

San Francisco Police Department Staffing Analysis



CITY & COUNTY OF SAN FRANCISCO

Police Department

November 19, 2025

BACKGROUND & CONTEXT

2017 – 2019

Per BOS Resolution No. 63-17, SFPD forms Task Force on Strategic Police Staffing.

2020

Matrix releases report.
Voters approve Proposition E.

2023 & 2025

SFPD conducts analysis and updates the staffing report.

Staffing Task Force

**Matrix
Consulting
Group**

**Proposition
E**

**SFPD
Staffing
Analysis**

2019 – 2020

SFPD hires police staffing expert to develop methodologies with input from Staffing Task Force and conduct the staffing analysis.

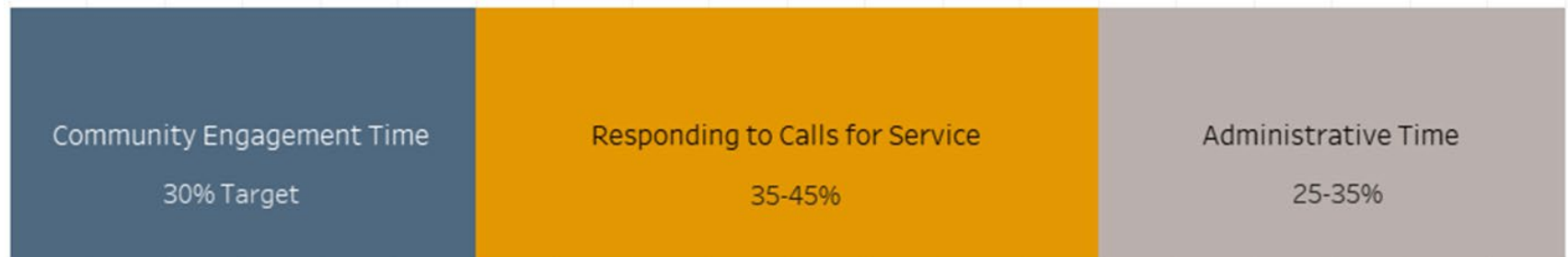
2021

Police Commission prescribes staffing analysis methodologies in Resolution No. 21-60.
SFPD conducts analysis.

Methodologies Used to Determine Staffing

Workload-based Methodology

This analysis uses community generated calls for service – **demand for police services** – and a target percentage of time devoted to community engagement to determine recommended staffing levels.



The workload-based methodology using calls for service from the public is the **industry best practice**, used in previous SFPD staffing analyses: Matrix Consulting Group (2020), Controller's Office (2018), PERF (2008).

Methodologies Used to Determine Staffing

Ratio-based Methodology

Recommended staffing scales based on the value of another metric, such as span of control for street-level supervision.

1 Sergeant to 6 Officers – police organization standard

Fixed Post Methodology

Recommended staffing is determined based on **operational coverage needs**. Positions and teams must be staffed across time of day and day of week.

Non-scaling Methodology

Recommended staffing does not correspond to workload or scale to another metric. An example is a senior leadership position.

Staffing Analysis Results

The results of the updated 2025 analysis indicate the San Francisco Police Department has a **significant staffing deficit** for both sworn and civilian professional staff.

Summary of Staffing Analysis Results						
	<i>SWORN</i>			<i>CIVILIAN</i>		
	Current	Recommended	Need	Current	Recommended	Need
Bureau						
Field Operations Bureau	1,066	1,634	+568	73	132	+59
Investigations Bureau	228	291	+63	85	123	+38
Special Operations Bureau	130	194	+64	20	25	+5
Administration Bureau	85	74	-11	147	175	+28
Strategic Management Bureau	8	9	+1	86	118	+32
Chief of Staff	35	42	+7	63	94	+31
Chief's Office	13	13	0	5	4	-1
BUREAU TOTAL	1,565	2,257	+692	479	671	+192

“Current” figure here shows as of June 2025.

Staffing Analysis Results Comparison

The 2025 Staffing Analysis recommendation had an increase of 183 sworn members primarily due to additional needs relating to DMACC and RTIC.

Sworn Staffing Analysis Results			
	Staffing Levels	Recommended	Deficit
2021	1830	2182	352
2023	1589	2074	485
2025	1565	2257	692

Civilian Staffing Analysis Results			
	Staffing Levels	Recommended	Deficit
2021	421	554	133
2023	420	653	233
2025	479	671	192

Civilianization Efforts

The Project Team recommends focusing on the following units as it relates to civilianization efforts:

- **Crime Scene Investigations**
- **Crime Information Services (Property Control and Records)**

