



**The San Francisco  
Sheriff's Office**

# Annual Report

Prepared By :

**Christian Kropff**

Presented By :

**Sheriff Paul Miyamoto**

(415) 554-7225

[www.sfsheriff.com](http://www.sfsheriff.com)

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## A MESSAGE FROM THE SHERIFF

I am honored to be the Sheriff of the City and County of San Francisco and have the privilege of leading the women and men of the Sheriff's Office in our vital role of maintaining public safety. I take immense pride in the dedication and commitment of our staff to serving the community despite the long hours caused by our staffing challenges. We continue to be at the forefront of law enforcement practices that embrace innovation and collaboration to support the evolving needs of our residents.

Although staffing levels are beginning to rise, we are still 207 deputies short. We are also down significantly in our critical professional staff roles. From the hiring process to completing the basic police academy and jail core course, filling classes with qualified candidates is a huge challenge that requires many resources. That said, with the support of City Hall, we graduated eight academy recruit classes and 21 core classes, adding more than 75 Deputies to our ranks. We will continue to address this challenge in 2024.

As you read through our 2023 annual report, you will see our members' outstanding work and accomplishments across the calendar year. As San Francisco rebounded from the effects of the COVID pandemic, the first order of business in ensuring public safety this past year was to address the impacts of the fentanyl epidemic and retail theft. We initiated Operation Safe Streets in June to support the City's Drug Market Agency Coordination Center (DMACC), deploying Emergency Services Unit (ESU) Deputies to street patrol duties.

Public safety requires enforcement, partnerships, and, most importantly, engagement. Our efforts to focus on interacting with young people and the community expanded in 2023 with the creation of our Community Engagement Team. Its ongoing commitment to making a difference in the lives of children and the community allows our members to provide positive activities for underserved communities in collaboration with various nonprofit organizations and City departments.

A handwritten signature in black ink, reading "Paul Miyamoto".

**PAUL MIYAMOTO**

SHERIFF

# 2023 Snapshot



## Flooding at County Jail #1

Even our county jails are not immune to the pitfalls of the latest parade of storms that pummeled the San Francisco Bay Area. A deputy captured this photo at County Jail #1 right after the new year in the driveway leading to booking. The Sheriff's Bureau of Building Services, led by John Gudino, did an incredible job to keep our facilities running during the latest drenching. Deputies worked around the clock using buckets and brooms to mitigate flooding. Eighteen inches of rain have fallen in downtown San Francisco since Dec. 26, making this the wettest 22-day period of total precipitation in the City since Jan. 14, 1862.



## CJ #2 Visiting Room

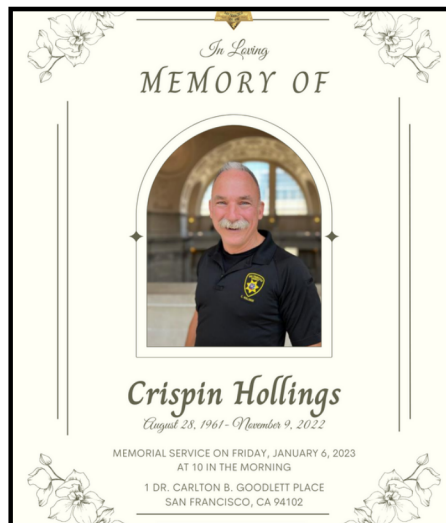


Sheriff Miyamoto welcomed children, their parents, and City partners to celebrate the opening of the new County Jail #2 family visitation room, where children can spend one-on-one time with their incarcerated parent, free from the traditional, harsh constraints of jail.



## Crispin Hollings Memorial

We said goodbye to our Chief Financial Officer Crispin Hollings at a memorial service at City Hall. About 200 close friends, co-workers, and family were in attendance on Jan. 6, including Crispin's husband Luis, his brother, Supervisor Rafael Mandelman, and State Senator Scott Wiener. Our dear friend and colleague passed away unexpectedly and we miss him deeply. Crispin will be remembered for his compassion and his belief in second chances.



January

February

March





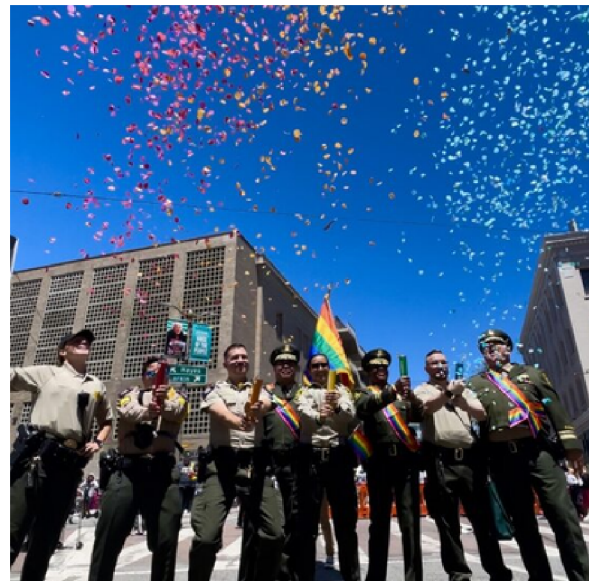
## Junior Deputy Academy



We welcomed future deputies participating in our Junior Deputy Academy. The program introduces the kids to a broad array of public safety careers through physical training, report writing, and role-playing. This nonprofit youth leadership initiative is designed to pair youth ages 9–18 years old with members of the SFSO, public safety professionals, and community volunteers to teach valuable life lessons, honesty, integrity, leadership, respect and work ethic.



## 2023 Pride Parade



SFSO marched in the 2023 Pride Parade to support the LGBTQ community.



## Women's Leadership Conference



SFSO hosted our first Women's Leadership Conference to recognize and celebrate Women's History Month and the [30X30 Initiative](#). The 30X30 Initiative is a coalition of police leaders, researchers, and professional organizations who have joined together to advance the representation and experiences of women in policing agencies across the United States.

April

May

June

# 2023 Snapshot



## Sunset Night Market



More than 10,000 people showed up at the first-ever Sunset Night Market! Thanks to Supervisor Joel Engardio and the Sunset Mercantile for launching this event. By all accounts, it was a huge success and a chance for us to reconnect as neighbors.



## Passing of Senator Feinstein



The San Francisco Sheriff's Office paid respects to Senator Diane Feinstein as she was laid to rest in state. Senator Feinstein swore in the Sheriff's Office's first female sheriff, Sheriff Vicki Hennessy, which was fitting as Senator Feinstein was the first woman to represent California in the U.S. Senate.



## Asia - Pacific Economic Cooperation (APEC)



Our deputies braved long hours, pouring rain, and protests with the utmost professionalism to keep everyone safe during the APEC Summit. Thank you to our law enforcement partners who did an amazing job. We were proud to work side-by-side with the San Francisco Police Department, California Highway Patrol, and the San Mateo County Sheriff's Office. Great work, everyone!

July

August

September





## New SDOB Inspector General



The Sheriff's Department Oversight Board (SDOB) tapped Terry Wiley as its inaugural inspector general.



## Three New Chaplains



Three new Sheriff's Office chaplains will be on hand to provide emotional, moral, and spiritual support to our deputies, staff, and their families.



