Recruitment & Hiring Update
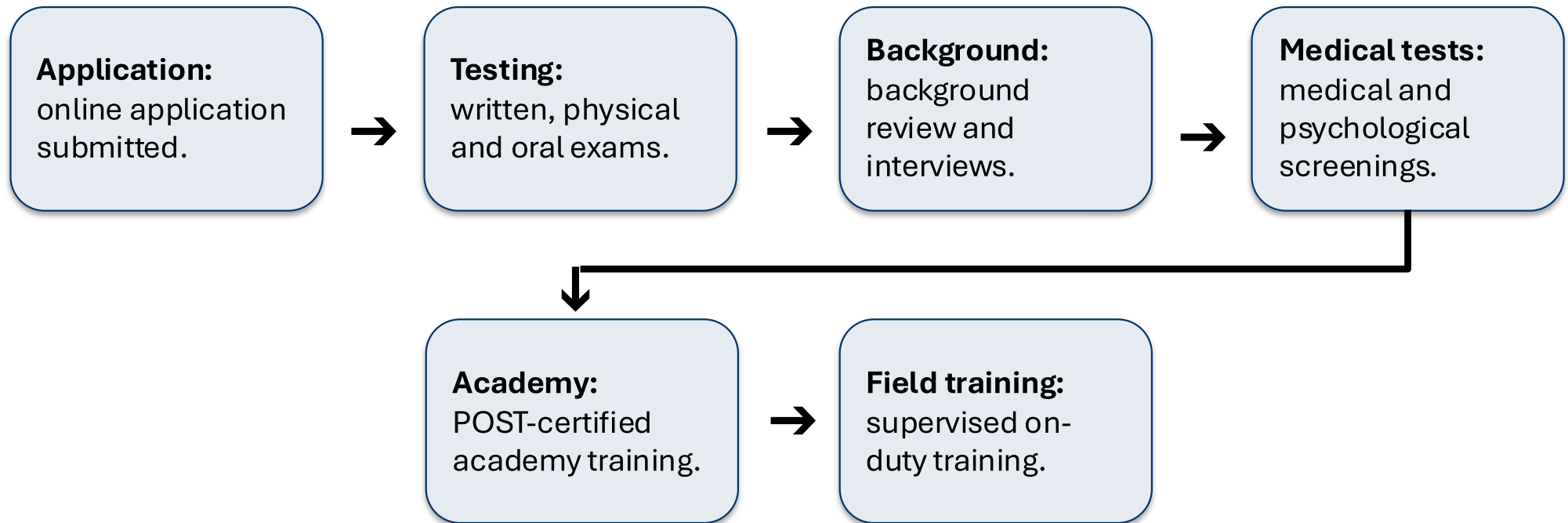
Overview

- Purpose: Provide an update on recruitment process and progress

- Two focus areas:
  1. Recruitment and applicant process improvements
  2. Outcomes and key performance metrics

Recruitment & Applicant Process

Application: online application submitted.

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Testing: written, physical and oral exams.

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Background: background review and interviews.

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Medical tests: medical and psychological screenings.

Academy: POST-certified academy training.

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Field training: supervised on-duty training.

Recruitment and testing jointly managed by SFPD and DHR

Process Improvements

Combined testing to streamline

Increased Academy frequency (five per year)

