



DEFUND SFPD NOW.

A policy proposal to defund, disband, and disarm the San Francisco Police Department.

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About this document

The Defund SFPD Now campaign is led by SF Afrosocialists & Socialists of Color Caucus (Afrosoc) in collaboration with the Justice Committee of the Democratic Socialists of America (DSA), SF. The SF Afrosocialists & Socialists of Color Caucus is a Black-led organization created in 2020 to center BIPOC voices within socialist spaces. The DSA SF Justice Committee was formed in 2017 and organizes DSA SF's work on policing and prison issues.

This campaign is one part of the collective pursuit to defund SFPD into abolition, and ultimately abolish the prison industrial complex in San Francisco and beyond.

For years, there has been a grassroots movement in the City fighting for abolition—a movement where Black-led organizations and San Franciscans have forged the way. We support and work alongside these organizations by adding capacity, Black leadership via AfroSoc, and additional structure needed in times of mass mobilization.

If you'd like to get involved please contact us at defundsfpdnow.com; we'd love to continue to be in community with those who seek to re-imagine public safety.

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The research contained in this document was done by the SF Afrosocialist Caucus in collaboration with the DSA SF Justice Committee.



DEFUND
THE POLICE



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WHY DEFUND? WHY ABOLISH?

We must reimagine public safety, defund the police, and refund our communities.

The murders of George Floyd, Breonna Taylor, Tony McDade, Rayshard Brooks, Alex Nieto, Mario Woods, Luis Góngora Pat and countless others have led many to decry the system of policing as broken.

But policing is operating exactly as it was designed.

The origins of American policing can be traced back to slave patrols—forces created to identify escaped slaves and return them to chains. Modern police forces were established to violently crush the organization of workers in the late 1800s. From slavery in the south to factories in the north, the foundation of police forces have always been to preserve the power and protect the property of the ruling class. Today, roughly 99% of police calls for service are not in response to violence, but property crime and non-criminal matters.

We raise our voices along with the visionaries of abolition who have come before us and with those who march with us. We demand abolition of the entire prison-industrial complex. The time has come to move toward a city we want to live in. A city without police, prisons, and the systems that uphold them. A city whose focus is in the people and not property.

Our city spends more on SFPD than on the Department of Children, Youth and Families, the Environment, Homelessness Services, the Human Rights Commission, and the Public Defender's office combined. We must reallocate SFPD's budget toward the services and interventions that we know keep us safe. We must invest in healthcare, housing, education, trauma centers, free & extensive public transit, universal childcare, alternative community safety programs, and reparations to our Black residents.

Make no mistake: we will not rest until our demand is met—a complete disarmament, disbanding, and defunding of SFPD, and the funding and support for a robust network of community interventions. We are inspired and humbled by the voices that for decades and centuries have fought for abolition, and we will continue to amplify all voices that demand a just and compassionate world.

Join us in calling for real change and check out our concrete steps as a roadmap to abolition in San Francisco.

Now

OUR IMMEDIATE CUTS

36

line-item cuts in total

\$294.9M

in funds saved

Getting rid of the police state will require lots of work. For the 2020-21 budget, we have identified specific areas that SFPD can cut immediately to reduce its budget to free up funds for community services and reparations to our Black residents.

These cuts are not all we're asking for, but they're a place to start. We demand the complete defunding, disarming, and disbanding of SFPD. The research below is a road-map to start immediately.

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- Eliminating Police in Schools and Housing (\$12.0M)
 - Eliminating Units That Target BIPOC (\$29.7M)
 - Eliminating Specialized Units (\$25.3M)
 - Eliminating Community Engagement Units (\$4.5M)
 - Eliminating Traffic and Airport Units (\$56.4M)
 - Eliminating/Reducing Patrol and Investigation (\$73.9M)
 - Eliminating Personnel, Training, and Capital Increases (\$84.7M)
 - Making Police Oversight Independent of SFPD (\$8.4M)

ELIMINATING POLICE IN SCHOOLS AND HOUSING

2

line-item cuts

\$12.0M

in funds saved

Eliminate School Resource Officers (SROs)

How much do SROs cost?

