[Establishing a Population-Based Police Staffing Policy]

Resolution establishing a Board of Supervisors policy that police staffing levels be adjusted to account for population and neighborhood growth.

WHEREAS, The San Francisco Police Department is charged with preserving the public peace, preventing and detecting crime, and protecting the rights of persons and properties by enforcing the laws of the United States, the State of California and the City and County of San Francisco; and

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

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

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

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

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

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

WHEREAS, In 2008, the Police Executive Research Forum (PERF) published a report in which it developed a Vision Statement for the city's Police Department and recommendations to implement this Vision Statement, which included an emphasis on
community policing and problem-solving policing in the department’s approach to crime-fighting; and

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

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

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

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

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

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

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

WHEREAS, New neighborhoods have been built or are in the process of being built in previously non-residential or low density areas, including but not limited to Treasure Island, Candlestick Point, the Hunters Point Shipyard, and Visitacion Valley; and
WHEREAS, These new neighborhoods will require more city services, including police patrols and response commensurate to those required by existing neighborhoods; and

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

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

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

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

be it

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

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

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

FURTHER RESOLVED, In addition to increasing police staffing levels, the Board will look at other strategies such as increasing civilianization in the Police Department and other public safety programs and resources in the San Francisco Sheriff’s Department that could be augmented to support our City’s public safety needs; and, be it
FURTHER RESOLVED, That the Board commits to fully funding police academy classes to exceed this goal of 2,200 full duty sworn officers.
Resolution establishing a Board of Supervisors policy that police staffing levels be adjusted to account for population and neighborhood growth.

June 15, 2015 Land Use and Transportation Committee - RECOMMENDED

June 23, 2015 Board of Supervisors - NOT RE-REFERRED
Ayes: 5 - Avalos, Campos, Kim, Mar and Yee
Noes: 6 - Breed, Christensen, Cohen, Farrell, Tang and Wiener

June 23, 2015 Board of Supervisors - NOT RE-REFERRED
Ayes: 5 - Avalos, Campos, Kim, Mar and Yee
Noes: 6 - Breed, Christensen, Cohen, Farrell, Tang and Wiener

June 23, 2015 Board of Supervisors - AMENDED
Ayes: 11 - Avalos, Breed, Campos, Christensen, Cohen, Farrell, Kim, Mar, Tang, Wiener and Yee

June 23, 2015 Board of Supervisors - AMENDED
Ayes: 7 - Breed, Christensen, Cohen, Farrell, Tang, Wiener and Yee
Noes: 4 - Avalos, Campos, Kim and Mar

June 23, 2015 Board of Supervisors - DUPLICATED AS AMENDED

June 23, 2015 Board of Supervisors - ADOPTED AS AMENDED
Ayes: 6 - Breed, Christensen, Cohen, Farrell, Tang and Wiener
Noes: 5 - Avalos, Campos, Kim, Mar and Yee
I hereby certify that the foregoing Resolution was ADOPTED AS AMENDED on 6/23/2015 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

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Unsigned                     7/3/15
Mayor                       Date Approved

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

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Angela Calvillo               7/3/15
Clerk of the Board               Date