## New CFO



Patrick Leung joined the Sheriff's Office as our new chief financial officer.

October

November

December

# 2023 Key Accomplishments

## Department Head Annual Performance Planning and Appraisal

Key Accomplishments for Fiscal Year 2022-23:

1. Recruitment, hiring, and retention of both sworn and professional members
2. Implementation of the incarcerated person computer tablet program
3. Transition the pilot program for body-worn cameras to department operations

## Key Goals for Fiscal Year 2023-24

1. Support of the implementation of the Sheriff's Office of Inspector General
2. Support of the Sheriff's Office Oversight Board
3. Recruitment, hiring, and retention of both sworn and professional members
4. Improve Sheriff's Office technology, including internal information management systems

Public Safety				
Measure	FY22 Result	FY23 Target	FY23 Result	FY22-23 Change
<b>Violent Crime</b> (as defined by federal UCR standards* and reported)	5,063	4,936	5,292	+4.5%
<b>Property Crime</b> (as defined by federal UCR standards* and reported)	46,568	45,404	46,306	-0.6%
<b>Thefts from Autos</b> (thefts from vehicles reported, subset of UCR property crimes)	21,257	N/A	28,263	+32.9%
<b>9-1-1 Call Response Time</b> (percent of calls answered by DEM dispatch within 15 seconds)	87%	≥95%	77%	-11.5%
<b>Ambulance Response Time to Life-Threatening Emergencies</b> (percent of FIR calls responded to within 10 minutes)	86%	≥90%	88%	+2.3%
<b>Police &amp; Emergency Management Response Time to Priority "A" Emergencies</b> (median minutes to response)	8.4 min	≤8.0 min	8.7 min	+4.6%
<b>County Jail Population</b> (average daily county jail population)	797	1,100	818	+2.6%

\*As the FBI system of classification UCR was recently sunset, the SFPD will submit under the FBI's new NIBRS classification in the future.

## San Francisco Annual Performance Results Report

San Francisco voters approved Proposition C in November 2003, which mandated the Controller's Office to monitor the level and effectiveness of public services provided by the City and County of San Francisco. The Controller's Office collects fiscal year-end performance data from all City departments and publishes the data in the Annual Performance Results Report. Please learn more about the Performance Program by visiting its website at <https://sf.gov/san-francisco-performance-program>.

# The Year at a Glance



**\$5 Million**

CalAim award to support pre-release and reentry services



**Lexipol Policies**

In an effort to further professionalize and advance technology, department staff and the community now have access to all Lexipol-based policies from SFSheriff.com



**\$531K**

Grant awarded to improve the wellness and physical environment for staff



**Narcan**

Narcan Nasal Spray is available at no charge from dispensers placed throughout the jails to reduce overdose deaths

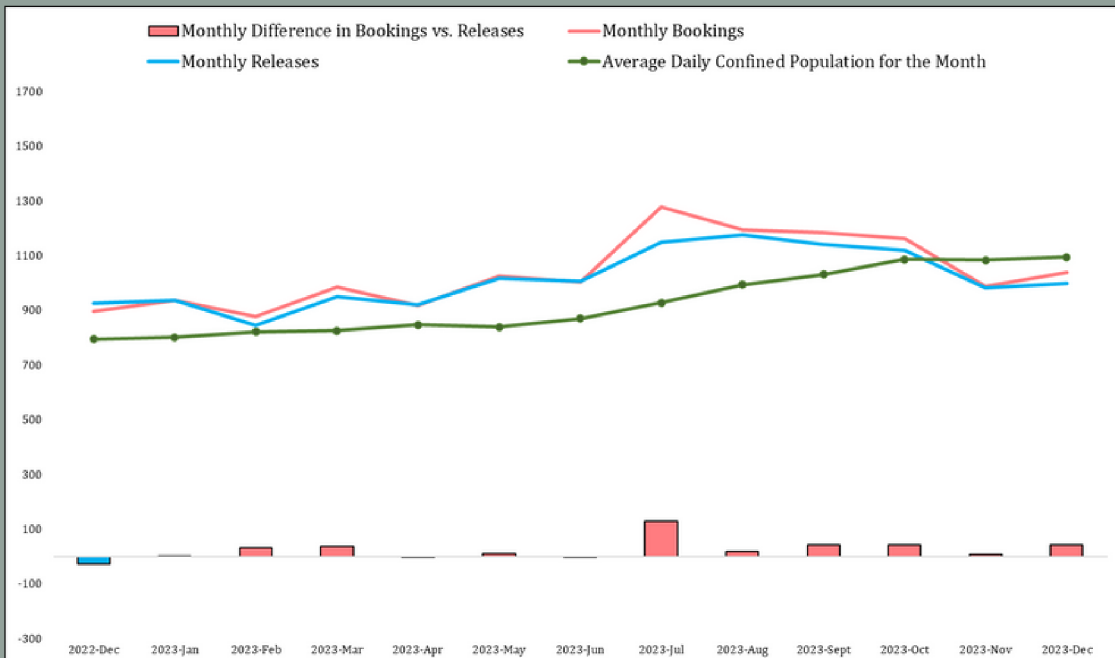
## ACTIVE POPULATIONS

### County Jail Population

Average daily county jail population  
FY24 Monthly Projection: 800

**1,023**

Monthly Average from July 2023  
through December 2023



2023 Average Jail Population



# CUSTODY OPERATIONS DIVISION (COD)

The Custody Operations Division (COD) is the SFSO's largest division and is responsible for operating all three county jails, the hospital ward, the Classification Unit, and various jail programs. The division's mission is to maintain a safe and secure jail system and facilitate an environment where various rehabilitation programs can thrive. These in-custody programs offer a variety of educational, vocational, substance use treatment, and violence intervention classes. COD ensures that all staff assigned to jail facilities receive current training to uphold the highest safety and security standards. COD also ensures that all jail employees deliver fair and impartial service to those incarcerated while also providing professional services to members of the public who come into contact with the jail system.



**Chief Deputy Lisette Adams**  
*Custody Operations Division*



## Classification Unit

**1090**

***Average General  
Population***

**1,221**

***Intake Interviews***

**290**

***Average Admin. Separation  
Population***

The Classification Unit utilizes an Objective Classification system to secure the safest and least restrictive housing necessary for incarcerated populations in the jail system. Deputies in this unit review an individual's current offenses, criminal and conviction history, and in-custody history and conduct an interview to determine the classification level. They are also responsible for the re-classification of incarcerated persons regularly, gathering gang intelligence, and enrolling eligible individuals in health care. This unit liaises with other law enforcement and correctional agencies, maintains classification files, and facilitates ongoing communication with deputized staff to promote the exchange of information on current criminal behavior.



