



San Francisco  
**Sheriff's Office**



# Office of the Sheriff Oversight Board

---

Undersheriff Katherine Johnson #2  
January 5, 2024





San Francisco

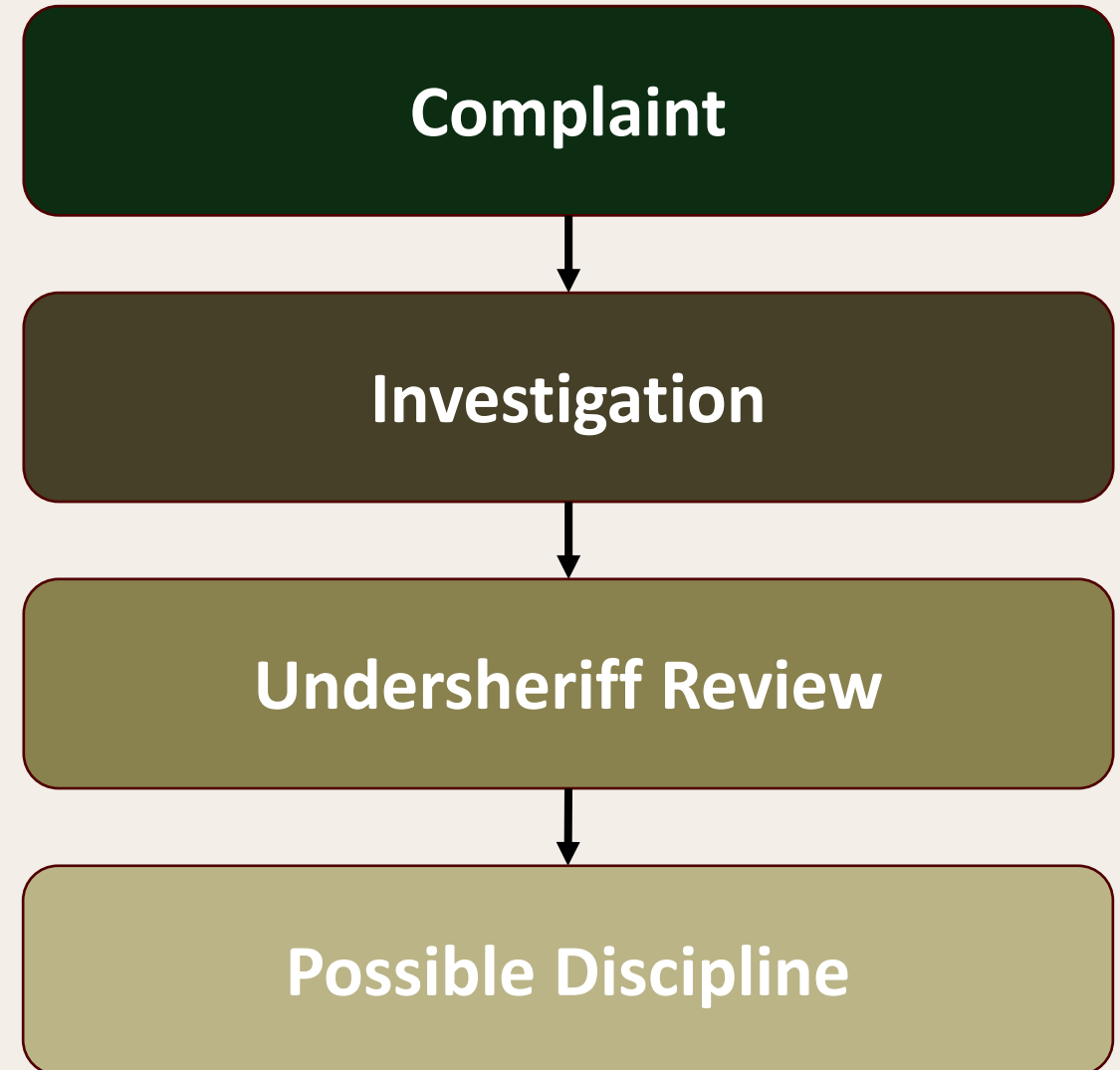
**Sheriff's Office**

INVESTIGATIONS

## Investigation Procedures

Every law enforcement agency in California is required by Penal Code Section 832.5 to establish a procedure to investigate complaints from the community that it serves.

**The San Francisco Sheriff's Office (SFSO) Internal Affairs Unit (IAU)** welcomes complaints about our services or personnel from the community.