\$3,397,234 per year (SFPD pays for 17 officers and 80% of 1 captain; SFUSD paid 20% but this is ending¹)

Why should we stop using cops as SROs?

In 2019, Black students comprised 43% of all SFUSD youth who were arrested, cited or detained² at school, despite being only 7% of the SFUSD student body. More than half of the impacted children were in elementary or middle school.

There is no data to prove³ that SROs make students more safe at school, but there is plenty of data that demonstrates the key role SROs play in the school to prison

pipeline. According to a 2011 report from the Justice Policy Institute, “when schools have law enforcement on site, students are more likely to be arrested by police instead of using incidents as teaching moments being handled by school officials. This leads to more kids being funneled into the juvenile justice system, which is both expensive and associated with a host of negative impacts on youth.⁴

San Francisco spends 60% more per capita on policing⁵ than New York City while spending 39% less on education per student. This money would be better put towards educating rather than criminalizing our youth.

Eliminate District Housing Officers

How much do personnel in the District Housing unit cost?

\$8,660,665 per year (5 sergeants, and 40 officers)

Why should we eliminate the District Housing unit?

The residents of public housing communities are primarily people of color.⁶ Assign-

ing officers specifically to public housing perpetuates the over-policing and surveillance of Black and Brown families.

The unit maintains a database of all current public housing residents and has issued citations to people whose named residency upon arrest does not match its records, regardless of the truth of the person's statements.⁷

ELIMINATING UNITS THAT TARGET BIPOC

4

line-item cuts

\$29.7M

in funds saved

Eliminate Plainclothes and Homeless Units

How much do the personnel in the Plainclothes and Homeless Units cost?

\$13,968,234 per year (73 cops across different stations)⁸

Why should we eliminate the plainclothes and homeless units?

Homelessness is a public health issue and should not be criminalized. Increased police interaction with people experiencing homelessness drastically increases their risk of becoming targets of police violence, which further harms the lives of those already victimized by our unjust society.

Almost all of the 3,426 “mental health detentions” SFPD made in 2019 resulted in detention or a citation or booking; only in 3 cases were people diverted to other services⁹. However, SFPD is not capable of providing real support to San Franciscans struggling with their mental health. 39% of unhoused people have a psychiatric or emotional condition¹⁰.

People experiencing homelessness in our city are disproportionately BIPOC and LGBTQ+—two groups that are harassed, harmed, and killed by police at much higher rates than the population average¹.

Eliminate Healthy Streets Operations Center Officers (HSOC)

How much do the personnel in HSOC cost?

\$8,934,473 per year (2 captains, 2 lieutenants, 5 sergeants, 36 officers and 1 dispatcher)

Why should we eliminate the assignment of cops to HSOC?

HSOC addresses encampments and “street behavior.” While a variety of city agencies are involved, SFPD and DPW lead operations¹¹. There were an estimated 45,784 encampment calls in 2019¹². SFPD officers are the initial responders for these calls¹³, but they shouldn’t be involved in responding to public health calls.

SFPD involvement leads to sweeps and confiscations that violate human rights, and to “quality of life” citations that criminalize life-sustaining activities such as sleeping or simply sitting in public spaces.

In leading HSOC, SFPD has failed to engage with the community. For instance, they have created policies without consulting service providers, cancelled or rescheduled advisory board meetings without community input, and not tracked or shared relevant data, such as citation data for quality of life offenses affecting people experiencing homelessness, that providers have requested¹⁴.

Eliminate Gang Unit

How much does the personnel in the Gang Unit cost?

\$4,000,000 per year (1 lieutenant, 15 sergeants, 1 officer, and 2 clerks)

Why should we eliminate the Gang unit?

