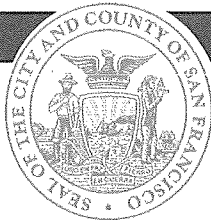


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SFPD POLICY PRIORITIES

FY 2019-2020



CITY & COUNTY OF SAN FRANCISCO

Police Department
Office of the Chief of Police

Safety with Respect

2

SFPD

Strategic Initiative Pillars

- Improve Responsiveness
- Strengthen the Department
- Collaborate
- Measure and Communicate
- Define the Future

Strategic Plan Highlights

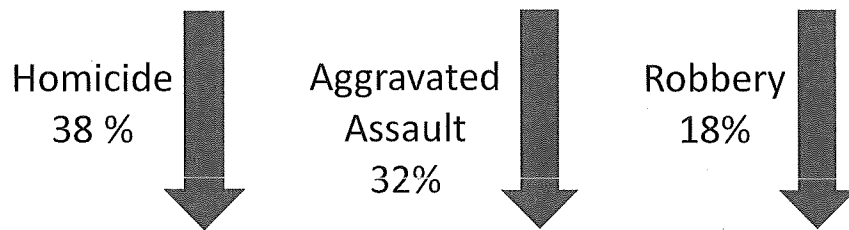
- **Public Safety:** Safe Neighborhoods
- **Quality of Life:** Homeless and Harm Reduction
- **Trust and Accountability:** Reforms
- **Community Engagement:** Partnership and Outreach
- **Resources:** Improve Technology
- **Diversity:** Ensure a Diverse and Inclusive Workforce

Chief's Four Operational Priorities

1. **VIOLENT CRIME**
2. **PROPERTY CRIME**
3. **HOMELESS AND HARM REDUCTION**
4. **FOOTBEAT COVERAGE**

Violent Crime

- Violent crime is down in key areas, YTD Feb 2018 vs. Feb 2019
- Result of comprehensive, data driven public safety strategy that includes visibility of officers



Violent Crime

Re-established the Investigations Bureau: Homicide, Gang Task Force, Robbery, Property Crime, Special Investigations Division, Traffic Collision Investigations and Night Investigations

Crime Gun Intelligence Center (CGIC): collaboration between PD, ATF, Crime Lab, community groups, prosecuting attorneys, in order to ID armed violent offenders

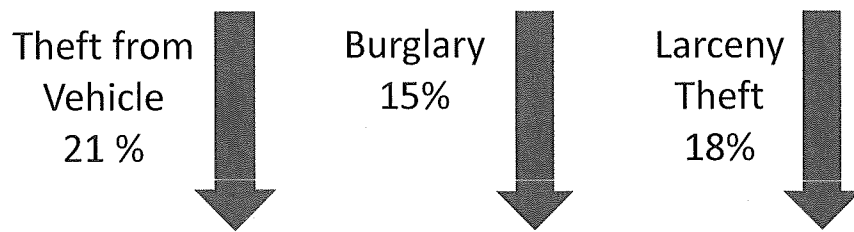
- Homicide by gun down 50%, YTD Feb 2018 vs. Feb 2019
- Total shootings down 60%, YTD Feb 2018 vs. Feb 2019

Community Engagement:

- Street Violence Response Team
- DPH Partnership: Support for Survivors of Violent Crimes
- Town hall meetings after traumatic events

Property Crime

- Property crime is down in key areas, YTD Feb 2018 vs. Feb 2019
- Result of district-specific strategies, including increase police visibility



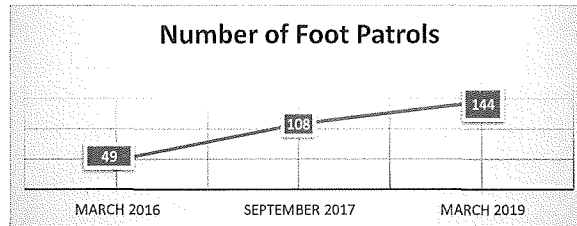
Property Crime

- Neighborhood Crime Units expanded from pilot stations to every district
- Hot Spot attention through Crime Operation Prevention
- Increase Foot Patrols and visibility in every district
- Plainclothes in every district and undercover Crimes Unit personnel work bigger cases and tie multiple suspects together.



Foot beats & Police Visibility

- District-specific strategies developed to address problem areas based on crime characteristics
- Maintaining the increased foot patrol presence in the districts to encourage a sense of safety among the community and deter crime
- Strategically placed vehicles in hot spots for deterrence
- Increase of foot patrols in every district



Homeless and Harm Reduction

Doubled the number of officers at Healthy Streets Operation

Reduction in tents July 2018 - Jan 2019	Harm reduction outreach Dec 2018 - April 2019
-40% Tents/structures	1,166 Individual Contacts
-100% Sites with 8+ tents	+200 Placed into services

Vision Zero

We have expanded the staffing at Traffic Company to Focus on the Five

- Nov 2018: 37 officers
- April 2019: 43 officer
- May 2019: 12 additional officers will begin training

In April 2019, Traffic Company exceeded 50% Vision Zero Focus on the Five commitment