San Francisco

**Sheriff's Office**

## **Serious Complaints**

---

***The DPA LOA defines serious complaints as:***

- 1) A use of force causing actual injury or death;
- 2) Use of a weapon or control device on a person (e.g., firearm, less lethal firearm, electric control device (Taser), impact weapon, chemical agents), except negligent firearm discharge;
- 3) Sexual misconduct;
- 4) A pattern and practice of retaliation, harassment, or bias toward an inmate; or
- 5) Reckless disregard for inmate health and safety.

The SFSO and the DPA have also agreed that DPA will investigate in-custody deaths unless the death is clearly illness-based.





San Francisco

**Sheriff's Office**

## Six Types of Allegations

*Upon completion of the investigation one of the following allegations will be assigned:*

1. **Unfounded**: *Investigation established that the act / acts did not occur.*
2. **Exonerated**: *The act which became the basis for the investigation occurred; however, the act was justified, lawful, or proper.*
3. **Not Sustained**: *The investigation did not disclose sufficient evidence to establish the allegation clearly or to disprove the allegation conclusively.*
4. **Sustained**: *The investigation disclosed sufficient evidence to establish the allegation made.*
5. **No Finding**: *The complainant failed to disclose information to further the investigation, cooperate with the investigation, and/or there is insufficient evidence to proceed.*
6. **Documented**: *There is no sufficient evidence to proceed with an investigation of the allegation provided. Furthermore, the allegation provides no evidence of a potential policy violation.*