Gang-specific policing arose in the 1980s and took off in the 1990s. From the beginning, gang policing was meant to track, control and incarcerate Black and Brown

youth. The 1998 STEP act created a new crime of “active participation in a CA street gang,” and added gang sentencing enhancements¹⁵. The legislative intent of the act makes clear that the legislature viewed gang crime as an existential crisis; America’s “urban” youth becoming organized superpredators. That was never true, but it’s certainly not true in San Francisco in 2020. Gang policing involves tracking people based on what they wear, who they

associate with (including family members), and imputing criminality to gatherings of young Black and Brown people, regardless of any actual criminal activity.¹⁶ In essence, gang policing violates fundamental rights, the right to assemble, the right to free expression. There is no reason we can't track (and peacefully disrupt) interpersonal feuds and organized anti-social activity the same way we do with groups of white people. There's no need for a specialized gang unit.

Thanks to the leadership of the San Fran-

cisco No Injustice Committee (SF NIC), the San Francisco City Attorney was forced to abandon racist gang injunctions, which exclusively targeted people of color in the city¹⁷. The San Francisco District Attorney has recognized the racist nature of gang policing and no longer charges gang enhancements¹⁸. Bottom line: if San Francisco is truly committing to addressing systemic racism, then the police unit explicitly dedicated to tracking and targeting Black and Brown youth must be disbanded.

Eliminate Narcotics Unit

How much do personnel in the Narcotics Unit cost?

\$2,830,127 per year (1 lieutenant, 1 sergeant, 12 officers and 1 clerk)

Why should we eliminate the Narcotics unit?

The Narcotics Unit, tasked with handling drug-related policing, is responsible for a disproportionate number of citations of communities of color—Black and Latino residents make up 20% of the City's population but accounted for 78% of individuals booked or cited for drug sales from 2017 to 2018¹⁹.

Only 4.7% of the 601 drug sale arrests by the Narcotics Unit from 2017 to 2018 resulted in the defendant being diverted

from criminal prosecution to programs that facilitate drug treatment, mental health, reentry facilitation, and the reduction of recidivism.²⁰

A 2019 report from the Budget and Legislative Analyst's Office shows that the costs of policing and criminal justice related to open air drug dealing in the Tenderloin, South of Market, and Mid-Market neighborhoods totaled \$12,519,713—meaning that each arrest costs almost \$10,000²¹. This amount does not include long-term incarceration costs, associated administrative overhead costs, Drug Court or Behavioral Health Court costs, officer training costs, or the costs of reactive policing efforts such as responding to calls for service and officer patrols.

ELIMINATING SPECIALIZED UNITS

6

line-item cuts

\$25.3M

in funds saved

Eliminate Vicious and Dangerous Dogs Unit

How much do personnel in the Vicious and Dangerous Dogs Unit cost?

\$188,248 per year (1 officer)

Why should we eliminate the Vicious and Dangerous Dogs Unit?

SFPD's Vicious and Dangerous Dog Unit investigates incidents involving dogs that exhibit menacing and/or aggressive be-

havior. The San Francisco Department of Health already appoints hearing officers to run hearings determining whether a dog is vicious and dangerous, and if so, what action needs to be taken. There is no reason for SFPD to be involved in this process.²²

If animal control can handle mountain lions²³, they can certainly handle dogs!

Eliminate Mounted, Honda, Marine Units

How much does the personnel in the Mounted, Honda, and Marine units cost?

\$8,704,976 per year (1 lieutenant, 7 sergeants, 36 officers, and 1 clerk)

Why should we eliminate these units?

Other cities have eliminated these units or never had them to begin with. Their existence is non-essential and unnecessary. In particular, the Mounted Unit has been

disbanded²⁴ in cities like Philadelphia and Boston with no change in these cities' abilities to search and rescue or patrol parks. In practice, Mounted Units in other police departments have only been used to hamper²⁵ peaceful protest. The Honda Unit is a specialized unit for riding sport motorcycles, something not found in other cities, and the Marine Unit is unnecessary and duplicative to the Coast Guard.

Eliminate SWAT

How much does the personnel in the SWAT Unit cost?

\$6,845,695 per year (4 teams: 1 captain, 2 lieutenants, 4 sergeants, 27 officers, and 1 police services aide)

Why should we eliminate SWAT?

