

1 [Establishing a Population-Based Police Staffing Policy]

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3 **Resolution establishing a Board of Supervisors policy that police staffing levels be**
4 **adjusted to account for population and neighborhood growth.**
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6 WHEREAS, The San Francisco Police Department is charged with preserving the
7 public peace, preventing and detecting crime, and protecting the rights of persons and
8 properties by enforcing the laws of the United States, the State of California and the City and
9 County of San Francisco; and

10 WHEREAS, The San Francisco Police Department has 1,730 sworn active duty
11 officers down from 1,951 sworn active duty officers in May 2010; and

12 WHEREAS, The San Francisco Board of Supervisors approves the annual budget, that
13 sets the appropriation for the budget for the Police Department, which includes determining
14 the number and size of annual Police academy classes; and

15 WHEREAS, In 1994, the voters of San Francisco passed Proposition D, a Charter
16 amendment that established a police staffing level of not fewer than 1,971 full duty sworn
17 officers; and

18 WHEREAS, In 1994, the population of San Francisco was 742,316; and

19 WHEREAS, In 2014, the population of San Francisco was estimated to be 841,138,
20 which is an increase of 98,822 since 1994, or 13.3%; and

21 WHEREAS, An increase of 13.3% from 1,971 full duty sworn officers would add 262
22 officers to the Charter-mandated staffing minimum for a total of 2,233; and

23 WHEREAS, In 2008, the Police Executive Research Forum (PERF) published a report
24 in which it developed a Vision Statement for the city's Police Department and
25 recommendations to implement this Vision Statement, which included an emphasis on

1 community policing and problem-solving policing in the department's approach to crime-
2 fighting; and

3 WHEREAS, The PERF report's recommendations to achieve the goals of this vision
4 statement included a range of staffing levels for sworn personnel of up to 2,254 officers, when
5 San Francisco's population was 798,680; and

6 WHEREAS, A report by the San Francisco Controller in 2015 found that from 2004 to
7 2014, the sworn police staffing per 100,000 residents in San Francisco has decreased by 13
8 percent; and

9 WHEREAS, In a comparison with peer cities, San Francisco was found to have the
10 second highest total crime per 100,000 residents, trailing only Oakland, and also was found to
11 trail several jurisdictions, including Washington DC, Chicago, Philadelphia, Newark, and
12 Boston, in the ratio of sworn and civilian police staffing per 100,000 for both residents and
13 daytime population; and

14 WHEREAS, The 15 peer cities studied in the Controller's report average 271 police
15 officers per 100,000 residents; and

16 WHEREAS, In order to meet that average level of police service, San Francisco would
17 need 2,279 officers; and

18 WHEREAS, San Francisco's police staffing goals should reflect its current and future
19 needs, not the needs of the city from 20 years ago; and

20 WHEREAS, San Francisco is a dynamic urban environment with evolving needs and a
21 growing population; and

22 WHEREAS, New neighborhoods have been built or are in the process of being built in
23 previously non-residential or low density areas, including but not limited to Treasure Island,
24 Candlestick Point, the Hunters Point Shipyard, and Visitacion Valley; and

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1 WHEREAS, These new neighborhoods will require more city services, including police
2 patrols and response commensurate to those required by existing neighborhoods; and

3 WHEREAS, To rely on a static minimum staffing number disregards the changing
4 needs of an evolving urban environment; and

5 WHEREAS, A minimum police staffing threshold serves as a clear baseline for making
6 budgeting decisions and planning for the future of the city; now, therefore, be it

7 RESOLVED, The Board finds the Charter-mandated number of 1,971 full duty sworn
8 officers to be an outdated and inadequate number of officers to fully serve the City; and, be it

9 FURTHER RESOLVED, The Board recognizes that a police staffing policy goal should
10 be based on current population and need, and on projected city and population growth; and,
11 be it

12 FURTHER RESOLVED, The Board determines that police staffing goals should
13 exceed 2,200 full duty sworn officers, which would bring the voter-approved minimum into line
14 with San Francisco's current population; and, be it

15 FURTHER RESOLVED, The Board acknowledges the recently-reinstated SFPD Cadet
16 Academy, in which local high school graduates aged 18-21 work alongside officers to gain job
17 skills and build positive relationships, and urges the Chief of Police to prioritize Cadet
18 Academy participants and graduates for departmental hiring; and, be it

19 FURTHER RESOLVED, The Board supports extensive anti-bias training and urges the
20 Chief of Police to provide it for all new and current officers; and, be it

21 FURTHER RESOLVED, In addition to increasing police staffing levels, the Board will
22 look at other strategies such as increasing civilianization in the Police Department and other
23 public safety programs and resources in the San Francisco Sheriff's Department that could be
24 augmented to support our City's public safety needs; and, be it

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1 FURTHER RESOLVED, That the Board commits to fully funding police academy
2 classes to exceed this goal of 2,200 full duty sworn officers.

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