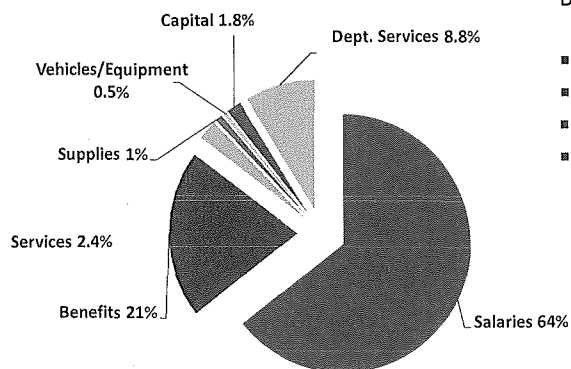
- 61% of citations were Focus on the Five

We are increasing our use of data to determine where enforcement can be most impactful

- eCitations
- eCollision

FY 2019-2020 Base Budget

General Fund Expenditures



Budget Overview

- Total Budget \$684M
- \$522M General Fund (76%)
- 85% Personnel
- 15% All Other

FY 2019-21 Fiscal Priorities

Ensure staffing levels to meet the demands of proactive and reactive public safety needs

- Continue new academies in FY 2019-21
- Continue civilization strategy
- Flexibility with OT dollars to address district-specific needs

Secure resources to improve responsiveness and efficiencies

- Technology upgrades and staffing
- Fleet replacement

Continue Collaborative Reform Initiative

- Comply with new state transparency laws

Ensure a Diverse and inclusive workplace

- Support robust recruitment efforts
- Continue to expand community engagement efforts

Staffing

- Department currently staffed at 1,886 full duty sworn officers
- 137 recruits scheduled for academy in FY 18-19
- 150 recruits planned for FY 19-20

Academy Class	Number of Academy Hires	Status	Anticipated Date of Academy Graduation
September 2018	52	Still in Academy	May 2019
December 2018	40	Still in Academy	July 2019
March 2019	37	Still in Academy	October 2019
June 2019 lateral	8	Planned	August 2019

Recruitment

Outreach Strategies

- Implementation of an aggressive advertising campaign
- Adjustment of recruitment events
- Adjustment of specific testing procedures

Collaboration to Improve Hiring Efficiency

- SFPD and DHR are each responsible for portions of the hiring process and have coordinated efforts to improve process
- Earlier SFPD engagement of applicant in hiring process
- Test prep help sessions for applicants to practice physical testing, oral testing and provide tips on the phone for the written test.
- Re test the physical exam in three months instead of six

Civilization Efforts

Department workforce is approximately 15% non-sworn personnel

FY 18-19:

- 25 sworn positions were identified for civilianization
- 19 budgeted for Jan 1
- 6 budgeted for April

FY19-21:

- Civilianization to continue based on staffing analysis

Two staffing reports to completed by summer 2019:

- City Controller's Office civilization analysis
- Matrix study on sworn and non-sworn staffing levels

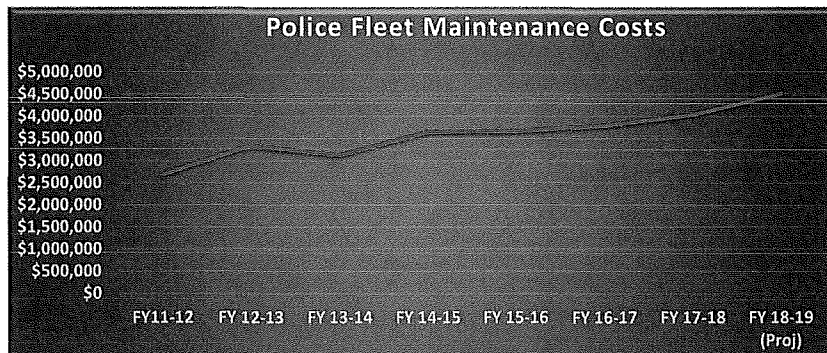
Fleet

- Key to operational success of department
- Response times will be impacted if fleet is not maintained
- Fleet imperative to Vision Zero, investigations, police visibility

	Fleet over 10 years old	Fleet more than 150k miles
Patrol	104	81
Unmarked	218	171
Specialty	140	42
Motorcycles	66	--
Total	528	294
	52% total fleet	34% of fleet

Fleet

- Maintenance costs have increased nearly \$2 million since FY 11-12
- Spent \$6.2m million this year repairing an aging and outdated fleet
- Approximately 375 cars are in the shop each month for scheduled or unscheduled repairs



State Transparency Laws

SB1421 and AB748 are two new state laws that require police departments to release full investigation files and full body worn camera (BWC) footage within a mandated time frame.

This legislation was passed without any state funding and includes all retroactive records.

Request for files to date:

- 13,450 personnel files under SB1421
- about 294,400 hours of workload will be required to review the 20 years of retroactive case records that is mandated by these new laws
- Up to 15,000 new annual hours of workload could be added for current, annual cases.

AB748 (BWC) goes into effect July 1

- One hour of body camera footage equates to approx. four hours of work

SFPD FY 2019-21 Fiscal Priorities

To maintain current service levels or to increase service levels the City will need to continue to make strategic investments in multiple areas.

- Academy classes
- Civilization, conversion and new positions
- Overtime
- Technology and Infrastructure
- Fleet
- Collaborative Initiative Reform