There have been a lot of calls to demilitarize the police. SWAT is militarization by design: they were designed to respond to the Watts Rebellions as if the citizenry were the Viet Cong²⁶, and they've only gotten more militarized²⁷ since. SFPD received \$360,700 in free military gear just last year²⁸. The unit is equipped with specialized armor, armored personnel carriers, assault rifles, etc. SWAT conducts training

with FBI and other federal agencies, despite prohibitions against joint federal task forces. SWAT is an answer to a problem that doesn't exist in San Francisco. And without daily terrorist attacks, the SWAT team uses its military weapons and training to conduct no-warrant raids, and other violent tactics that dramatically escalate situations. SWAT teams are dangerous because they respond to calls with violence, something that has been recognized and exploited by people who seek to harm others through the practice of "swatting,"²⁹ whereby someone reports a false hostage crisis, knowing that SWAT will respond by smashing their target's doors, invading their house, possibly even shooting and killing them.

Slash Homeland Security Unit

How much does the personnel in the Homeland Security Unit cost?

\$6,561,053 per year (1 captain, 26 officers, 1 lieutenant, 2 sergeants, and 9 clerks)

Why should we eliminate the Homeland Security Unit?

This unit's work includes handling large public events and monitoring social media.

Communities are very capable of ensuring

safety at public events themselves. Many grassroots groups already organize their own security and conduct their own trainings.

State surveillance enables privacy infringement, not to mention abuse of power in an already unjust criminal system.

The Homeland Security Unit is commonly used as a place to reassign officers facing misconduct hearings.³⁰

Move Explosive Ordnance Disposal Unit to SFFD

How much does the personnel in the Bomb Unit cost?

\$1,770,032 per year (2 sergeants and 7 officers)

Why should we remove the Bomb Unit from SFPD?

This highly technical specialty can be housed in other public safety agencies, such as the Fire Department. For example, The Newport News Fire Department Bomb Squad in Virginia is one of 40 fire department bomb squads in the United States³¹. The San Diego Fire Department³² also

houses its bomb unit, so there is plenty of precedent for this to be removed from the police's purview.

Bomb defusing uses robots, and as technology improves, being able to operate these robots is the most important skill. That skill set has nothing to do with law enforcement, and everything to do with public safety.

Other non-police bomb units: Office of the State Fire Marshal in Maryland, and locally in Prince George's County, Anne Arundel and Arlington.³³

Eliminate Alcohol Liaison Unit

How much do personnel in the Alcohol Liaison Unit cost?

\$1,214,422 per year (1 lieutenant, 2 sergeants, 2 officers, and 1 management assistant)

Why should we eliminate the Alcohol Liaison unit?

The Alcohol Liaison Unit (ALU) is responsible for processing Alcohol and Beverage Control (ABC) liquor license applications³⁴, as well as local enforcement of the state's ABC Act and the city's Deemed Approved Ordinance. This kind of administrative work does not need to be or belong in

SFPD.

The Board of Supervisors ultimately determines if a license may be transferred to an establishment in an area of “undue concentration”, but often relies on the ALU's recommendation in making this determination³⁵. A report by the California Department of Justice expressed concern with “anti-Black bias within the department”³⁶ and an implicit bias trainer for SFPD found that “[t]he degree of anti-black sentiment throughout SFPD is extreme.”³⁷ A racist police department isn't a neutral arbiter and should not have the power to deny licenses to businesses.

ELIMINATING COMMUNITY ENGAGEMENT UNITS

3

line-item cuts

\$34.5M

in funds saved

Eliminate 10B Unit

How much do the personnel in the 10B unit cost?

\$600,000 per year (1 sergeant, 2 officers, and 2 retirees)

Why should we eliminate the cops in the 10B unit?

This department is essentially a ‘rent-a-cop’ program that will provide nearly any corporation or event a personal police force. This creates a larger police presence in the city for those that can afford it, with the same power and force of police, but with very little oversight. While the 10B unit does not cost SFPD much money, what it stands for is much more insidious.

When a lawsuit does happen, the City is on the hook for paying any cost, meaning that this program is costing not only the police budget, but the larger city budget as well.

The majority of this unit spends most of their time on data entry for scheduling and billing, for a program which should have no place in SFPD that does little for the City.