San Francisco

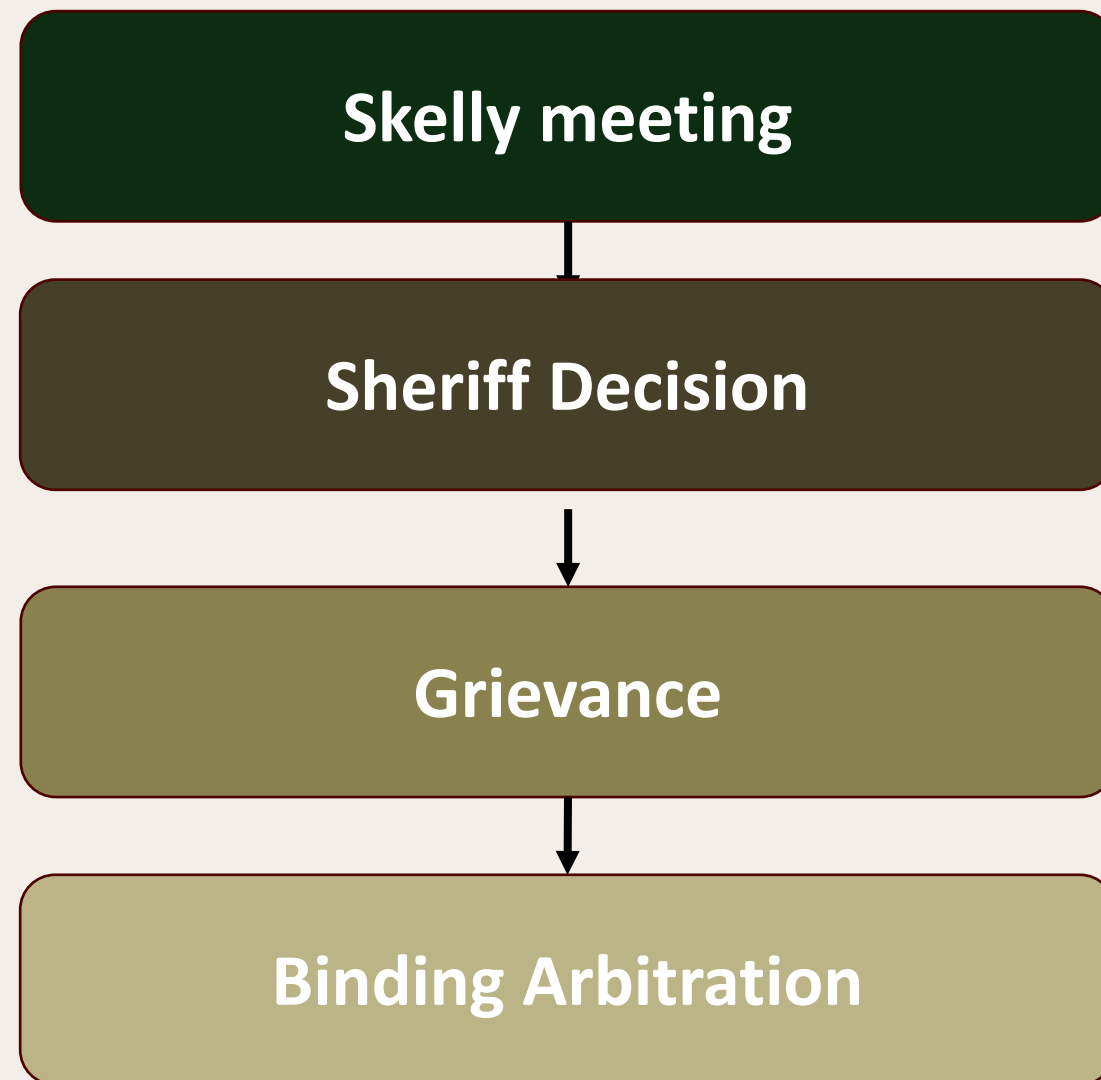
# Sheriff's Office

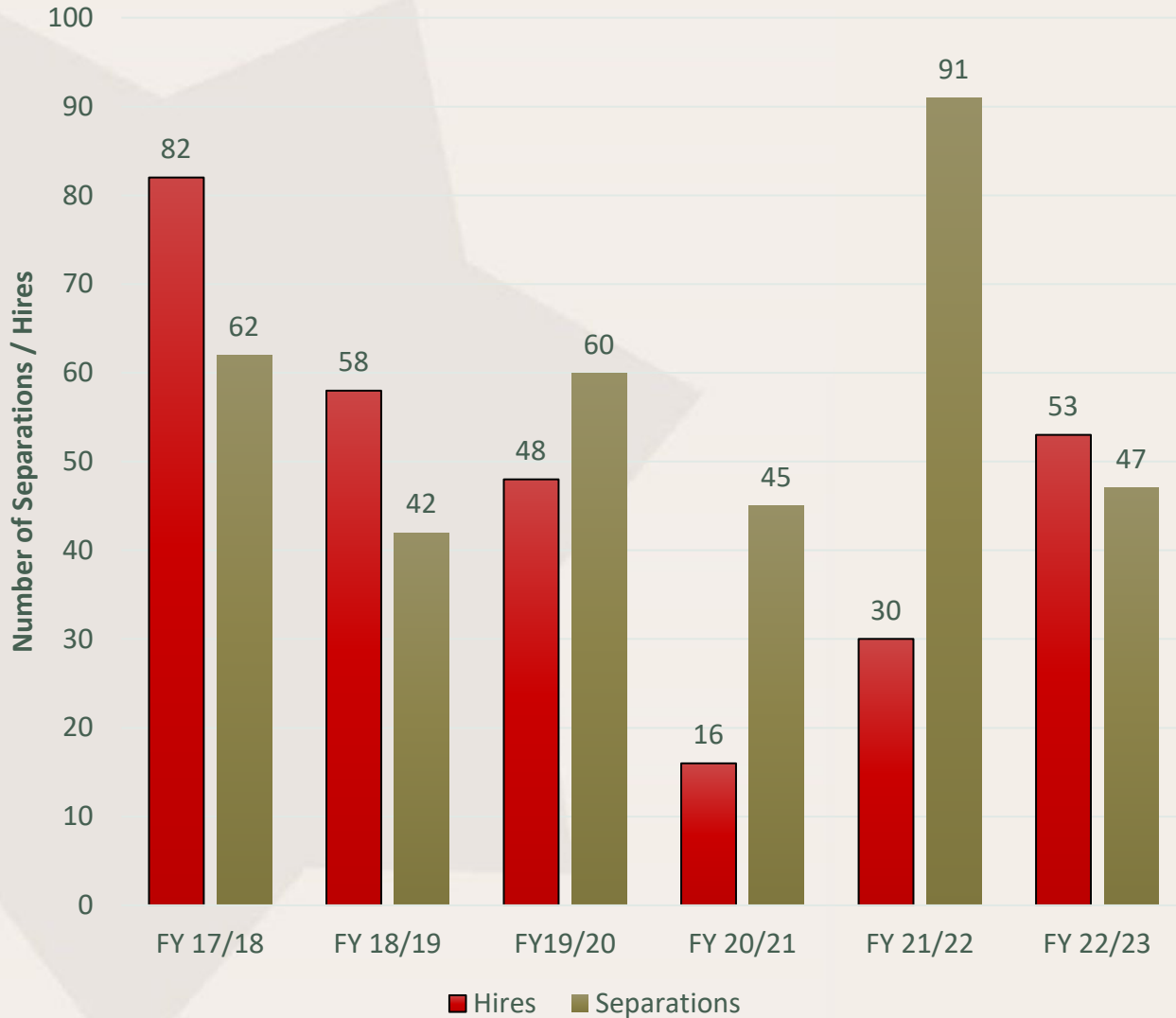
## Discipline Procedures

---

Permanent civil service employees are entitled to due process before receiving discipline.

