN FRANCISCO
POLICE DEPARTMENT
HEADQUARTERS
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San Francisco, California, 94158



WILLIAM SCOTT
CHIEF OF POLICE

June 27, 2023

Supervisor Connie Chan
County Board of Supervisors, District 1
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102

RE: Supervisor Connie Chan Letter of Inquiry – FY24 Budget Proposal

Dear Budget Chair Supervisor Chan,

On Friday, June 23, 2023, at the Budget and Appropriations Committee, you asked SFPD for additional information.

As a follow-up we are providing additional details to the questions presented at the Budget Committee as follows:

84 Civilian Positions are Open

The 84 vacant civilian positions represent an improvement from the 104 vacancies the Department experienced due to the hiring freeze put into place after the Department projected a budget deficit and a need for a budget supplemental. The sworn staffing shortages has drawn much of the focus and attention, but the Department is facing a similar crisis for civilian hiring. The Department has approximately 452 full-time civilian positions (excludes Airport figures) and with 104 vacancies, this represents 23% of all civilian positions. This would be equivalent to having 470 sworn vacancies compared to the 2,045 sworn FTEs budgeted. We have not seen any reductions in workloads and the staffing deficits place extreme strain on all members of the Department, sworn and civilian.

Since the passage of the budget supplemental, the Department is continuing to expedite the hiring of civilian vacancies and this has helped reduce the number of vacant positions to 84. The 84 vacancies include 10 Information Technology positions, 11 ABIS/ID Bureau positions, 4 Criminalist positions at our Crime Lab, 7 Legal Positions, 2 Payroll/Personnel positions, 6 Police Service Aides, and 17 administrative analysts, 20 management/clerical positions, and 7 other supportive positions. These positions are in varying stages of hiring; some have open job notices, others are in the background process.

Given the recent number of unfunded legal mandates (e.g. SB1421) and the increased amount of administrative duties associated with collaborative reform, the Department will need to perform required work with the staffing resources that it possesses. Without adequate budget support and the authorization to fill the positions, if civilian positions need to be held vacant, then sworn

staffing may need to be assigned to complete the required tasks, which would create a form of reverse civilianization, and put further pressure on our already-stretched overtime budget.

SFPD Equipment (TruNarc, Narcotics Analyzer):

TruNarc is a handheld narcotics analyzer that enables officers to scan more than 498 suspected controlled substances in real-time for presumptive evidence.

- Non-destructive. Preservation of evidence.
- Non-contact. Can scan through sealed glass and plastic containers to help reduce exposure and preserve evidence.
- According to Marshall University, The TruNarc® successfully detected the target drug in 77% of the case samples, and generated reproducible results in 84% of the case samples when the results were compared to the rescans on days two and three.
- Yearly, SFPD averages about 3200 calls involving drugs or potentially hazardous materials.

Excluding Tenderloin, the remaining “Citywide” police districts, representing 96% of the entire City of San Francisco’s population, averaged 87 narcotic incidents (up 32 incidents from 2021) per month. In stark contrast, the Tenderloin, representing only 4% of the City’s population, averaged 96 narcotic incidents (up 45 incidents from 2021) per month.

The Tenderloin District accounts for 1,153 (53%) of the 2,163 of all narcotic incidents Citywide.

Here’s the district breakdown for Q1 2023 and frequency of potential TruNarc use below:

	Central	Southern	Bayview	Mission	Northern	Park	Richmond	Ingleside	Taraval	Tenderloin
Booked	22	74	17	32	40	7	5	20	3	224
Cited	11	14	3	15	9	0	0	4	0	128
Detained	1	4	0	1	8	1	0	0	1	21
Total ⁴	34	90	19	48	57	8	5	24	4	360

This equates to the following needs/uses levels:

- Taraval: just over once per month
- Richmond: just less than twice per month
- Park: nearly three times per month
- Bayview: 1-2 times per WEEK
- Ingleside: About twice per week.
- Central: nearly three times per week
- Mission: four times per week
- Northern: nearly five times per week
- Southern: about once per DAY
- Tenderloin: **FOUR TIMES PER DAY**

Technology

The Department is currently implementing a Record Management System (RMS) Project to transition the entry and reporting of Incident Reports in Crime Data Warehouse (CDW) to a new COTS (Commercial off the Shelf) vendor RMS that meets the FBI mandate of National Incident-Based Reporting System (NIBRS) compliant Incident-Based Reporting. This legal mandate became effective January 2021. In order for Incident data to be a part of Federal and State publications, Law Enforcement Agencies (LEA) must be NIBRS-compliant. For SFPD, this means that the FBI will not accept San Francisco crime statistics until 1) SFPD is on a NIBRS-compliant RMS and, 2), SFPD is certified by CA DOJ that our NIBRS crime data are at least 97% error-free.

The SFPD was awarded a \$5,304,000 grant provided to the department through the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics (DOJ). We are beholden to the Cal DOJ and DOJ for the successful implementation of the NIBRS compliant RMS. The risk of failure of not proceeding with the RMS implementation will be very costly. Grant funds would need to be returned. Furthermore, additional resources, hardware, training, and other exigent costs will create huge deficits that will require funding. We will lose critical functionality a COTS system could provide for greater data availability. This will also affect our local partnerships in data sharing and oversight.