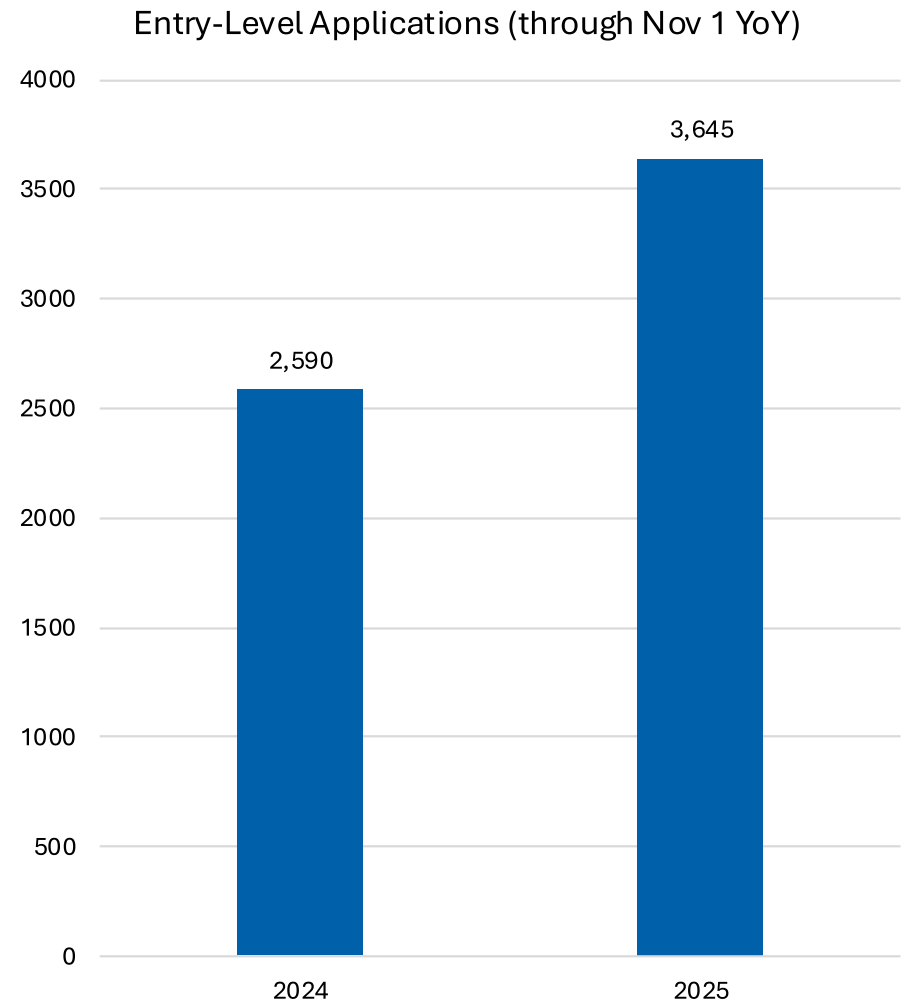Expanded background unit; transition to eSOPH for faster tracking

Parallel screening (medical, psych, polygraph)

Ongoing DHR collaboration

Application Trends

- 3,645 entry-level applications in 2025 (increase of 40% compared to 2024)

- 216 lateral applications in 2025

- Broader outreach and simplified online interface

Entry-Level Applications (through Nov 1 YoY)

Academy

- Four full classes started this year; fifth begins December 2025

- Recent classes:
  - Class 284: 31 graduated
  - Class 285: 31 graduated
  - Class 286: 37 in progress
  - Class 287: 51 in progress
  - Class 288: December 2025
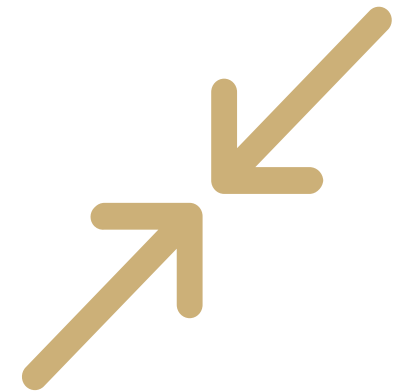
- Academy capacity: 50-55 per class

Backgrounds & Processing Time

Background investigation timelines reduced by 40%

Added full-time investigators, triage of high-quality candidates

Improved tracking, transition to eSOPH

Ideal Candidate Timeline (Case Study)

- Best-case 2025 candidate example:
  - May 14: Assigned to investigator
  - June 6: Interview and COE
  - June 16: Medical exam
  - June 21: Polygraph
  - July 1: Psych exam
  - July 9: Hiring meeting

- Approximately 8 weeks total from assignment to clearance

Candidate Quality & Diversity

- All applicants complete POST-certified background, psych, and medical reviews

- Working with Controller's Office on academy success analysis

- Bilingual incentive: $80 biweekly

Next Steps

- Continue recruitment and background process improvements through 2026

- Improve integration with DHR

- Maintain transparency with regular public updates

Thank You.

Any Questions?