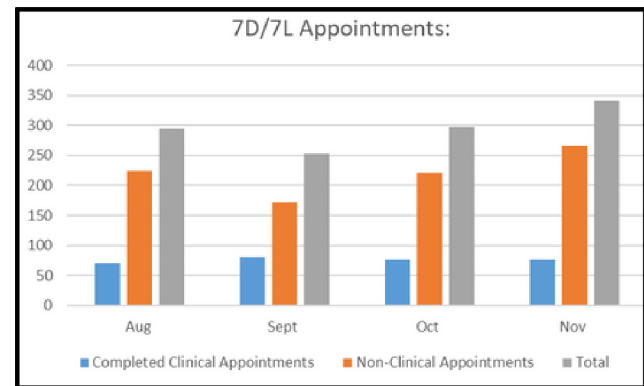
# COD BY THE NUMBERS

## San Francisco General Hospital Ward 7D/7L

**296**

### ***Average Monthly Appointments***

Zuckerberg San Francisco General Hospital (ZSFGH), located at 1001 Potrero Avenue, contains two jail wards with locked medical and psychiatric units and serves as a staging unit for the incarcerated who have clinic appointments at the hospital.



## Jail Health Services

**55**

***New Hires***

**4**

***New Clinicians***

**5**

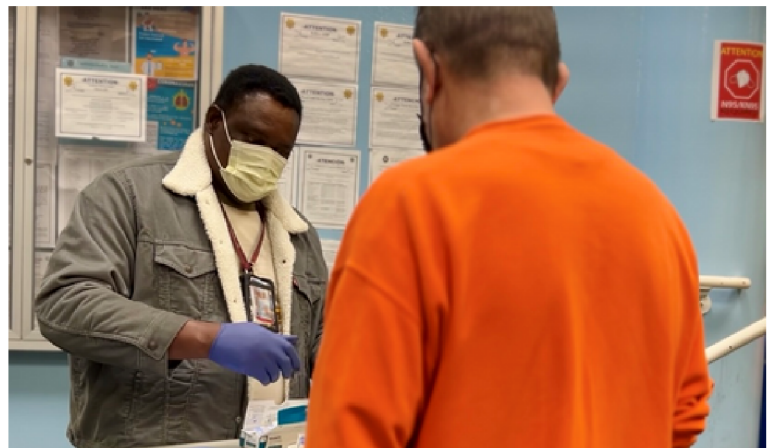
***RN Vacancies***

**4**

***Behav. Health Specialist  
Vacancies***

While in the custody of the SFSO, incarcerated individuals will receive all necessary medical treatment either in their housing facility or at a local healthcare provider as administered by the Department of Public Health.

When an incarcerated individual with designated medication(s) is scheduled for release at County Jail #1, the Department of Public Health will provide three days' worth of discharge medication(s) to the individual to bring with them to the community.



## Prisoner's Legal Services (PLS)

**7,531**

***Video Visits  
Scheduled***

**776**

***Truth Act Notices***

**207**

***Court Filings***

**82**

***Referrals to Other  
Agencies***

Since 1973, the mission of the Prisoner Legal Services (PLS) Unit has been to serve people incarcerated in San Francisco county jails by ensuring that they have meaningful access to the courts, and to valuable reentry resources and services. PLS assists the Sheriff's Office in achieving compliance with relevant federal, state, and local regulations, as well as with SFSO policies and procedures. PLS serves the community by offering internships for law students interested in criminal law, and by acting as a liaison between incarcerated persons and other agencies both locally and statewide, including the Department of Child Support Services, Public Defender's Office, District Attorney's Office, City Attorney's Office, Department of Police Accountability, Department of Elections, and Animal Care and Control.

In addition to the dozens of incarcerated individuals PLS helps on a daily basis, it provided direct support to more than 5,000 incarcerated persons in 2023.

## Central Records and Warrants (CRWU)

**425**

***In-Custody Court  
Appearances per Month***

**1,106**

***Average Inmate  
Records Managed***

**141**

***Open Records  
Requests***

**1,323**

***Warrants Authored***

**405**

***Returned to Custody***

**51**

***Warrants Recalled***

**867**

***Outstanding Warrants***

Central Records and Warrants Unit (CRWU) is responsible for entering court commitments processed by the Superior Courts, calculating jail sentences, and processing release paperwork and bail.

The CRWU Unit is located on the 4th floor of the Hall of Justice Building at 850 Bryant Street. This unit processes all San Francisco County criminal records and warrants, and works with other law enforcement agencies that request critical criminal background information. Staff members process all new warrants generated from the San Francisco County legal system, including Superior Court, District Attorney, Juvenile Warrants as well as Grand Jury Indictments, Civil Body Attachments, and SFSO work alternative program warrants. This unit also monitors the SFSO emergency communications phone, transports incarcerated persons from other California counties and State Prison, and takes individuals into custody who have outstanding San Francisco County Warrants and have self-surrendered at CRWU.



# In-Custody Programs Spotlight



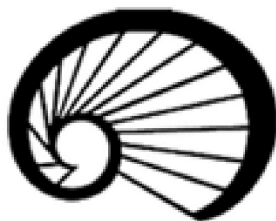
## City College

San Francisco City College partners with SFSO and Five Keys to offer a variety of classes to incarcerated students.



## Religious Services

Spiritual leaders volunteer to provide emotional guidance, bible study, and grief counseling to people in jail.



## SF Public Library

Librarians distribute books weekly and facilitate a "Trans Representation in Media" class.



SAN FRANCISCO  
HUMAN SERVICES AGENCY

## Medi-Cal Enrollment Assistance

SFSO works in collaboration with the Human Services Agency (HSA) to implement a program where a case worker assists incarcerated persons with Medi-Cal applications so that benefits will be immediately available upon release.



## One Family

One Family is a clinical parenting program that works with incarcerated parents. Services include parent-child contact visits, parent-child video visits, parenting classes, and HSA/CPS services.



DEPARTMENT OF  
HOMELESSNESS AND  
SUPPORTIVE HOUSING

## Housing Access Point

Access Point staff meet with individuals to determine if they qualify for permanent supportive housing opportunities. They also facilitate connections to financial support services for adults experiencing homelessness.



# COUNTY JAIL #1 - INTAKE AND RELEASE

425 7th Street | Opened: 1994 | Capacity: 298 | Average Jail Population: 20

112

Uses of Force

111

Safety Cell  
Placements

0

Grievances

12,576

Releases



12,221

Bookings



**Captain William Kelleher**  
County Jail #1

## CJ#1 2023 Staffing Breakdown

Authorized			Assigned			Actual		
77			54			53 (70%)		
								
Supervisors			Deputies					
Authorized	Assigned	Actual	Authorized	Assigned	Actual			
8	6	5	69	48	48			

San Francisco County Jail #1 is our Intake and Release Center located at 425 7th Street, where people are booked into and released from the County Jail system. Adjacent to the Hall of Justice, this facility is where arrestees undergo medical and mental health triage and screening, identification processing, classification screening for those who are to remain in custody, and DNA collection for eligible arrestees.