Without the necessary resources for a NIBRS-compliant RMS that would produce timely and robust NIBRS statistics, we will lose the opportunity to qualify for public safety grants from our federal partners such as the BJA (Bureau of Justice Assistance), FBI, or DOJ, significantly increasing our requests for funding in the future. By statute, Justice Assistance Grant (JAG) Program awards are calculated using summary Part 1 violent crime data from the FBI's UCR Program. (See 34 U.S.C. § 10156.) These federal agencies provide Grants that support critical policing initiatives, including technology and equipment. Without the Grant funds, we would need to supplement our budget with general funds. This will also adversely affect our local partnerships in data sharing and oversight.

Nationally, over 60% of LEAs are already NIBRS-compliant. The NIBRS-compliant RMS Project is the catalyst to end a high-cost, time-consuming effort of in-house software development, thereby setting the stage for future implementations of law enforcement applications that are standard with a COTS RMS. Again, the urgency to ensure that the NIBRS Project will continue cannot be overstated.

California DOJ is currently funding the IJIS Institute to assist SFPD in meeting the new crime reporting standard of NIBRS – at no cost to the City. Thus, California DOJ would be part of the collateral damage of spending state funds for no results.

Loss of the funding for the NIBRS transition would effectively terminate the NIBRS RMS Project as there are no internal resources that can fill these positions or functionality:

- This work consists of project management, business analysis, database work, middle-tier work, extract-transform-load (ETL) development, metadata modeling, dashboard creation, and data distribution.
- Cloud Expert for NIBRS implementation, critical expertise needed to build NIBRS Cloud Infrastructure no one else on team has the Cloud expertise today.

- Critical network expertise needed to build transport layer between on-premises infrastructure to Cloud environments.
- Expertise for building application and interfaces.
- Critical skill for configuring and supporting NIBRS application. If not staffed, there will be no one to guide our officers through this transformative change

Civilian Policing Strategies (Police Community Ambassador Program):

The community ambassador program began in 2020 as part of the mayor's roadmap to police reforms. Community ambassadors are considered the liaison between the community and our police department and are designed to follow the 21st century policing model of "Building Trust and Legitimacy" and "Community Policing and Crime Reduction."

When the program was first developed, it was started with eight community ambassadors. Since the program was developed, we have expanded to the following numbers and assignment locations:

We currently have 95 total ambassadors city wide:

- Seventy-five are assigned to the city.
- Twenty are assigned to the airport.

The community ambassadors work 10am-8pm. Start times may be adjusted due to events taking place near their assignment locations. The expansion of the new beat assignments is important as our community ambassadors work directly with members of the community and the merchants as they are the liaison between the community and our department. Our department continues to collaborate and partner with the community in order to develop a long-lasting relationship. This is directly related to the mission of our department, which is to protect life and property, prevent crime and reduce the fear of crime throughout our entire city.

The department is looking to hire approximately twenty-five more ambassadors in September/October of this year and an additional twenty to twenty-five sometime next year between January and June of 2024 and deploy the new ambassadors in areas where crime is more prevalent.

If you have additional questions, please contact me at 415-837-7123, or email to diana.oliva-aroche@sfgov.org.

Sincerely,



DIANA OLIVA-AROCHE
Director of Policy & Public Affairs

cc: Madam Clerk Angela Calvillo, Clerk

Division 1 (Garret Tom)

Staffed Call sign	7 days a wk Amb 1-5	Wed-Sun Amb 11	Wed-Sun Amb-28	Wed-Sun Amb-25	Wed-Sun Amb-27
1	Dalhberg	Sakurai	Dimapasoc	Vance	Murray
2	Moran	Callejas	Clinton	Pate	Benjamin
3	Murphy	Neal	Chiu	Labutan	Castagnola
4	Brown	Van Koll	Yee	Canales	Balmy
5	Ortega	Kim	Faliano	Chu	Payne
6	Burns	Needham			McLaughlin
7	Garrity	Fong			
8	D'arcy	Lynch			
9	Lobre	Dawydiak			
10	Sinez				
11	Gillespie				
12	Borthne				
13	Hagan				
14					
15					
16					

13

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Division 2 (Julie Lazar)

Staffed Call sign	7 days a wk Amb-6	Wed-Sun Amb-16	Wed-Sun Amb-21	Wed-Sun Amb-26	Wed-Sun Amb-29	Thur-Mon Amb-17
1	Chinatown	Castro/Noe Valley	Haight	West Portal	Hayes Valley	Mission
2	Ng	Kruger	Duffield	K. Pubill	Sheehan	Peagler
3	Lum	Del Agostino	Breen	J. Pubill	Kerr	Maginnis
4	Loftus	Ramos	Burks	Ross	Scully	
5	Lee	Miranda	Lewis	Fatooh	Wilson	
6	Tsang	Takaoka	Lopez	Pohley	Matthews	
7	DeLeon			Burke	Shastri	
8	Alvarez					
9	Gin					
10	Etcheveste					
11	Corrado					
12	Seto					
13	Lazar					
14						
15						
16						

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*Ambassadors can be scheduled to work any of the assignment locations.

Staffing adjustments are made daily and as-needed based on the changing needs of the City.