



Police Staffing: Improving Retention and Recruitment Through New Contract Agreement

As part of the City's work to address its severe police staffing shortage, Mayor London Breed is introducing legislation to adopt the ratified contract with the San Francisco Police Officers Association that is a significant step in retaining and recruiting police officers.

The agreement will help stop the outflow of experienced officers leaving San Francisco by including significant retention incentives. It will also help recruit new officers by making San Francisco the highest paid starting salary in the Bay Area while also adding incentives for officers looking to transfer from other jurisdictions. The agreement also supports officers and their families by including childcare support in circumstances where officers get called in for mandatory overtime, called back to work, or held over schedule so that officers.

The Board of Supervisors must approve the legislation for this contract. The Board can only vote it up or down, they cannot amend it.

Why It's Needed

Sworn staffing levels have fallen precipitously in the last three years and **San Francisco now has 331 officers fewer than in 2019 and 541 officers below the staffing analysis recommended level** and many are eligible for retirement.

Police staffing is a national issue, but San Francisco has to advance local solutions.

These enhancements are intended to reduce resignations and retirements and usher in new hires. In calendar 2022, the department saw a decrease of 8% to resignations and retirements. Without these enhancements we could see the department shrink by as much as an additional 8% in calendar year 2023.

On July, 1, 2022, the City increased the wages and Retention Premium by 8% in an effort to stem the decline in police officers. 30 police officer employees retired in FY22-23. If retirements had followed prior year's retirement, we would expect to see 50 officers retire, suggesting FY22-23 Retention Premium increases likely helped retain some employees who were eligible to retire.

San Francisco has the largest police force when compared to any other Bay Area city or county. Other Bay Area jurisdictions are targeting 5-7% annual wage increases in their bargaining cycles.

What It Does

Makes San Francisco the highest starting salary of any competing jurisdiction/city in the Bay Area by setting a 10.75% salary increase over the next three years: 4.75% in year 1, 3% in year 2, and 3% in year 3.



Establishes retention incentives **to stop the outflow of officers and maintain the experienced officers we've trained** and invested in, by adding 3% increases for officers at 5, 7, and 8 years of service.

Attracts recruits from other jurisdictions by establishing that police officers or deputy sheriffs hired from agencies outside SF will advance to next salary step after one year, instead of two. Extends pilot program to provide emergency childcare reimbursement when they are held for mandatory overtime, called back to work, or held over schedule.

Background on Contract Process

Generally, the City bargains with the Police Officers Association every 2-3 years. In 2020, raises were deferred and the contracts were extended by 2 years to 2023.