



San Francisco

Sheriff's Office



Sheriff's Oversight Board

Strategic Plan Presentation



March 3, 2023



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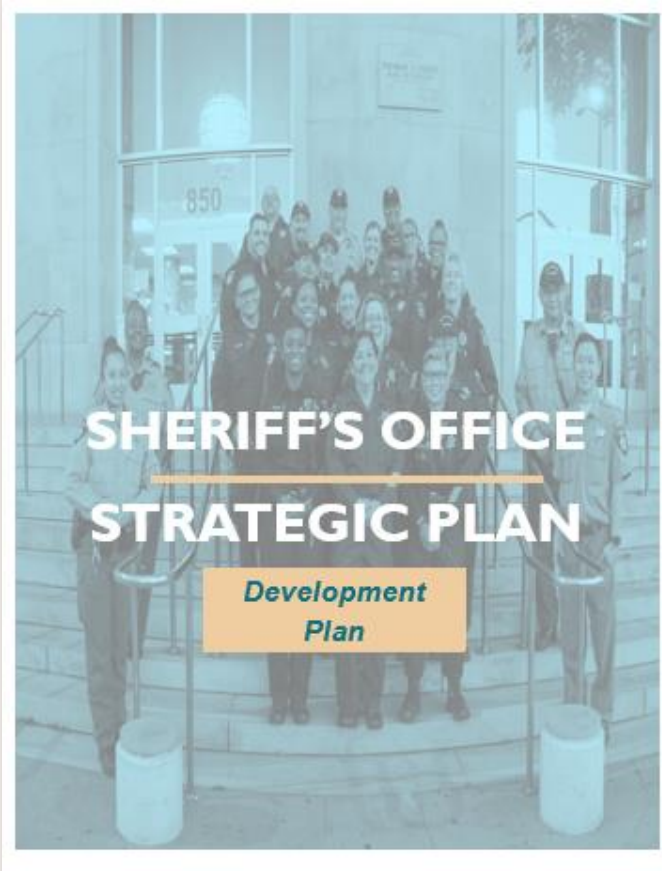


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The strategic plan provides the following structure:

- 1. Six Organizational Goals**
- 2. Initiatives** to support and realize each goal
- 3. Key Activities** to complete the initiatives
- 4. Milestones** to provide scheduled guidance for the activities
- 5. Leads** for each initiative/activity (by Division or organizational workgroup)



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Six Goals



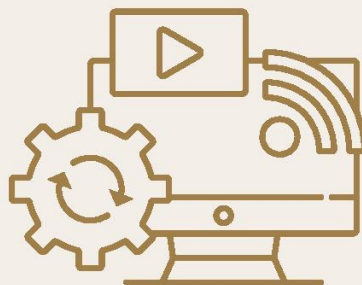
Protect San Francisco



Engage San Francisco



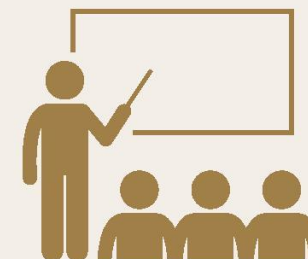
**Improve Organizational
Accountability**



Modernize Technology



**Maximize Workforce
Potential**



Enrich Training



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Protect San Francisco

Improving Public Safety

- Work with our criminal justice partners, community organizations and members to improve the quality of life in San Francisco
 - Field Training Officers
 - Expand Warrant Services Unit
- Reduce retail theft crime
- Victim Services
- Cameo House