After an initial opportunity to be heard and the Sheriff's final decision, the employee bargaining agency may file a grievance, the last step of which is binding arbitration.





## Sworn Hires and Separations

- For FY 22-23 sworn hires outpaced separations for the first time since FY 18-19
- Total sworn vacancies January 2020: 100
- Total sworn vacancies November 30, 2023: 195
- Support longevity/retention premiums for staff while we continue to hire.



## Sworn Vacancies

<u>RANK</u>	<u>TITLE</u>	<u>CURRENT SWORN</u>	<u>AUTHORIZED SWORN</u>	<u>AVAILABLE POSITIONS</u>
<b>8304</b>	<i>Deputy Sheriff</i>	<b>600</b>	<b>754</b>	<b>154</b>
<b>8306</b>	<i>Senior Deputy</i>	<b>20</b>	<b>40</b>	<b>20</b>
<b>8308</b>	<i>Sheriff's Sergeant</i>	<b>56</b>	<b>74</b>	<b>18</b>
<b>8310</b>	<i>Sheriff's Lieutenant</i>	<b>34</b>	<b>35</b>	<b>1</b>
<b>8312</b>	<i>Sheriff's Captain</i>	<b>8</b>	<b>10</b>	<b>2</b>
<b>8317</b>	<i>Chief Deputy Sheriff</i>	<b>4</b>	<b>4</b>	<b>0</b>
<b>8315</b>	<i>Assistant Sheriff</i>	<b>1</b>	<b>1</b>	<b>0</b>
<b>8348</b>	<i>Undersheriff</i>	<b>1</b>	<b>1</b>	<b>0</b>
<b>8520</b>	<i>Sheriff</i>	<b>1</b>	<b>1</b>	<b>0</b>
		<b>725</b>	<b>920</b>	<b>195</b>

Sworn Vacancies as of November 30, 2023

1. **January 25, 2024, SB Regional Academy Graduation:**
  1. Expecting 10 recruits to graduate.
  2. Expecting four academy-trained to join in-house training.
2. **The next academy graduation is March 8, 2024.**
  1. Expecting four recruits to graduate.
  2. Expecting four additional academy-trained.



**TOTAL BUDGET: \$291,675,256**

<b>Projected Deficit</b>	<b>- \$9,513,624.00</b>
<b>Remaining CALPERs Adjustment</b>	<b>+ \$2,794,077.00</b>
<b>APEC Funding</b>	<b>+ \$1,925,546.00</b>
<b>CJ#3 Annex Funding</b>	<b>+ \$1,885,062.00</b>
<b>Projected Total Deficit</b>	<b>- \$2,908,939.00</b>
<b>Funds on Reserve</b>	<b>5.8M</b>