Many of those hours are paid for by community benefit districts which means we’re using public funds to pay police officers time and a half.

In FY 2016-17, 30% of all overtime hours by sworn staffing came from the 10B Unit at a cost of ~\$3 million³⁸.

Eliminate Community Engagement Division

How much do the personnel in the Community Engagement Division cost?

\$3,454,550 per year (1 commander, 1 captain, 1 lieutenant, 2 sergeants, 8 officers, 4 cadets, 1 management assistant, 1 manager, 12 retirees, 23 reserve officers, 1 senior clerk, and 1 senior analyst)

Why should we eliminate the cops in the Community Engagement Division?

Eliminating other departments of community engagement (HSOC, 10B, special events) will render the administrative functions of this division unnecessary.

Eliminate Special Events Unit

How much do the personnel in the Special Events Unit cost?

\$400,000 per year (1 sergeant and 1 officer)

Why should we eliminate the cops in the Special Events unit?

The cops in the Special Events unit assist with planning and staffing some 100

events across the city. There's no reason this support must come from uniformed officers. Moreover, as we are trying to decrease police presence in San Francisco in general, we call for minimizing the number of events funded and staffed by SFPD.

ELIMINATING TRAFFIC AND AIRPORT UNITS

3

line-item cuts

\$56.4M

in funds saved

Remove Traffic Collision Investigations

How much do the personnel in Traffic Collision Investigations cost?

\$1,600,000 per year (1 lieutenant and 6 sergeants)

Why should we remove TCIU?

An armed body of law enforcement should not be responsible for investigating car

crashes. This makes no sense in terms of the budget, since sworn officers cost more than civilians. Also, any extraneous use of armed officers leads to poor outcomes for BIPOC people, who are disproportionately the victims of police violence.

Remove Traffic Company

How much do the personnel in the Traffic Company Cost?

\$6,800,000 per year (1 captain, 2 lieutenants, 4 sergeants, 27 officers, and 1 clerk)

Why should we remove the Traffic Company?

Traffic stops reflect bias and racism in SFPD and endanger nonwhite, especially African-American drivers. A 2016 assessment of SFPD practices by the Department of Justice's Community Oriented Policing Services Office showed that the percentage of traffic stops of African-American residents, 14.8%, outstripped their representation in the city

population, 5.8%.³⁹

SFPD isn't even good at traffic enforcement⁴⁰. The number of traffic stops and tickets issues has decreased from 41,000 to 20,154 (almost 50%) between 2015 and 2018 due to decreased police officer motivation given high paperwork volume. If cops aren't even participating in traffic enforcement, why are we funding the Traffic Company?

Traffic policing is reactive, not proactive. If our goal is to keep our streets safe, San Francisco can take a proactive approach⁴¹, tried with great success with Vision Zero in Sweden, and save more lives⁴².

Reduce Airport Police Division Staffing

How much money will be saved by reducing Airport Police Division staffing?

\$48,000,000 per year, by reducing Airport Police Division staffing to 2018 levels and cutting an additional 50%

In FY 2019-2020 SFPD Airport Fund was \$78,072,176. The division includes 201 police officers, 38 sergeants, 12 lieutenants, 3 captains, 200 police services aides, and 16 police services aide supervisors.^{43 44}

Why should we reduce Airport Police Division staffing?

For over a decade, the Airport Police Division consisted of about 140 police officers and 130 police services aides (PSAs). However, the Airport Police division budget exploded in FY 2019-2020, increasing staffing to 201 police officers and 200 PSAs. No reason was given for this massive expansion and it should be rolled back.

⁴⁵

Further, an additional reduction of staff by 50% is justified by low service needs of the airport.⁴⁶

ELIMINATING/REDUCING PATROL AND INVESTIGATION

5

line-item cuts

\$73.9M

in funds saved

Reduce Proactivity Rate of Patrol Units

How much does reducing Patrol Units' proactive work save?