# COUNTY JAIL #2 - HOUSING

425 7th Street | Opened: 1994 | Capacity: 392 | Average Jail Population: 350

97

Uses of Force

254

Safety Cell Placements



597

Grievances

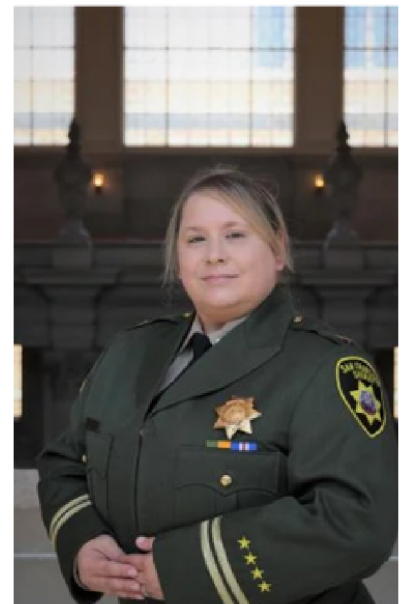
347

Incident Reports

## CJ#2 2023 Staffing Breakdown

Authorized			Assigned			Actual		
117			90			79 (68%)		
								
Supervisors			Deputies					
Authorized	Assigned	Actual	Authorized	Assigned	Actual			
11	7	6	106	83	73			

San Francisco County Jail #2, located at 425 7th Street, contains six pods, housing people for the Intake Classification Pod, medical and psychiatric observation housing, and various programs, including Five Keys and the Re-Entry Program. CJ#2 holds male, female, and transgender populations. It is the site of our new Parent-Child Visiting Room.



**Captain Jennifer Collins**  
County Jail #2



# COUNTY JAIL #3 - FLAGSHIP FACILITY

1 Moreland Dr | Opened: 2005 | Capacity: 768 | Average Jail Population: 599

203

Uses of Force

351

Safety Cell Placements

1085

Grievances

348



Incident Reports



**Captain James Quanico**

County Jail #3

## CJ#3 2023 Staffing Breakdown

Authorized			Assigned		Actual	
228			165		155 (68%)	
 Supervisors			 Deputies			
Authorized	Assigned	Actual	Authorized	Assigned	Actual	
19	16	13	209	149	155	

Opened in 2005, County Jail #3 (formerly known as County Jail #5) is our largest facility, housing up to 768 people and offering some of the office's most extensive and original programs and classes. While located in San Bruno, County Jail #3 is under the jurisdiction of the City and County of San Francisco.

## County Jail #3 Annex

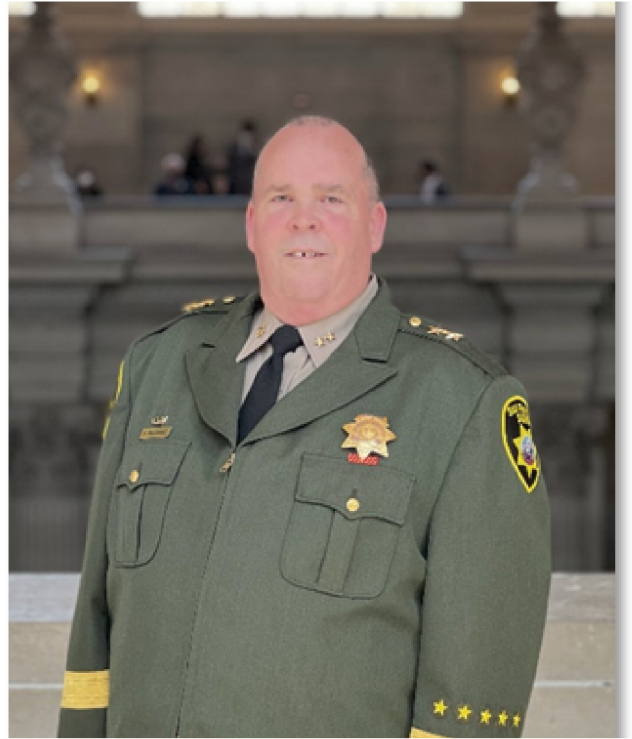
The County Jail #3 Annex (the Annex) is the jail system's current and only built-in safety net for handling a rise in the jail population. In 2023, the Annex dealt with an influx in this year's jail population due to an increase in the number of arrests. This happened as a result of Mayor Breed's push for safe streets due to the fentanyl crisis.

The Annex was briefly open during COVID in September 2021 and closed in October 2021. At that time, one dorm was utilized in order to socially distance the incarcerated and prevent the spread of the virus. The Annex reopened on Friday, October 27th, 2023 due to a rise in the incarcerated population.



# FIELD OPERATIONS DIVISION (FOD)

The Field Operations Division (FOD) is comprised of numerous units/programs committed to ensuring the safety of our community by responding to calls for service and proactively patrolling high-profile government buildings such as our Superior Courts, hospitals, and San Francisco City Hall. Deputies in this division also oversee the transport of incarcerated individuals from our San Bruno facility to court.



**Chief Deputy Kevin McConnell**  
*Custody Operations Division*



## Sheriff's Patrol Unit (SPU)

**6,208**

***Calls for Service***

**31**

***Lives Saved with  
Narcan***

**5,115**

***Contraband Items  
Seized***

**10**

***Guns Confiscated***

FOD's largest and most publicly visible unit is the Sheriff's Patrol Unit (SPU), which is responsible for a 24/7 response to emergency and non-emergency calls for service. SPU maintains security for general law enforcement services at Zuckerberg San Francisco General Hospital, Laguna Honda Hospital, and nine San Francisco neighborhood medical clinics.

## Transportation Unit

**339**

***Hospital Transports***

**43**

***SFSO Housing  
Connections...***

**189**

***...SFSO-Assisted  
nights of housing***

The Transportation Unit provides safe and secure transportation of custodies through the City and County of San Francisco, other counties, and the State of California. All members of this unit are equipped with a special State of California driver's license after completing all required testing. This Unit coordinates duties through the jails, our classification unit, and superior court staff.



# FOD BY THE NUMBERS



## Court Services Unit

**29,581**

*Transports*

**40,344**

*Appearances*

The SFSO provides court security and court-related services at three separate locations: 850 Bryant Street - Hall of Justice (HOJ); 400 McAllister Street - Civic Center Court, and 375 Woodside Drive - Juvenile Justice Center (JJC). Our deputies serve as bailiffs in courtrooms, assisting the public with questions or concerns, and providing security to all court-related areas, lobby, and hallways adjacent to the courts. The SFSO ensures all in-custody persons are present for court proceedings and monitors each courtroom for proper protocol.



## Civil Services Unit

**1,923**

*Eviction Requests*

**979**

*Posted Evictions*

**979**

*Assistance Offered*

**256**

*Cancelled Evictions*

**804**

*Restored Units*

**35**

*Unsuccessful Evictions*

The Civil Unit, located on the fourth floor of San Francisco City Hall, is responsible for enforcing all civil court matters for the City and County of San Francisco, including the seizure of money and property. This Unit enforces residential and business evictions, and offers Eviction Assistance to assist person(s) prior to an eviction. Deputies also serve restraining orders and are responsible for serving all civil process paperwork for small claims court along with summons and complaints.



## K-9 Unit

**630**

***Deployments***

**14,489**

***Areas Searched***

**603**

***Alerts/Findings***

Our K-9 Unit boasts four teams of canine handlers and their service dogs, one of whom retired this past year. These teams are trained to detect drugs, explosive materials, and devices; assist in the prevention of drugs and other illegal contraband into the county jail system; respond to mutual aid requests from other law enforcement agencies; provide public relations services for recruitment; and to promote the Sheriff's Office in the community.