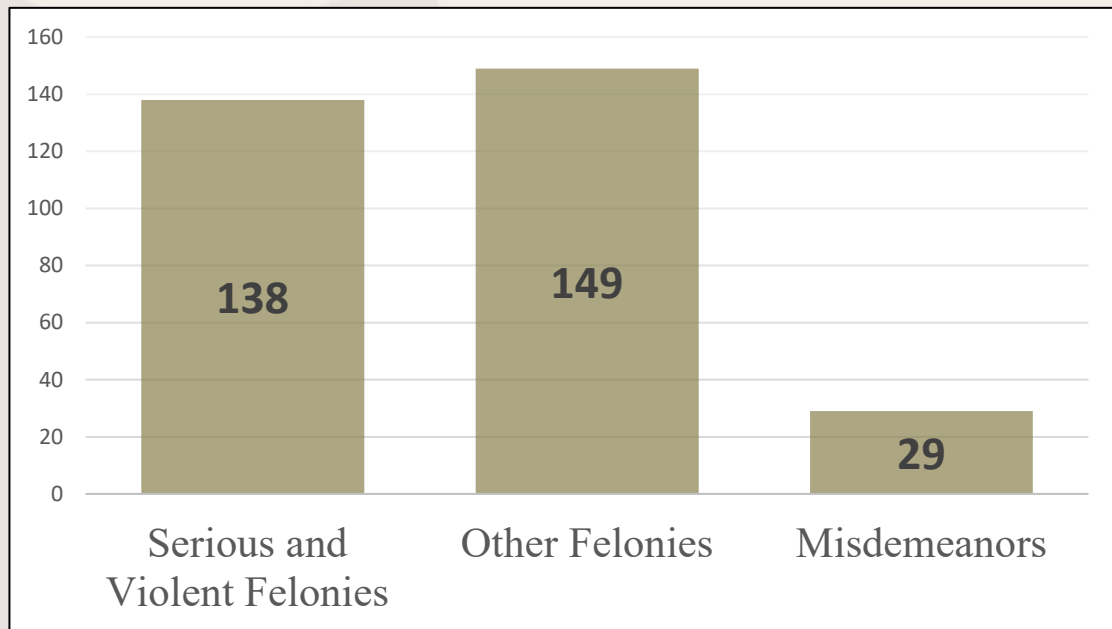
## **Budget Projections FY23/24**

- 1. APEC:** Estimated spending/cost 3.2M spent 2M.
- 2. CJ#3 Annex:** Year-end estimate 1.9M, providing additional housing units are not required.
- 3.** The overall estimated deficit after reimbursements for APEC and CJ#3 Annex and finalization of the CalPers adjustment to fix the 14.8M error = **2.9M** as of November 2023.
- 4. 5.8M placed on reserves.**





Electronic Monitoring June Snapshot Data



**Persons charged with Serious / Violent felony crimes include:**

- Murder (x3)
- Attempted Murder (x6)
- Rape
- Arson
- Lewd Acts on a Child
- Robbery
- Domestic Violence

**Persons charged with other felony crimes include:**

- Elder Abuse
- Possession for Sale
- Weapons
- Burglary – Not 1<sup>st</sup>

# Electronic Monitoring

**Community Programs:**

- Real-time monitoring of persons on EM
- Real-time interventions to exclusionary zone violations
- Home checks
- Compliance checks
- Write warrants for presentation to judge
- Search for wanted persons

Number of warrants authored by Community Programs (EM warrants) = **1,323** warrants, not unique people.

- **867** warrants are still outstanding
- **51** warrants recalled
- **405** warrants served / returned to custody



San Francisco

**Sheriff's Office**

## Special Operations

### 1) Emergency Services Unit Deployment - Tenderloin and South of Market)

- Decrease drug sales
- Reduce illegal drug use
- Increase public safety

### 2) Warrant Services Unit Deployment

- Searches for and arrests wanted persons
- Staff detailed to multi-agency task forces
- Emphasis on returning persons with warrants emanating from electronic monitoring

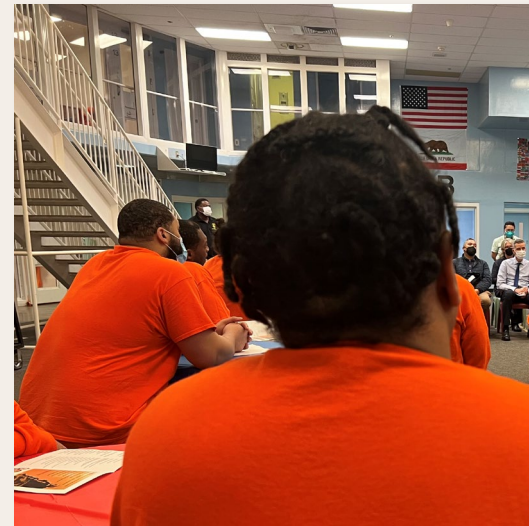




## Programs and Services

- Provide robust **Discharge Planning Services** for those persons most frequently booked
- **Peer advocacy** - Meet people at the time of release for linkage / Safe Harbor – Bridge Housing & **coordinated entry**
- **Increase Out-of- Cell Time for Incarcerated Persons**
  - **Roads to Recovery / COVER / RSVP / One Family/ SISTERS** - Operational
  - **Norbert**