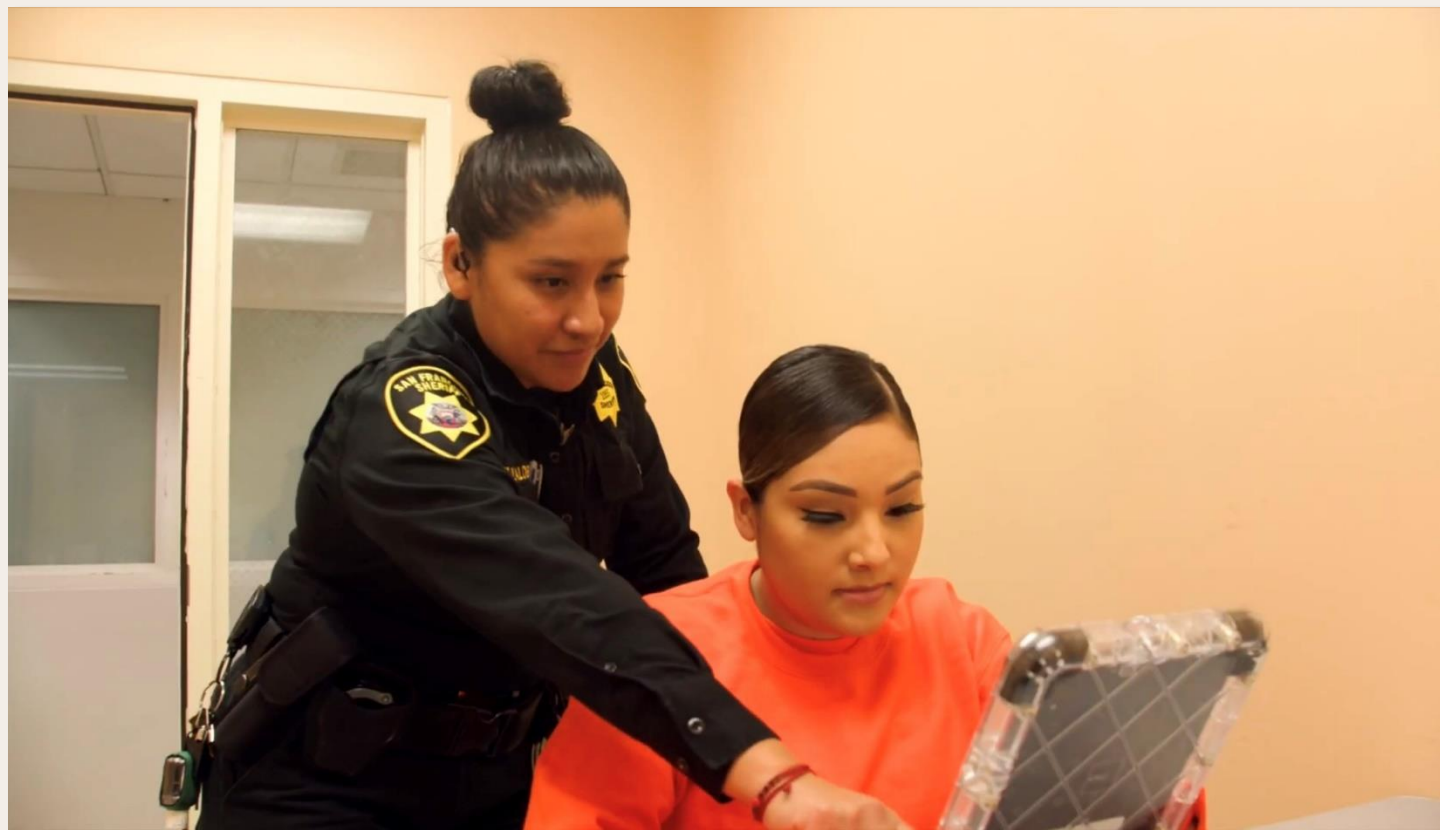


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Improve In Custody Outcomes

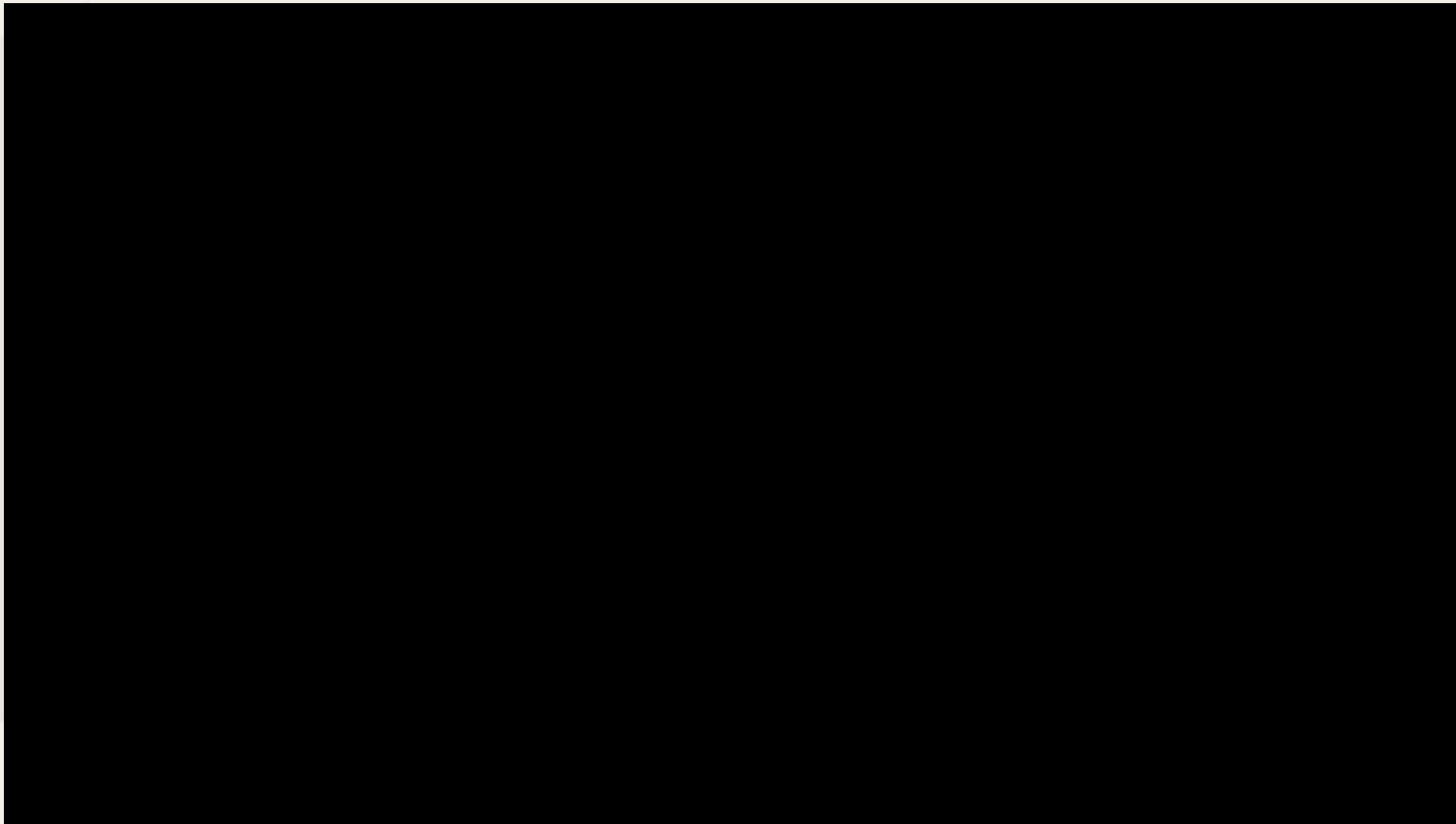
- ✓ Provide more robust Discharge Planning Services for those persons most frequently booked
- ✓ Implement a new program to **address opioid addiction** at the time of booking
- ✓ Enhance communication with providers through use of tablets (direct messaging)
- ✓ **Free Phone Calls:** Cost for 15-minute call from \$4.45 FY14 to \$0.00 FY21. Funding for free phone calls included in FY22-23 & FY23-24 base budget.





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SFSO Narcan in Jails Video (Also filmed in Spanish)



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Improve Out of Custody Outcomes

- ✓ **Peer advocacy** - Meet people at the time of release for linkage
- ✓ Safe Passage transport, Safe Harbor beds and **coordinated entry** for DSHS
- ✓ **Increase case managers** for ACM at SF Pretrial (Should be first)





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Engage San Francisco



Expand Youth Programs



Retention: Ensure staff can successfully meet expectations

✓ **New ask: 500K in funding to address recruitment**



Improve Organizational Accountability

- Increase out of cell time
- Chicago Beyond
- Holistic Safety
- Expand OIS board to include use of force review
- SB 2 Reporting
- Oversight Board
- Employee Wellness:
 - Implement an **employee wellness program**
 - Improve the physical environment for staff and offer opportunities for expansion

Sheriff's Department Oversight Board

Board members are appointed by the Mayor and the Board of Supervisors. We are the oversight body of the San Francisco Sheriff's Office.