\$35,821,835 per year, by eliminating proactivity time, not accounting for reduced administrative time

Patrol units cost \$170,580,168 per year (691 officers, 138 sergeants, 40 lieutenants, and 1 captain). They spend approximately 56% of their time responding to calls for service, 23% of their time doing administrative work, and 21% of their time

doing "proactive" work. (Matrix Consulting Report)

Why should we eliminate proactivity time?

"Proactive" work refers to unobligated time, which is typically spent patrolling the streets. Due to extreme anti-Black sentiment⁴⁷ in the police force, we can't trust patrol units to patrol communities in unbiased ways.

Eliminate Foot and Bike Beat Officers

How much do foot and bike beat officers cost?

\$23,531,000 per year (125 officers)

Why should we get rid of foot and bike beat officers?

Foot and bike beat officers spend the vast majority of their time patrolling the streets as opposed to responding to incidents.

They attempt to build trust with the community through repeated face-to-face interaction. Due to reports of extreme anti-Black bias⁴⁸ in the police force, it's crucial that we reduce police contact with the public, particularly communities of color. These officers are primarily assigned to high density areas, which are disproportionately communities of color.

Reduce Staffing of the Remaining Investigative Units

How much would this save?

\$10,477,080 with a 50% cut; the remaining investigative units currently cost \$20,894,16 (125 staff)

Why should we reduce staffing of these units?

These units are extremely ineffective at identifying those who commit crime. For

example, the clearance rate of larceny theft is just 4.4%, burglary is 16.3%, and rape is under 20%. We must reevaluate how to best serve victims of crime and invest in solutions that serve the community.⁴⁹

Slash Special Investigations Division

How much would this save?

\$3,241,540 with a 50% reduction; the Special Investigations Division currently

costs \$6,483,080 (1 lieutenant, 15 sergeants, and 15 officers)

Why should we slash the Special Investigations Division?

This division includes the Arson Task Force and confidential investigations

Arson forensics is notoriously unreliable and has led to the false imprisonment of

numerous people.⁵⁰

The confidential investigation office is staffed by 15, highly paid sergeants. There is no transparency into their work and no mechanism for the public to hold them accountable.

Eliminate the Crime Gun Investigation Center (CGIC)

How much do the cops in the CGIC cost?

\$1,095,921 per year (1 lieutenant, 2 sergeants, and 2 officers)

Why should we eliminate the CGIC?

Although gun crime analysis may be valuable to identify opportunities for compassionate, community-drive intervention, this is not an intervention that SFPD can provide. Instead, SFPD uses this data as justification to engage in “broken windows” policing that targets communities of color.

CGIC is used to justify enforcement strategies that are both discriminatory and ineffective.

CGIC is relatively new, making it easier for SFPD to revert to the structure it had before the unit was instituted in late 2017⁵¹. Additionally, the CGIC seems to originate from a federal grant program that provides increased funding for SFPD⁵². These are excess funds which should be excised in a police downsizing.

ELIMINATING PERSONNEL, TRAINING, AND CAPITAL INCREASES

10

line-item cuts

\$84.7M

in funds saved

Eliminate Basic Recruit Course Staffing and Recruitment Unit

How much does this unit cost?

\$2,550,486 per year (1 lieutenant, 2 sergeants, 9 officers, 1 part time recruiter, and 1 senior clerk)

Why should we eliminate this unit?

Decreasing the number of police officers eliminates the need to hire and train new ones.

Eliminate New Academy Classes

How much does this unit cost?

The costs for this are accounted for when eliminating Basic Recruit Course Staffing and the Recruitment Unit.

Why should we eliminate this unit?

New academy classes are only needed if new officers are being hired and trained, which isn't happening if the goal is to eliminate the police force entirely.

Cut Admin Roles that are Ratio Based

How much would this save?

\$21,600,000 per year. A 30% reduction in the number of SFPD employees and significantly reduced calls for service should – at minimum – reduce administrative duties by 50%. Current administrative personnel compensation is budgeted at ~\$43,200,000.

Why should we eliminate this?

We are cutting the number of police officers and the services they are asked to provide. Administrative roles to support these officers and services should be cut proportionately.