**CalAIM:** Grant awarded **\$5M** to administer medical enrollment for a continuum of care post-release.





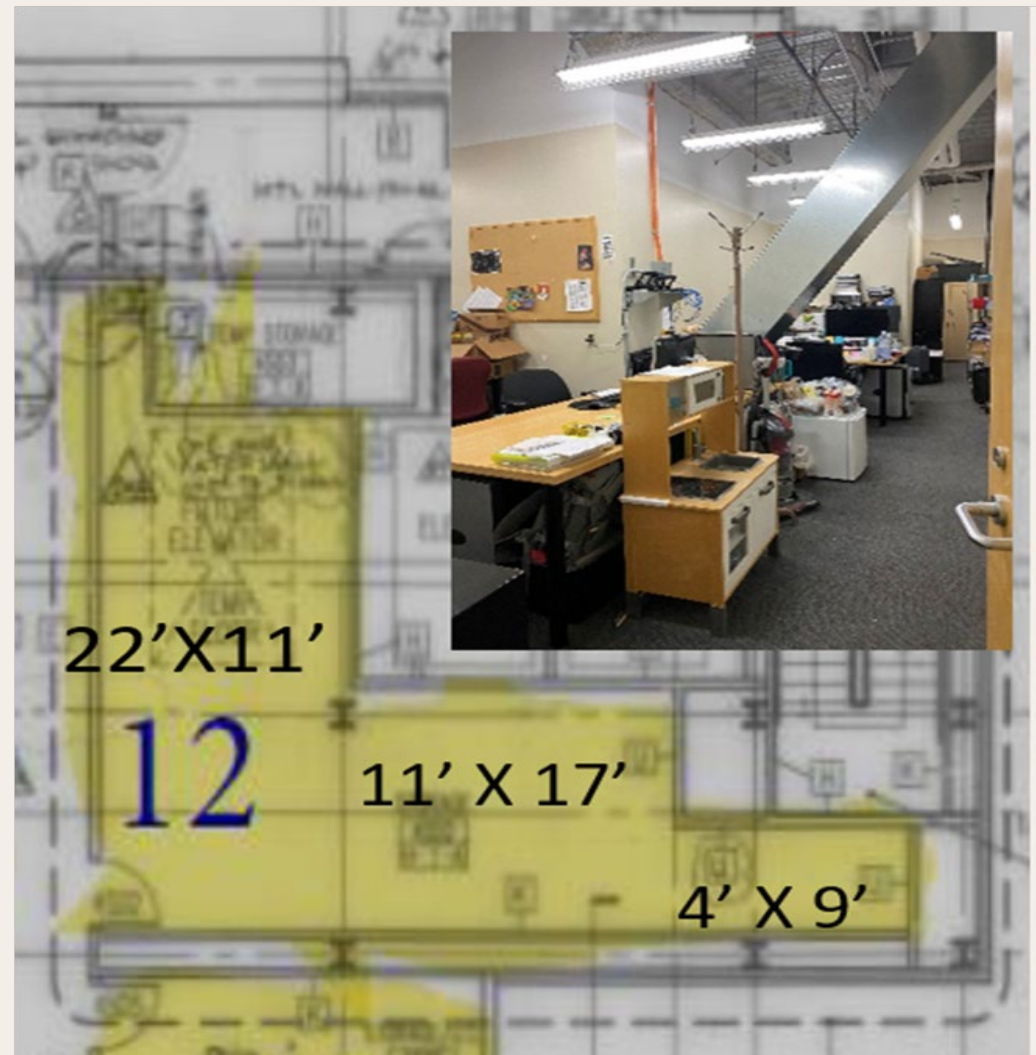
## Employee Wellness

---

**GRANT AWARD: \$531,000**

Improve the physical environment for staff

- Down rooms
- Lactation rooms
- Break rooms
- Modernize Workstations





San Francisco

**Sheriff's Office**

## Completed Projects

---

**Lexipol-Based Policies:** April 2023 - Access on website

**NARCAN:** Introduced in housing units (exception: mental health pods)

**Report Writing** - Created temporary

**Wi-Fi Upgrade** at the jails to support tablet use





## Completed Projects: CJ#2



**Child Visiting Room:**  
Updated and in use for parent/child visits



**Kitchen Remodel:**  
Capital project incarcerated person kitchen



## Sheriff's Patrol Unit

1. Number of lives saved by Narcan: **31**
2. Number of guns removed / confiscated through the GVRO program = **10**
3. Sheriff's Patrol Unit: Removed: 5,115 contraband items:
  1. 4 guns
  2. 5 air soft guns
  3. 47 knives
4. Number of hospital transports from CJ#2 and CJ#3 = **339**
5. Number of in-person in-custody court appearances = **32,066**
6. Bridge Housing = **43 placements totaling 189 nights of housing**
7. Number of legal / professional video visits completed = **10,268**





San Francisco  
**Sheriff's Office**



# Questions?

---

Undersheriff Katherine Johnson #2  
January 5, 2024