## Special Response Team (SRT)

The San Francisco Sheriff's Office maintains a component that is responsible for providing a tactical response to critical and high-risk incidents and details where such a response is the most suitable approach. That component, consisting of highly trained and specially equipped deputy sheriffs, is known as the Special Response Team. The SRT manages such events utilizing tactics and strategies that emphasize control, containment, resolution, and the protection of life and property.

The SRT, commonly known as the SWAT team, uses military equipment in order to accomplish its mission in the safest possible way, and as of 2023, the community can find the SFSO's Military Equipment Use Policy at [sfsheriff.com](https://sfsheriff.com)



# Emergency Services Unit

The Emergency Service Unit (ESU) is a highly trained and skilled unit for various assignments requiring a higher level of awareness of the dangers of evictions, court proceedings, protests, and crowd control management.

## Operation Safe Streets

**283**

**Total Contacts**

**106**

**Booked into  
Custody**

**113**

**Citations  
Issued**

**64**

**Detained and  
Released**

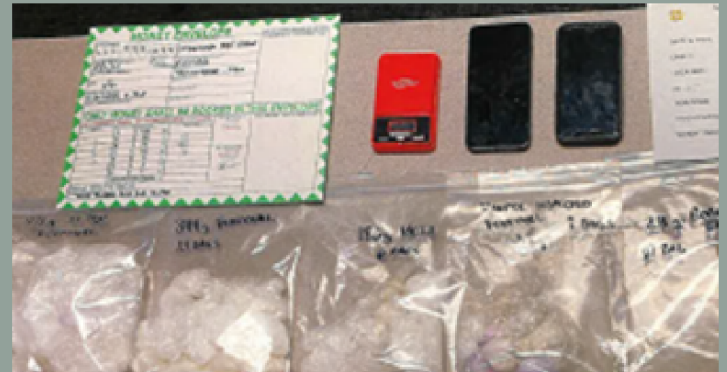
Sheriff Miyamoto deployed the ESU to help assist with the City's fentanyl crisis for Operation Safe Streets to help disrupt the illegal drug trade. As part of mutual aid, ESU provides personnel and logistics to requesting law enforcement agencies. In 2023, ESU worked with the Drug Market Coordination Center (DMACC) and participated in regional training exercises and competitions with other specialized units from law enforcement agencies to hone and improve tactical, communication, and physical strength by competing in the Special Emergency Response Team (SERT) Challenge.



## Goals

The San Francisco Sheriff's Office activated the Emergency Service Unit with three goals in mind:

- Decrease drug sales
- Reduce illegal drug use
- Increase public safety



*The Emergency Service Unit seized 1,218 grams of narcotics during 2023.*



## Warrant Services Unit

During Operation Safe Streets, the Warrant Services Unit (WSU) was deployed to assist by:

- Searching and arresting wanted persons
- Detailed staff to aid in the coordination of a multi-agency task force
- Deployed with an emphasis on returning people with warrants emanating from electronic monitoring.



# ADMINISTRATION AND PROGRAMS DIVISION (APD)

The Administration and Programs Division manages three aspects of SFSO: the administration of all operations, rehabilitation programs, and alternatives to incarceration.

**Under Administration**, deputies oversee background investigations and jail clearances, Color Guard/Honor Guard, criminal investigations, peer support and the chaplaincy, and personnel and training. Personnel functions include community recruitment, testing, hiring, and facilitation of the promotion process.

**Rehabilitation Programs** are provided as a continuum to both the incarcerated and to members of the community at risk of offending or re-offending. They consist of nationally recognized innovative interventions in education, vocational training, substance use treatment, batterers' intervention classes, parenting classes, and various therapies. Programs aimed at breaking the cycle of recidivism include the first charter high school located within an adult detention facility (the San Francisco Sheriff's Office Five Keys Charter High School); the Resolve to Stop the Violence (RSVP) project, an anti-violence initiative which was the recipient of the 2004 Harvard Ash Award, and the Sisters in Sober Treatment Empowered by Recovery (SISTERS).

SFSO also offers **alternatives to pretrial incarceration** to allow justice-involved persons to reconnect with family, employment, and social relationships while meeting the court requirements and minimizing public safety risk. Once the Superior Courts order pretrial release and determine the supervision level, the SFSO offers Pretrial alternatives including own recognizance release, homeless release project, and supervised pretrial release.

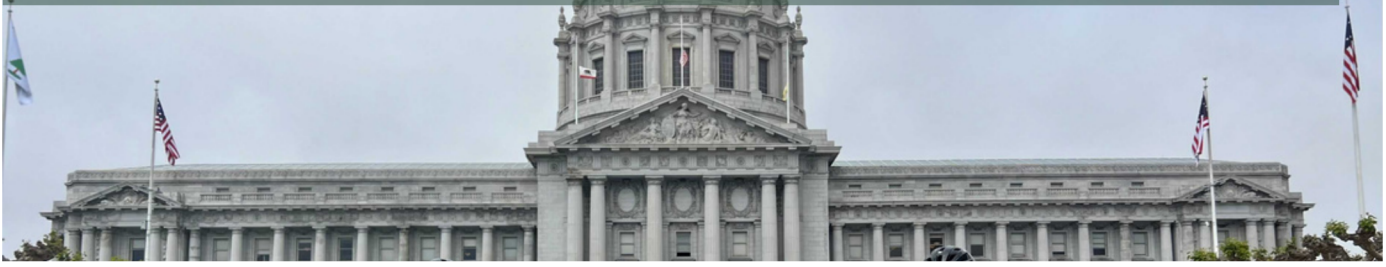


**Chief Deputy Kevin Fisher-Paulson**  
*Admin and Programs Division*





# ADMIN BY THE NUMBERS



## Administration

**68**

*Internal Affairs  
Investigations*

**177**

*CCW Applications*

**62**

*CCW Permits Granted*

**376**

*Criminal  
Investigations*

**218**

*Documented  
Injuries*

**160**

*Workers Comp Injuries*

## Sheriff's Legal Counsel

**20**

*Pending Lawsuits*

**89**

*Brady Requests*

**10**

*Brady Motions*

**12**

*New Disciplinary  
Matters Brought*

**26**

*Disciplinary  
Matters Concluded*

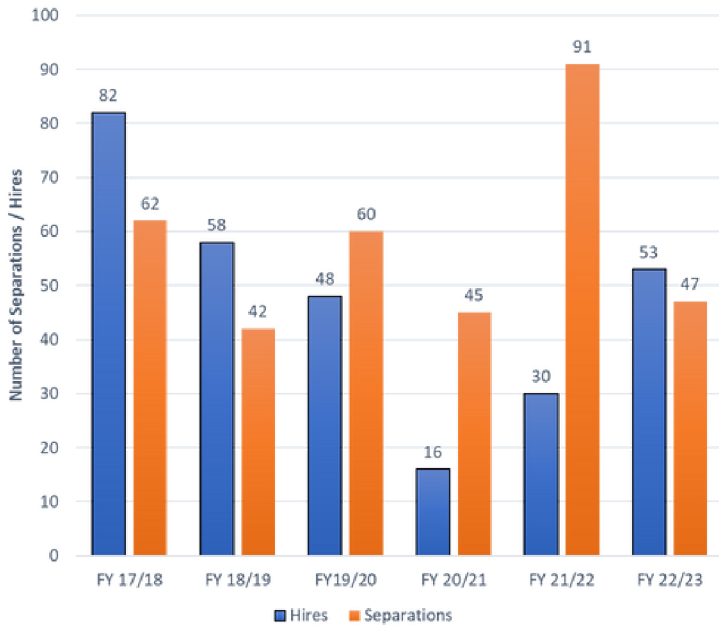
The San Francisco Sheriff's Office legal team provides legal advice to the Sheriff and his executive staff on a wide variety of subjects, including contractual, legislative, litigation and labor matters. When the San Francisco City Attorney's Office needs information, documents or data for litigation purposes, the legal team helps to identify and gather documents and other data. When a Sheriff's employee testifies in criminal cases, the legal team provides constitutionally required information regarding the witnesses to the District Attorney's office and Public Defender ("Brady Requests.") If a misconduct investigation warrants disciplinary charges, the Legal Team brings proceedings against the employee.



