

From: [Owen, David \(BOS\)](#)
To: [REG - BSC Clerk](#)
Cc: [Dorsey, Matt \(BOS\)](#); [RUSSI, BRAD \(CAT\)](#)
Subject: Re: BSC July 29 Agenda: Item #3 (UPDATED)
Date: Monday, July 29, 2024 2:08:36 PM

I fixed one error below in Request #4 where I had unintentionally omitted a ~~strike through~~.

Chair Packard and Committee Members,

On behalf of Sup. Dorsey, I wanted to respectfully submit 4 requests for amendment or clarification for Item #3 on your agenda today [Police Staffing and Deferred Retirement].

I will be present to provide information regarding these requests and answer any questions the Committee may have, and am providing this email for ease in today's hearing.

Best,

David

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'THE WAY IT IS NOW' Section

REQUEST #1:

Add the word 'proper' in line with existing Charter language regarding police staffing reports from the Chief.

First paragraph "... 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 proper staffing levels of full-duty sworn officers for the next two years.

Reasoning: the Charter currently uses the word 'proper' to describe the staffing analysis the Chief is required to submit to the Commission. This clarifies the purpose of the section to voters.

'THE PROPOSAL' Section

REQUEST #2:

Add explanation of why we are proposing to change the bi-annual report to once every three years, as follows:

Paragraph 2, sentence 2: Add a clause clarifying why the time period for the Chief to report to the Commission is being adjusted.

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. **To reduce administrative burdens on the Police Department**, 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..

REQUEST #3:

Specifically call out the new requirement for Commission to report on SFPD's progress in recruiting female officers.

At the end of the first paragraph of the Proposal section, add: "including its goal of increasing the representation of women in SFPD to 30% of new recruits by 2030." The amended sentence would read:

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", **including its goal of increasing the representation of women in SFPD to 30% of new recruits by 2030.**"

Reasoning: this is the first time the Department's goals of increasing female representation amongst its ranks is being introduced to the Charter. In 1994, when Prop D introduced the requirement for the Department to report on efforts to civilianize some positions, that requirement was explicitly included in the BSC's analysis for that measure.

REQUEST #4:

Clarify that in order to participate in the DROP, an officer must agree to perform neighborhood patrol or investigations work, regardless of their previous assignment.

In the second paragraph of the Proposal section, amend the third sentence as follows:

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 continue to work full-time for the Department at their current salary and benefits. As condition of participation, participants must agree to perform neighborhood patrol work or conduct investigations, regardless of their previous assignment.** Participants would only be allowed to participate in the DROP for a maximum of five years...

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