Jayson Wechter
President



Xochitl Carrion
Vice President



Dion-Jay Brookter
Board Member



Ovava Afuhaamango
Board Member



William Palmer, II
Board Member



Michael L. Nguyen
Board Member



Julie D. Soo
Board Member

San Francisco Sheriff's Oversight Board Members



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Modernize Technology



- **Modernize Data:** Support transparency and unfunded mandates
 - ✓ Replace Jail Management System to be more flexible and provide more responsive data
 - ✓ 3 professional staff: 1043 System Engineer: 1824 Analyst: 1093
- Additional staff for a broader expansion of BWC and subsequent review and disclosure of recorded data as legally permissible
 - ✓ 3 – 8173 Classification Legal Assistant
 - ✓ 1 – 8508 Sheriff's Sergeant



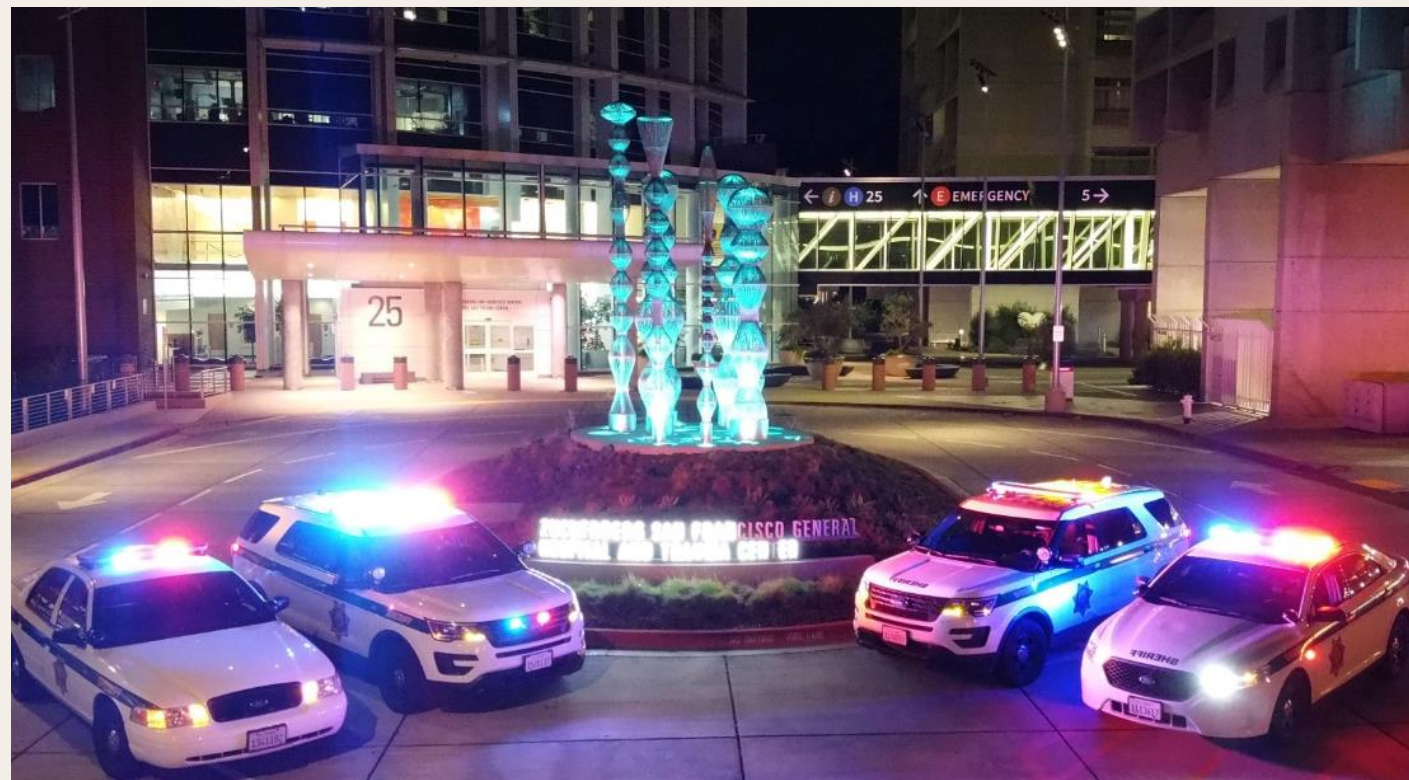
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Maximize Workforce Potential