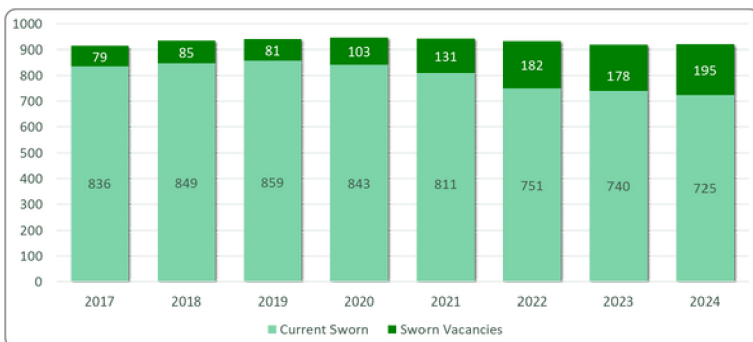
# Staffing 2023

TITLE	CURRENT SWORN	AUTHORIZED SWORN	AVAILABLE POSITIONS
Deputy Sheriff	592	754	162
Senior Deputy	18	40	22
Sheriff's Sergeant	56	74	18
Sheriff's Lieutenant	33	35	2
Sheriff's Captain	8	10	2
Chief Deputy Sheriff	3	4	1
Assistant Sheriff	1	1	0
Undersheriff	1	1	0
Sheriff	1	1	0
	713	920	207

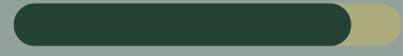
Rank Report as of December 2023



For the first time since the pandemic, hiring outpaced separations

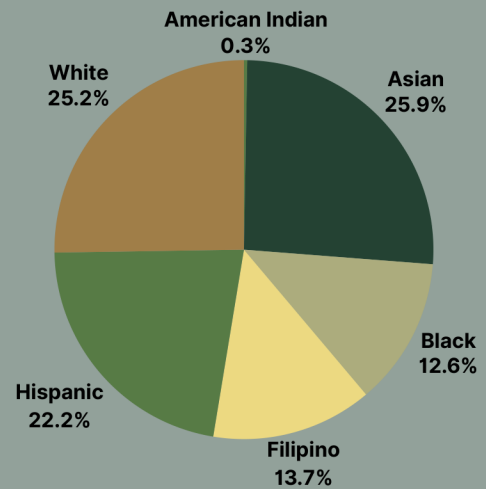


## Demographics

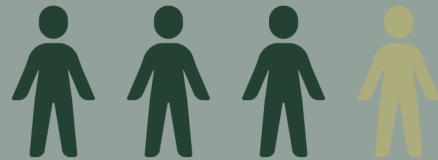


87%

Of Sworn Staff are Male.



SFSO remains one of the most ethnically diverse sheriff's departments in America.



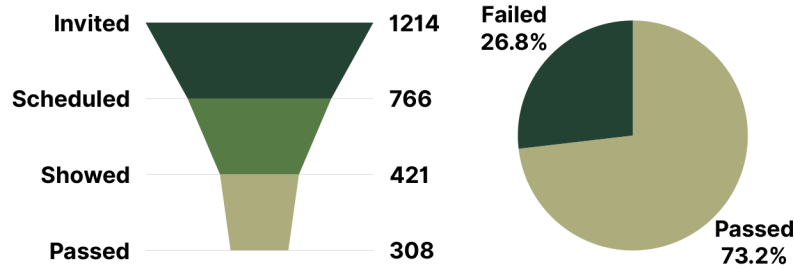
As of December 2023, the Sheriff's Office is short 1 in every 4 positions.



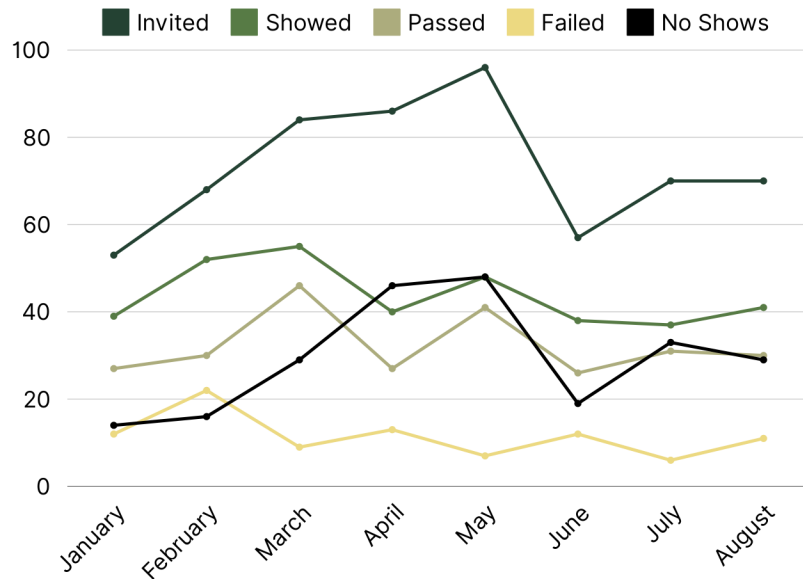
Numbers taken from December 2023 Staffing Report

# Recruitment 2023

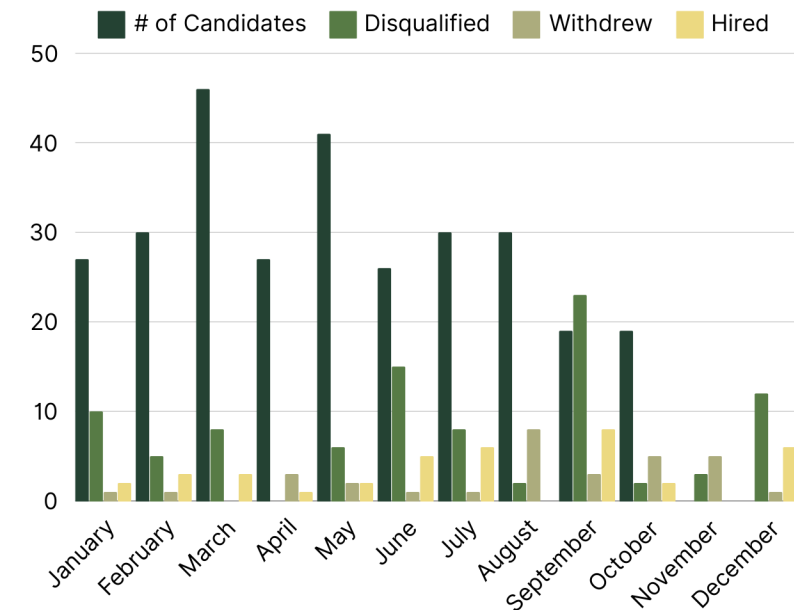
## Written Testing



## PAT/Oral Interview



## Backgrounds



75

*New Deputies Sworn in by Sheriff Miyamoto*



176

*Recruitment events in 2023*

## Recruitment Strategies

- Use of intentionally-targeted audiences to maximize the qualified applicant pool
- Strengthen community presence to engage specific regional communities and neighborhoods
- Partnering with other agencies to target specific experiences and backgrounds
- Use of social media to maximize our engagement efforts