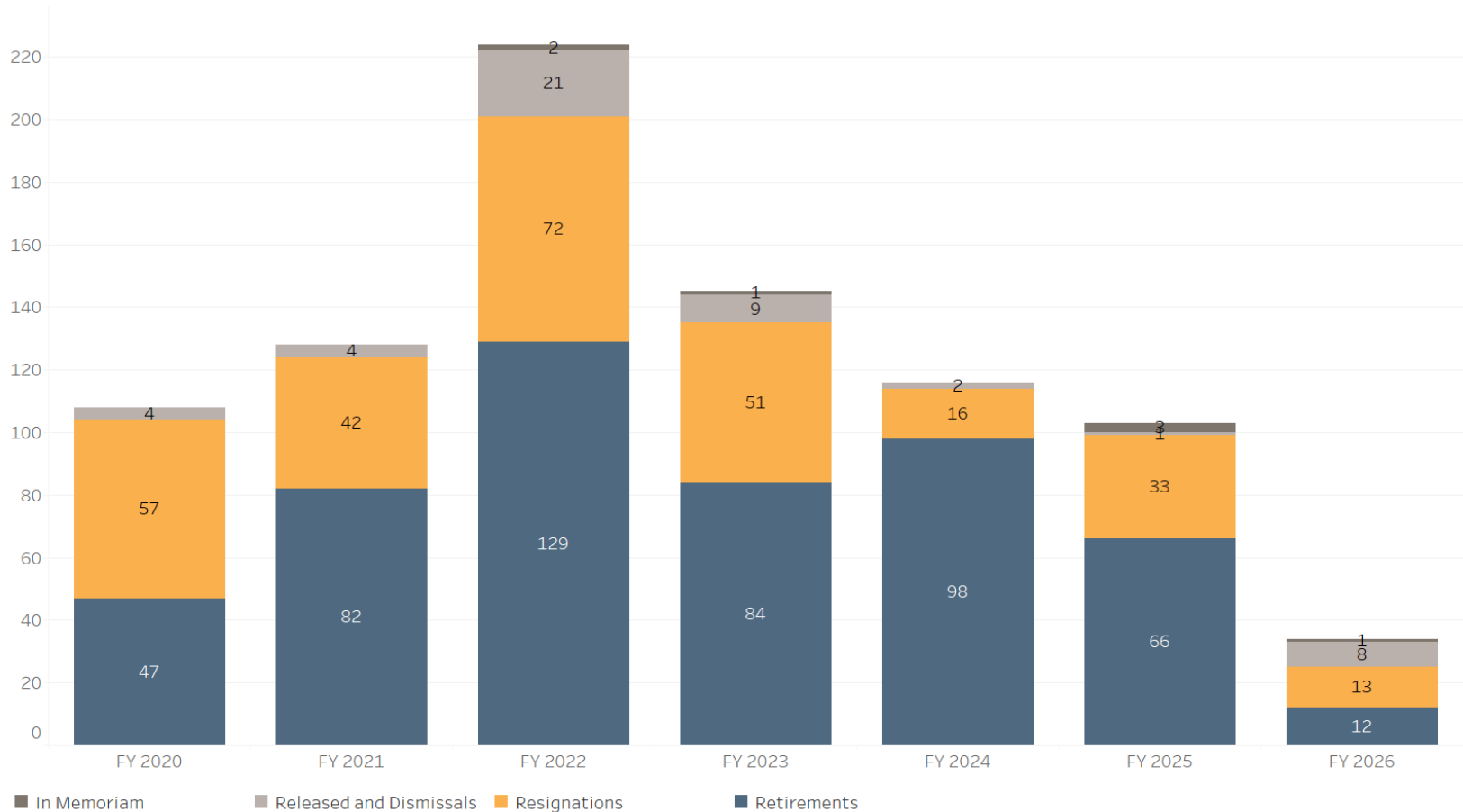
District Station Sworn Staffing Levels

Station	Jun 2025	Nov 2025	Recommended*	Need
Bayview	96	95	128	+33
Central	108	105	171	+66
Ingleside	92	88	147	+59
Mission	113	112	194	+82
Northern	106	101	166	+65
Park	67	64	89	+25
Richmond	66	69	110	+41
Southern	114	118	180	+62
Taraval	72	74	132	+58
Tenderloin	112	109	163	+54
Totals	946	935	1480	+545

* From 2025 Staffing Analysis Report, includes all ranks

Sworn Members Separation Trend

The Department experiences typically 100-120 sworn separations per year.




**FY 2026 is YTD*

Sworn Members Retirement Eligibility

	City		Airport	
Retirement Status by Service	Non-Eligible	Eligible	Non-Eligible	Eligible
Less Than 10 Years of Service	634	10	0	0
10 to 20 Years of Service	637	96	35	14
20 – 25 Years of Service	99	89	5	24
25 – 30 Years of Service	21	157	3	31
More Than 30 Years of Service	0	16	0	6
Totals	1,391	368	49	75

Note: Does not include any service time served at other agencies

Data as of 10/31/2025

A photograph of the San Francisco Police Department building. The building features a modern glass facade on the left and a traditional brick structure on the right. In the foreground, a dark grey stone wall displays the department's name in large, white, raised letters. To the right, a set of stairs leads up to the brick building, flanked by three flagpoles holding the American flag, the California state flag, and a yellow flag. A semi-transparent text box is overlaid on the upper right portion of the image.

Thank you.
Any Questions?

**SAN FRANCISCO
POLICE DEPARTMENT**