DEFERRED/EMERGING PROJECTS

Project Name
425 7th Street Structural Strengthening
County Jail #2 Improvements
Court Holding Facility
County Jail #5 Water Line Replacement
County Jail #6 Renovation or Repurposing
Women's Resource Center Expansion
San Bruno Transitional Housing Project

SHF has a 10-year renewal need of **\$267 million***. The GF funds \$151 million of this need.





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SERVICE

Protection of life / property / freedom and commitment to safety

PROFESSIONALISM

Remain impartial (react to behaviors, not race, not politics), Lead by example

PRIDE

Respect the star, embrace the responsibility, Acting with courage, honesty, and honor



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Enrich Training



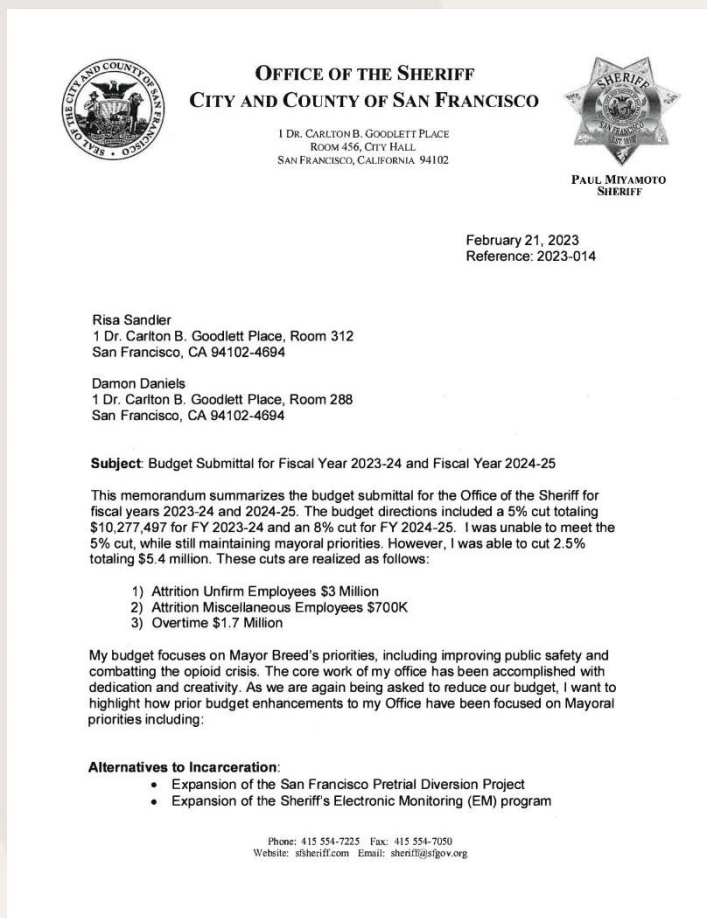
Invest In and Value our Employees

Ensure staff can successfully meet expected supervisor training, Field Training Officer, Active Shooter, Emergency Services Unit, Special Response Team, Peace Officer Standards and Training, leadership training and command college, Crisis Intervention Techniques, and training for professional staff.