# Community Programs

Through Community Programs, sworn employees provide alternatives to incarceration to eligible offenders in the San Francisco criminal justice system, including court-ordered electronic monitoring and community service through the Sheriff's Work Alternative Program (SWAP). These options allow individuals to foster family, employment, and social relationships while in public safety. Community Programs' sworn employees facilitate the transportation of sentenced individuals who are committed to residential treatment. Also managed by Community Programs is the No Violence Alliance (NoVA) project, an initiative that provides intensive case management in the form of housing, career, and counseling services to offenders with a propensity for violence. The intent is to mitigate physical and social conflict within the community as a whole.

**16,581.5**

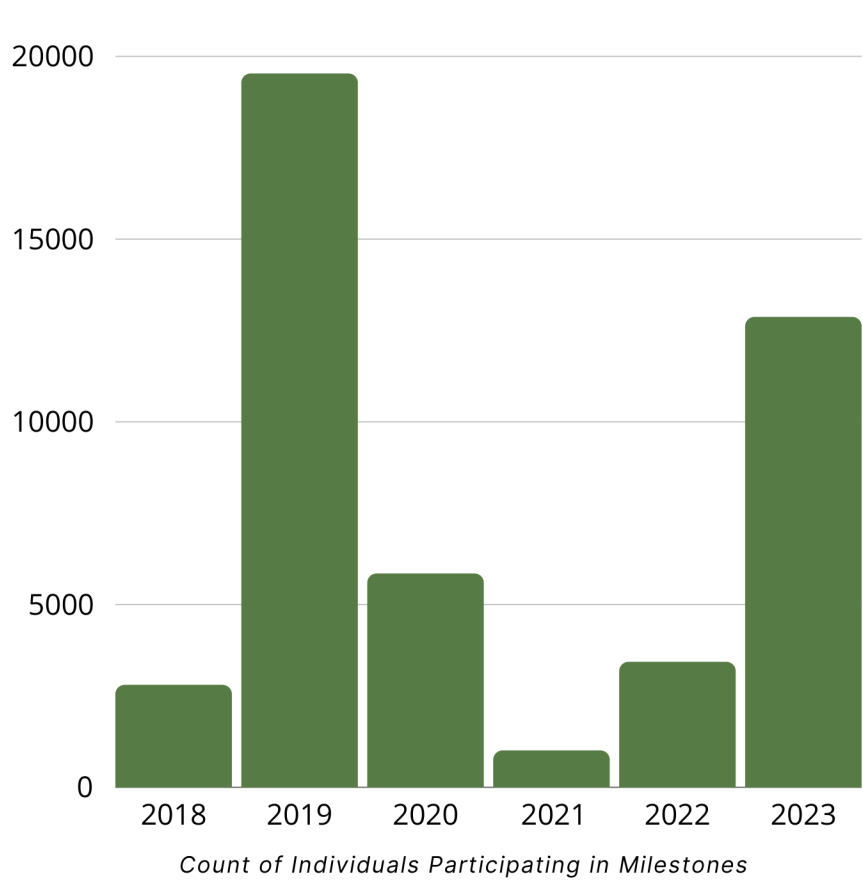
*Hours earned*

**247**

*Milestones Earned*

**1,799**

*Jail Bed Days Saved*



## Milestones

The SFSO uses milestone credits to track the participation for a reduction in jail stay.



# Electronic Monitoring

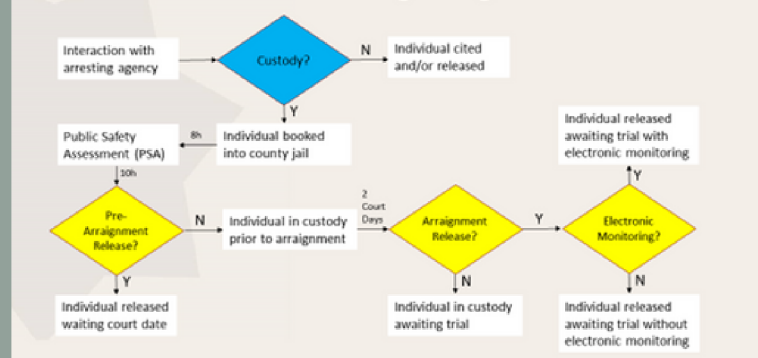
Pretrial Electronic Monitoring allows the Sheriff's Office to supervise individuals who would otherwise be in jail. Monitoring is conducted in real-time, 24 hours a day with interventions to encourage success in the program.

First, an individual must have an interaction with an arresting agency that leads to an arrest and a booking into jail. After being booked, the San Francisco Pretrial Diversion Project (SFPDP) conducts a Public Safety Assessment (PSA) and provides recommendations to the Court on the conditions of the individual's release.

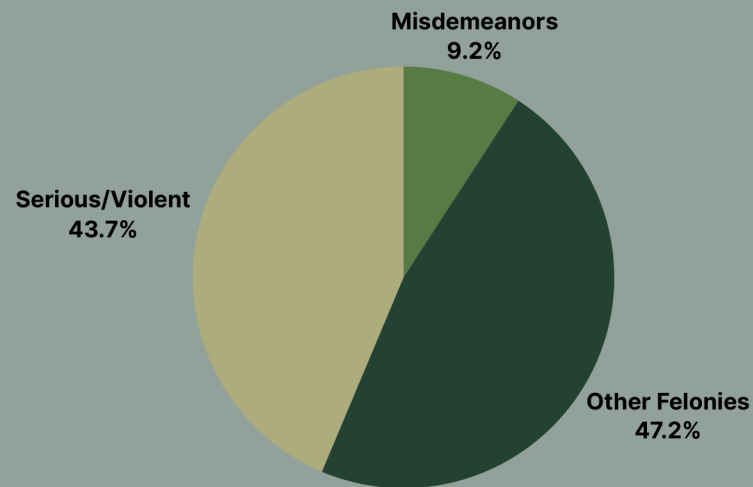
Once the PSA is complete, the Court makes the decision whether or not the individual will be released on their Own Recognizance (OR) and determines their level of supervision. Being placed on pretrial electronic monitoring is considered the highest level of supervision. The Sheriff's Office is not involved in the releasing decision but is responsible for the execution of the supervision.

