



San Francisco Board of Supervisors
San Francisco City Hall
1 Carlton B. Goodlett Place
San Francisco, California 94102

October 19, 2023

Re: San Francisco Police Department Full Staffing Act

Dear Supervisors,

We write to you on behalf of the undersigned organizations in support of Supervisor Dorsey's proposed Charter Amendment (File No. 230985), which would establish a minimum SFPD staffing level of 2,182 officers and require that the city establish a budget each fiscal year that funds recruiting and retention efforts to meet this minimum staffing level.

Currently, our city faces not only a shortfall of officers, but a serious perception issue. Safety concerns have permeated into every corner of media coverage about San Francisco. These challenges are influencing decisions about whether companies want to locate here or host conferences, whether workers want to return downtown, and whether tourists will visit. The potential losses—both in terms of economic activity and overall vibrancy—are immense. We must take sweeping action to put an end to this crisis. Our economic recovery depends on it.

SFPD faces a generational staffing challenge of more than 30% less officers than the independently recommended staffing level of 2,182. The current officer staffing level is expected to be further reduced to just 1,150 officers with near-term retirements, resulting in a

dangerously low 52% of the total number of offers needed for full staffing. The inability to meet adequate staffing levels means that our department is unable to undertake the types of proactive policing strategies that we know work such as foot beat patrols and proactive community policing. Now, more than ever, we need these resources to combat the property crime and fentanyl crisis, the brunt of which is borne by our residents, tourists, office tenants, and employees at small businesses such as restaurants and retail spaces.

The morale of our officers and ability to compete with neighboring departments for talent are key components to reaching our necessary staffing levels. This dedicated funding would allow us to better compete with neighboring cities with innovate new recruitment programs, resources to promote retention, and aggressive bonuses when necessary. It is critical that we send a clear message as soon as possible: our city takes public safety seriously and we want new recruits to come here and serve this critical role in our community. We must continue to address negative perceptions around public safety in San Francisco and doing so requires a fully staffed SFPD.

In closing, we ask you again to support the resources that will ensure SFPD is fully staffed. It is imperative for our recovery that our residents, visitors, employees, and tenants feel safe. Thank you for your attention to this important matter.

Sincerely,

American Assets Trust

BOMA San Francisco

Brookfield Properties

BXP

Cushman & Wakefield

DivcoWest

Golden Gate Restaurant Association

Hudson Pacific Properties

JLL

Kilroy

Metro Services Group

Shorenstein

San Francisco Travel Association

San Francisco Apartment Association

The Swig Company

Vanbarton Group

Young Electric & Communications