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Budget Request FY 23-24 / 24-25



FY23-24	\$291,150,779
FY24-25	\$293,004,851

Important Budget Priority Highlights:

- CFO passed unexpectedly, resulting in our Undersheriff stepping up to close out the budget process
- Expand Alternatives to Incarceration
- Free Jail Phone Calls and Reduced Commissary Costs
- Additional Funds Focused on Filling Sworn Vacancies



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Mayor's Office Requested Cuts

Mayor's Office General Fund FY2021-22: ≈\$244,665,234

Requested cut was 5%

SFSO was able to identify 2.5%

\$5.4 Million in cuts include:

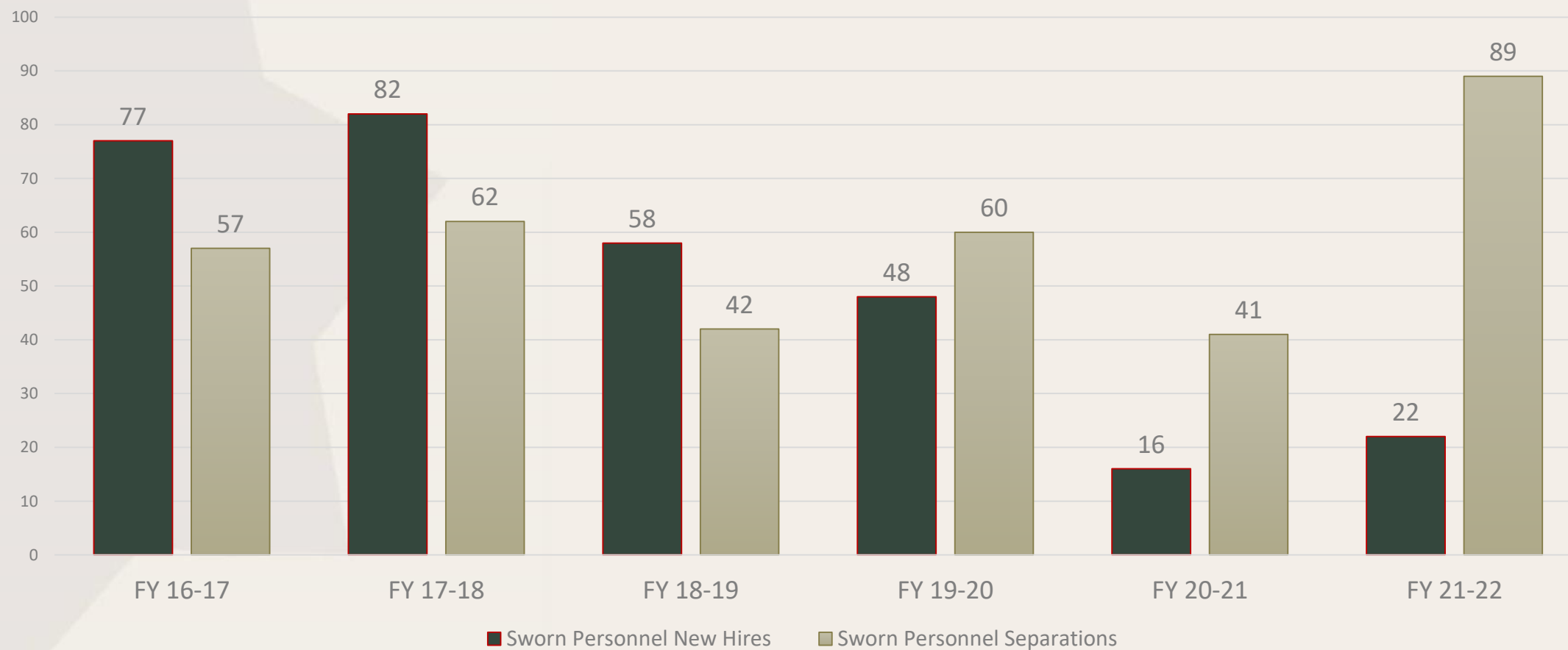
1. Attrition Uniform Employees \$3 Million
2. Attrition Miscellaneous Employees \$700K
3. Overtime \$1.7 Million



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Hiring Not Keeping Pace with Separations

