



OFFICE OF THE CONTROLLER
CITY AND COUNTY OF SAN FRANCISCO

Ben Rosenfield
Controller

Todd Rydstrom
Deputy Controller

Ms. Angela Calvillo
Clerk of the Board of Supervisors
1 Dr. Carlton B. Goodlett Place Room 244
San Francisco, CA 94102-4689

October 18, 2023

RE: File 230985 – Charter amendment to establish minimum police staffing requirements for sworn officers and creation of a five-year Police Full Staffing Fund to support recruitment and hiring.

Dear Ms. Calvillo,

Should the proposed Charter amendment be approved by the voters, in my opinion, it would have a significant impact on the cost of government. These costs will vary considerably depending on the operational decisions made by the San Francisco Police Department (SFPD) and decisions made by the Mayor and the Board of Supervisors through the normal budget process.

The proposed Charter amendment will establish mandatory police staffing goals and significantly increase those staffing goals over the coming five fiscal years. Additionally, the proposed amendment establishes a required appropriation to a new Police Full Staffing Fund (Fund) to provide resources to assist with staff recruitment and retention plans. Lastly, the proposed amendment requires the Mayor and Board to appropriate funds for the coming fiscal year sufficient to maintain police staffing levels at the prior year level.

The SFPD currently has approximately 1,600 full-duty sworn officers. The proposed Charter amendment sets the required number of full-duty sworn officers to 1,800 in FY 2024-2025, 1,900 in FY 2025-2026, 2,000 in FY 2026-2027, 2,100 in FY 2027-2028, and 2,182 in FY 2028-2029. Thereafter, staffing level determinations would be based on an SFPD staffing needs reports to the Police Commission every five years. When compared to currently budgeted staffing levels, this would require the City to increase future fiscal year budgets by approximately \$20 million annually for each of the next five years, increasing costs by a cumulative total of \$300 million during this period, assuming no increase in management ranks needed to support the growth in line staff. This investment may result in reductions in overtime currently employed by the department. If these additional full-duty officers resulted in an hour for hour reduction in overtime use, this would reduce the estimated cumulative cost by approximately \$180 million, to approximately \$120 million. The ultimate cost of these provisions of the measure will depend on future decisions by the Mayor and Board through the City's annual budget process and through operational decisions made by the SFPD.

The Charter amendment would require the City to appropriate \$16.8 million in FY 2024-2025 to the Fund and appropriate \$75,000 per officer that SFPD is below the required number of officers each subsequent year, not to exceed \$30 million per fiscal year. Given current staffing levels versus those required in the measure, it is likely that future year required appropriations would be significant. The measure includes an allowance for the City to reduce appropriations to the fund by the percentage increase or decrease in proportion to the City's aggregate discretionary revenues, when the City projects a budget deficit in excess of \$250 million. The amendment would set aside these funds for recruitment and hiring efforts, advertising, development and administration of hiring strategies, and funding hiring incentives for new police officers.

This proposed amendment is not in compliance with a non-binding, voter-adopted city policy regarding set-asides. The policy seeks to limit set-asides which reduce General Fund dollars that could otherwise be allocated by the Mayor and the Board of Supervisors in the annual budget process.

The amendment will also create a requirement for the Controller to set aside and maintain appropriations to the Fund. Note that the proposed amendment would change the duties of the Controller's Office, which has prepared this statement.

Sincerely,

Janice Levy FOR
Ben Rosenfield
Controller

Note: This analysis reflects our understanding of the proposal as of the date shown. At times further information is provided to us which may result in revisions being made to this analysis before the final Controller's statement appears in the Voter Information Pamphlet.