Once an individual is placed on pretrial EM, it is the SFSO's objective to ensure that the defendant completes their court-ordered pre-sentenced conditions of release successfully. The SFSO sets and monitors a varying level of supervision according to the restrictions that are placed on the person by the Court. If a violation of these restrictions occurs, a deputy may be dispatched to the client's location, depending on the circumstances.

## Electronic Monitoring Assignment Process



*SFSO's current electronic monitoring process*



*Numbers taken from June 2023 Snapshot Data*

## Who's on EM?

**Persons charged with a Serious / Violent felony crime include:**

- Murder
- Attempted Murder
- Rape
- Arson
- Lewd acts on a child
- Robbery
- Domestic Violence

**Persons charged with other felony crimes include:**

- Elder abuse
- Possession for sale
- Weapons
- Burglary



# Community Engagement Team

In 2023 the San Francisco Sheriff's Office formed the Community Engagement Team (CET) to better organize the Office's efforts to build community trust. Upon creating the team in August, the CET participated in 19 major community events. Going forward, the SFSO will continue to track participation rates year-round to enhance our ties to the community.

## Goals

**The San Francisco Sheriff's Office Created the Community Engagement Team with the following objectives:**

- Build community trust
- Expand youth programming
- Enhance response to the community
- Reinvigorate/create volunteer programs



Every year, SFSO deputies participate in the Shop with a Deputy program. Thanks to the Sheriffs and You Foundation, 300 children are given up to \$200 to shop for gifts for the holidays at Target.



CET attended National Night Out 2023, an annual community-building campaign, with the goal of creating a safer and stronger neighborhood.



The Carnaval San Francisco Celebration is the largest multicultural festival on the West Coast, bringing together San Francisco's Latino, Caribbean, and African Diasporic traditions.



CET participated in the Annual Triple T's giveaway, a partnership with CHARMSF to deliver more than 6,000 **turkeys**, 2,000 **trees**, and thousands of **toys** to our underserved communities across the City.



# PROJECTS AND PLANNING DIVISION (PPD)

This division, headquartered at 120 14th St., provides critical services to the San Francisco Sheriff's Office (SFSO) in the areas of infrastructure management and maintenance; information and technology support; fleet and communications services; logistical and material support; professional standards monitoring and reporting, and project planning and coordination. PPD propels the SFSO toward maximum efficiency by working closely with internal stakeholders and by streamlining practices.

The PPD administration oversees policies, procedures, and projects, including collaborating with City and County of San Francisco agencies for project coordination to provide contracted law enforcement services. Its finance and fiscal team engages in the agency's capital planning, analysis, budget forecasting, nonprofit monitoring, and advocating for emerging needs. It also manages SFSO's day-to-day purchase order process to facilitate the constant flow of operational materials.

The Professional Standards Unit coordinates with our SFSO legal team to review legal updates, case law, court orders, and emerging best practices to provide timely updates via our electronic policies, procedures, and forms database. This unit is closely involved in the monitoring and review process for all applicable code and contract compliance issues, including the generation and submission of memorandums of understanding, letters of agreement, and reports to local, state, and federal agencies on behalf of all divisions in the department.



**Chief Deputy John Ramirez**  
*Projects and Planning Division*

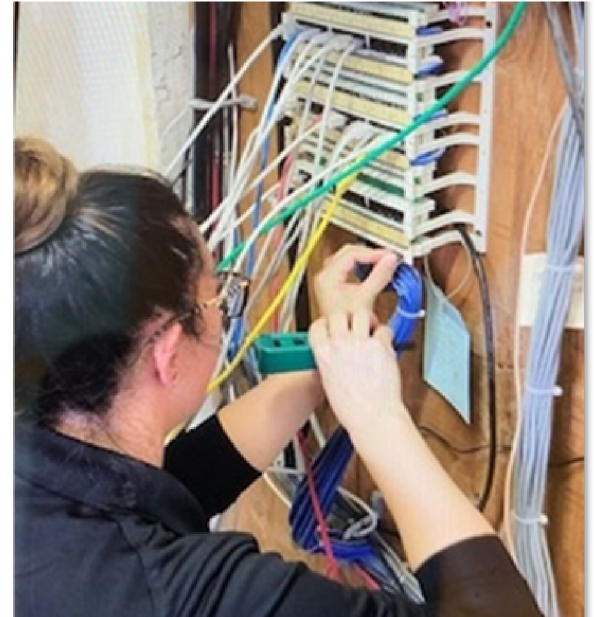




# PPD BY THE NUMBERS

## ITSS

Information and Technology Support Services (ITSS) oversees the Sheriff's Digital Strategic Plan to ensure California Department of Justice compliance for criminal and custody records. ITSS services the IT and technical needs of all SFSO employees by creating and maintaining data reports, dashboards, and a physical network infrastructure with on-call hardware and software support. They issue and maintain electronic mobile devices such as tablets, mobile phones, and body-worn cameras. This unit serves as the gatekeeper for e-Discovery and litigation hold requests.



## Fleet and Communications

Our Fleet and Communications Unit oversees vehicle procurement for all agency needs, from vehicle specification writing and contract delivery compliance to vendor meetings, mutual aid request fulfillment, budget monitoring, and maintenance coordination. The Communications Unit is responsible for all department portable, mobile, and control station radio systems, and crosstrains for all of Fleet's duties. It coordinates with the Department of Emergency Management for dispatch services and with the Department of Technology for the management of all building coverage systems.



# Completed Projects



## ***Military Equipment Use Policy***

In the interest of transparency, the SFSO's Military Equipment Use Policy (MEUP) was completed and uploaded to SFSheriff.com. In this policy, the community can find descriptions and 'use cases' for all military equipment owned by the SFSO.



## ***CJ#3 Cuff Port***

In the interest of personnel safety, CJ#3 pods 4A, 4B, 3A, and 3B were fitted with new cuff ports.



## ***Additional Access to Sunlight***

Sheriff's Bureau of Building Services replaced louvered screens to allow unfiltered sunlight to enter the yards.



## ***County Jail #3 Annex Renovations***

In preparation for opening the CJ#3 Annex, SBBS repaired the outdoor fence and enclosure and expanded WiFi access to the entire building.



## ***Kitchen Remodel***

Capital project to renovate incarcerated persons' kitchen.



## ***Child Visiting Room***

Updated and in use for parent-child visits in County Jail #2.



## ***Lexipol Policies***

In an effort to further professionalize and advance technology, department staff and the community now have access to all Lexipol-based policies from SFSheriff.com.

## Sheriff's Bureau of Building Services (SBBS)

Sheriff's Bureau of Building Services plans and directs facility maintenance, renovation and capital improvement projects and related programs for all SFSO buildings and grounds, including the Hall of Justice and San Bruno campuses. This unit also confers with City departments, contractors, outside organizations, tenants, and the public to facilitate the functionality of maintenance and day-to-day operations. This includes but is not limited to maintenance of steam and electrical power generation/distribution, refrigeration, air conditioning, laundry and kitchen equipment, elevators, repair shops, heating and ventilation systems.





**Service | Professionalism | Pride**

## San Francisco Sheriff's Office



Administration/Main Office City Hall, Room 456  
1 Dr. Carlton B. Goodlett Place San Francisco, CA 94102



(415) 554-7225



[www.sfsheriff.com](http://www.sfsheriff.com)

