



**SAN FRANCISCO POLICE OFFICERS ASSOCIATION**

800 Bryant Street, Second Floor

San Francisco, CA 94103

415.861.5060 tel

415.552.5741 fax

www.sfpoa.org

LOUIS WONG  
President

KEVIN WORRELL  
Vice President

GENE GABRIEL  
Secretary

DAN KELLY  
Treasurer

GAETANO ACERRA  
Sergeant At Arms

August 29, 2025

Kate Favetti, President  
San Francisco Civil Service Commission  
25 Van Ness Avenue, Suite 720  
San Francisco, CA 94102

**Re: Civil Service Commission Rule 212 / Q002 Police Officer Lateral  
Eligible Lists**

Dear Chairperson Favetti:

On behalf of the San Francisco Police Officers Association, I want to extend our enthusiastic and unequivocal support for the proposed amendment to Civil Service Rule 212. The San Francisco Police Department has been facing a critical and serious staffing shortage for quite a few years now. We at the SFPOA have been working collaboratively with the Police Department and DHR to address this structural staffing crisis. In that regard, we have put an extreme emphasis on recruiting qualified and experienced police officers from other agencies to the ranks of SFPD. That said, the proposal before the Commission from DHR clearly addresses this urgent need to entice additional qualified peace officers by alleviating a potential obstacle to the recruitment process.

We wholeheartedly support the amendment to Rule 212 and encourage the Commission to adopt the proposal as submitted by DHR.

Thank you for your consideration.

Louis Wong, President

cc: Ardis Graham, Employee Relations Director, CCSF (via email only)