Sworn Staff Hiring vs. Sworn Attrition





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Recruitment Strategies

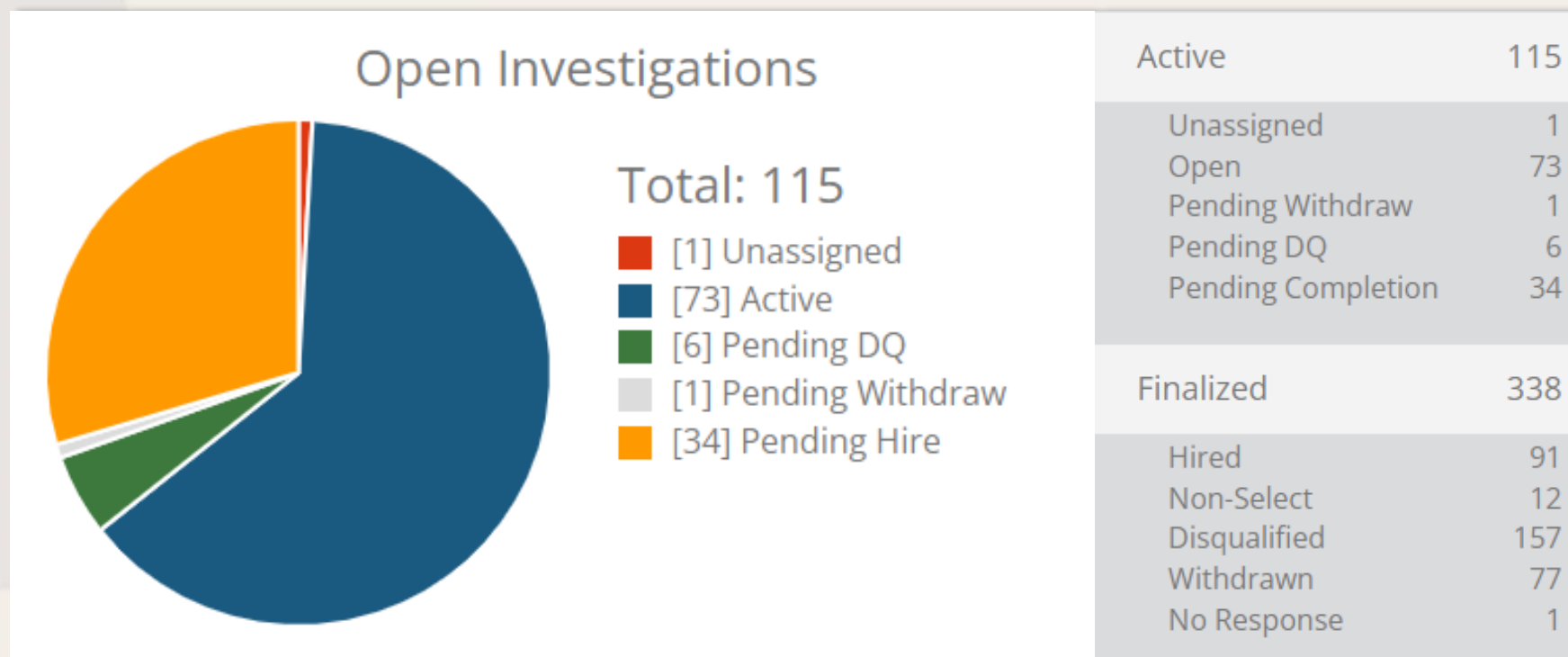
- 1) Intentional targeted audience to **maximize pool of qualified applicants.**
- 2) **Community presence and engagement** to target specific regional communities and neighborhoods
- 3) Partnerships with **other agencies** to target specific experience and background of service
- 4) Use of social media tactics to **maximize our engagement efforts**





Recruitment Summary

1915 Total Applicants since June 14, 2022:



Hired 44 Deputies since June 14th 2022 out of target 75



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Community Engagement Team



As a part of our mission, members will strive to work with the community with respect and dignity and engage in public safety strategy development and relationship-building activities.



