



**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 26, 2023

RE: File 230985 – Charter amendment (Second Draft) 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, given that some requirements established in the measure are binding while others establish non-binding City policy.

The proposed Charter amendment establishes a binding required appropriation to a new Police Full Staffing Fund (Fund) to provide resources to increase staffing in the department in the coming five fiscal years. The amendment requires 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 freezes appropriations to the fund at the prior year's level if the budget deficit exceeds \$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.

The SFPD currently has approximately 1,580 full-duty sworn officers. The proposed Charter amendment sets the required number of full-duty sworn officers to 1,700 in FY 2024-2025, 1,800 in FY 2025-2026, 1,900 in FY 2026-2027, 2,000 in FY 2027-2028, and 2,074 in FY 2028-2029. Thereafter, staffing level determinations would be based on an SFPD staffing needs report to the Police Commission every five years. When compared to currently budgeted staffing levels and if these goals are met, this provision would require the City to increase future fiscal year budgets by approximately \$2 million in the first fiscal year, increasing by approximately \$18 million annually for each of the next four years, increasing costs by a cumulative total of \$200 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 \$130 million, to approximately \$70 million. However, meeting these staffing goals will depend on the SFPD's ability to fill positions. Additionally, the ultimate cost of this provision of the measure will depend on future decisions by the Mayor and Board through the City's annual budget process, as these staffing levels are not binding on the decisions the Mayor and Board make during the annual budget process.

If required staffing level are not achieved, the proposed amendment requires the Mayor and Board, at a minimum, to appropriate funds for the coming fiscal year sufficient to maintain police staffing levels at the prior year level. For context, current staffing levels for the department would require appropriations of approximately \$475 million in the coming fiscal year, adjusted each year for changes in staffing levels and employee wage and benefit changes.

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.