Eliminate Grants Unit

How much does the personnel in the Grants unit cost?

\$250,144 per year (1 manager and 2 administrative analysts)

Why should we eliminate the Grants unit?

At a time when the focus is on avenues to defund SFPD, a department whose sole function⁵³ is to identify and take advantage of additional funding opportunities for the police is irrelevant.

Halt Replacement of Departmental Vehicles

How much does the program for replacing department vehicles cost?

\$2,400,000 per year⁵⁴

Why should we stop replacing department vehicles?

Police unions claim that police vehicles are “old, unsafe, and unreliable” due to high

mileage and maintenance costs. However, SFPD’s own report shows that 50% of vehicles have fewer than 50K miles, with only 11% of vehicles over 150K miles. 45% of the fleet is less than 10 years old.^{55 56}

Freeze Overtime

How much does overtime cost?

\$31,000,000 from the general fund in Fiscal Year 2019-20⁵⁷

Why should we freeze overtime?

Overtime costs SFPD a huge amount each year — but doesn't actually help with

achieving department goals. The amount of overtime increased 57% between FY 2010-11 and FY 2016-17. During that time, arrests did not increase but in fact decreased.⁵⁸

Lawsuit Payout from the SFPD Budget

How much do lawsuits cost?

\$14,676,000 for 13 months⁵⁹

Why should lawsuits be paid out from the SFPD budget?

Payouts for lawsuits related to SFPD currently come out of San Francisco's general fund. We propose that this amount comes from the SFPD budget instead, since officer incidents are under SFPD's purview.

Eliminate Excessive Capital Expenditures

How much do excessive capital expenditures cost?

\$6.5M for the Traffic Company and Forensic Services Division Facility in the proposed 2020 budget⁶⁰

Why should we eliminate excessive capital expenditures?

Excessive capital expenditures include furniture, fixtures, and equipment. Given that we are reducing the reach of SFPD, there is no reason to continue over investing in this area, especially when we recommend moving traffic matters out of SFPD.

Eliminate Range Training

How much does range training cost?

\$1,920,381 (1 sergeant and 9 officers)

Why should we eliminate range training?

We demand the disarmament of SFPD, making firearms training irrelevant.

We take inspiration from the many countries where cops are not armed on patrol. These include New Zealand, Britain, Ireland, Norway, and Iceland⁶¹.

Eliminate Crisis Intervention Training (CIT)

How much does CIT cost?

\$3,690,415 per year (conducted by 3 sergeants and 3 officers)

Why should we eliminate CIT?

CIT is extremely ineffective, despite its capacity to train approximately 336 officers a year during a two-week training – equivalent to 13 years of officer work. For just one anecdote, all five of the officers who shot and killed Mario Woods completed

CIT⁶².

In addition, a study found⁶³ that there was no measurable difference in the use of force between officers with CIT training and those without it. CIT officers believed they were arresting people with mental illnesses at a lower rate, but in reality that wasn't true. Further, these CIT officers believed they used force against people with mental illness less often, when they in fact did not.

MAKING POLICE OVERSIGHT INDEPENDENT OF SFPD

3

line-item cuts

\$8.4M

in funds saved

Move the Internal Affairs Division to an Independent Non-Police Body

How much does the Internal Affairs Division cost?

\$6,300,000 per year (2 lieutenants, 20 sergeants, 2 officers, 1 retired employee, 3 attorneys, 1 senior clerk, and 1 senior legal clerk)

Why should Internal Affairs be moved to a civilian body?

IAD's process is not transparent, and when it handles a case, the public has no insight into what happens⁶⁴.

There is already a separate Department of Police Accountability (formerly Office of Citizen Complaints), separate from SFPD

and not funded by the police budget, which IAD does not effectively work with.

IAD does not track or evaluate data related to the discipline process in a robust manner. Neither does IAD properly track outcomes of disciplinary proceedings.

IAD investigates slowly, possibly intentionally to allow cases to lapse.

IAD retaliates against whistleblowers⁶⁵.

Overall, IAD is not good at what it's meant to do (discipline police), and using sworn officers also makes it cost more than it should.