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Community Engagement Strategies

- A. Build Community Trust
- B. Expand Youth Programming
- C. Enhance Response to Community
- D. Reinvigorate/Create Volunteer Programs
- E. Refine Procedural Justice Principles for First Responders

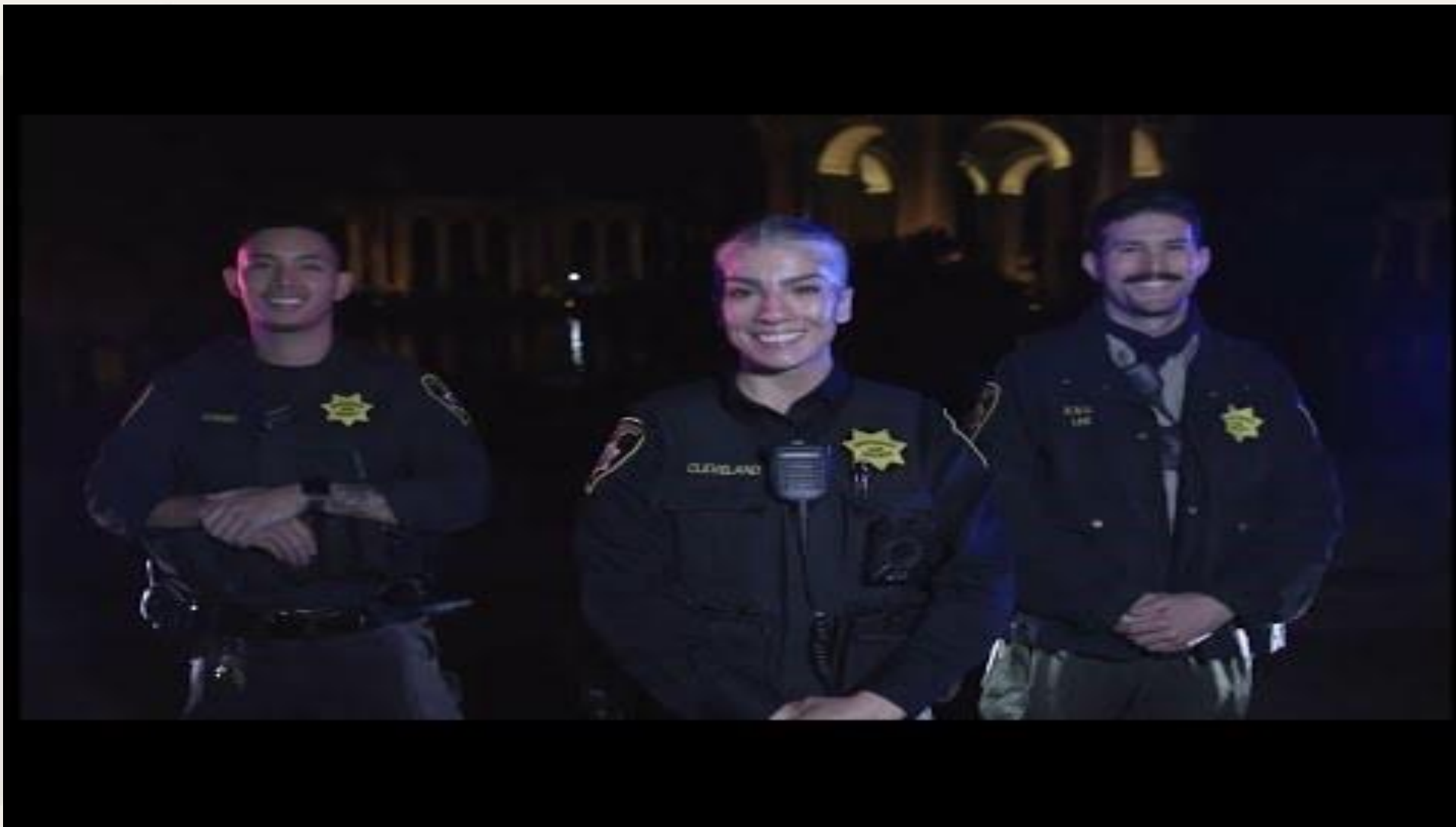
Core commitment: One Sergeant, 6 Deputies





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SFSO 2022-2023 Recruitment Video