

## **Police Staffing and Deferred Retirement\***

**Digest** by the Ballot Simplification Committee

**Status:** Draft for Consideration  
**On:** Monday, July 29, 2024  
**Members:** Packard, Anderson, Wong, Troy, Wang

**Deadline to Request Reconsideration:** TBD

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**The Way It Is Now:** The Police Commission (“Commission”) oversees the San Francisco Police Department (“Department”). The Charter requires the Chief of the Department (“Police Chief”) to submit a report every two years to the Commission describing the current number of full-duty sworn officers and recommending staffing levels of full-duty sworn officers for the next two years. The Charter does not define “full-duty sworn officers.” The Commission must consider this report and recommendation when it approves the Department’s budget.

The San Francisco Employee Retirement System is the retirement and pension system for City employees. Under the Charter, police officers are eligible for retirement benefits, with pension payments based on their compensation, age and length of service. The Charter does not allow City employees, including police officers, to continue working fulltime for the City after retirement. But the City may rehire retired City employees to work a limited number of hours each year while they also collect retirement benefits.

**The Proposal:** Proposition \_\_\_ would amend the Charter to define “full-duty sworn officer” to mean a full-time officer who is not assigned to the San Francisco International Airport, on a long-term leave of absence, or a recruit who is training at the Police Academy. The measure would require the Police Chief to provide a report every three years, instead of two, on current full-duty sworn officers and recommending future staffing to the Commission. The Commission would report to the Board of Supervisors (“Board”) each year on the Department’s progress on meeting its staffing goals.

Proposition \_\_\_ would establish a Deferred Retirement Option Program (“DROP”) for eligible police officers. Full-duty police officers in the ranks of Officer, Sergeant, and Inspector who are at least 50 years old and have at least 25 years of eligible service with the Police Department or with another law enforcement agency could participate in DROP. Participants would continue to work full-time for the Department performing neighborhood patrol work or conducting investigations at their current salary and benefits. Participants would only be allowed to participate in the DROP for a maximum of five years. The City would place into a tax-deferred and interest-bearing account the pension payments the participant would have collected if they had retired. At the end of their DROP period, participants must stop work for the City and would receive their deferred monthly pension payments with interest. The Board could limit the number of DROP participants.

Proposition \_ authorizes the DROP program for an initial five-year period. Then every five years after, the Board would have authority to continue the DROP for an additional five years until the DROP expires.

**A "YES" Vote Means:** If you vote “yes,” you want to amend the Charter to define full-duty sworn officer; require the Police Chief to make a report and recommendation on staffing of full-duty sworn officers to the Police Commission on a three-year instead of a two-year basis; require the Commission to report annually to the Board of Supervisors on Department staffing; and create a program for an initial five years, with possible renewals, allowing for police officers to agree to continue working for the Police Department after retiring, with deferred retirement payments for the period they continue working.

**A "NO" Vote Means:** If you vote “no,” you do not want to make these changes.

*\*Working title, for identification only. The Director of Elections determines the title of each local ballot measure; measure titles are not considered during Ballot Simplification Committee meetings.*