Make Early Intervention System an Independent Non-Police Body

How much does the Early Intervention System cost?

\$500,000 per year (1 sergeant, 1 principal analyst, and 1 senior analyst)

Why should EIS be moved to a civilian body?

EIS is highly inaccurate⁶⁶. It misses officers who are in need of intervention (a University of Chicago study identified 33 such officers versus the 19 SFPD's EIS identified), and also flags many non-problematic officers (only a 10% hit rate for misconduct among flagged officers).

The review process is highly subjective, being handled by a single sergeant, Wesley Villaruel.

Villaruel has said that SFPD has no codified method of review and everything is up to his individual judgement.

Villaruel has opted to not intervene in all 175 cases that have come before him.

Villaruel has a history of bias and violent behavior against Black people.⁶⁷

The problem cannot simply be solved by swapping out Villaruel. Generally, SFPD has shown an "extreme degree of anti-Black sentiment"⁶⁸

The California Department of Justice has, as recently as early 2020, expressed continued concern with reports of anti-Black bias within SFPD and with the persistent disproportionate use of force against African-American and Latinx individuals.⁶⁹

A police department this full of racial bias and specific anti-Black bias cannot be trusted to hold themselves accountable for problems such as use of force against BIPOC individuals and overpolicing of BIPOC communities.

Move Bodycam Unit to Independent Oversight Committee

How much does the Body Camera Unit cost?

\$1,600,000 per year (2 officers and 9 legal assistants)

Why should the Body Camera Unit be moved to a civilian oversight committee?

Body-worn camera footage ends up being used against civilians, rather than against police officers, most of the time.

“In one study, 93 percent of prosecutors’ offices used camera footage primarily in prosecutions of civilians”⁷⁰

When SFPD’s body-worn camera policies were being put together, SFPD and POA members made up a disproportionate part of the working group ⁷¹, leading to community concern that the department had outsize influence on the adopted policies.

There has been low compliance with body-

worn camera policies in other cities, per a 2016 police commissioner, and allowing SFPD Risk Management Office⁷² to review policy compliance is problematic because of accountability problems similar to those mentioned for IAD above.

As an example of problematic policy, the Blue Ribbon panel report⁷³ recommends that body-worn camera policy prohibit officer review of footage following any reportable use-of-force incident, yet the official SFPD policy⁷⁴ only provides exclusions in cases of officer-involved shootings, in-custody deaths, or criminal matters (vs administrative).

FREQUENTLY ASKED QUESTIONS

How did you come up with these numbers?

We calculated the cost of individual units based on public staffing reports and budget data. Our primary sources were the SFPD budget presentations, the San Francisco Salary Ordinance, the [Matrix Consulting report on SFPD staffing](#), the [Board of Supervisors Budget and Policy Analysis Report on SFPD](#), and the [DataSF budget dataset](#). Due to SFPD’s lack of transparency, some of this information is our best estimate and not exact figures. We look forward to adjusting them as new data is published.

What about the city charter?

In 1994—a time when our country’s politicians labeled Black and Brown children “Super-Predators”—the voters of San Francisco passed a charter amendment to set a minimum police staffing level of 1,971 officers. In November, we will have the opportunity to vote to repeal this requirement. We understand that our current charter provides a limitation for what might be possible, but we believe we must push for abolition. The charter amendment must be repealed in November, and reducing SFPD staff this year will get us on our way to that goal.

What about cops in Muni and other spaces?

We want cops out of Muni too. Muni cops are contracted and paid directly by Muni rather than from the SFPD budget, which is why they’re not included in our recommendations for SFPD budget cuts. Instead, we’re looking at ways to push Muni and other groups (BART, Transbay Joint Powers Authority, college campuses, etc.) to divest from their contracts with SFPD. If you’d like to help plan our divestment efforts, visit defundsfpdnow.com and join today!

Are these the only cuts that you’re recommending?

Nope! The cuts above are baseline items that we want to see eliminated. We focused on personnel because that makes up the bulk of SFPD’s budget. We’re continuing research and welcome contributions from the community for other cuts.

Endnotes

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