

SFPD Staffing Analysis

Table: Non-Training Separations Only, FY 2017 to FY 2021

	Grand Total	Retirements	Resignations and Terminations	Deaths
FY 2017	108	72	34	2
FY 2018	109	84	24	1
FY 2019	86	61	25	0
FY 2020	89	41	48	0
FY 2021	107	70	36	1
Grand Total	499	328	167	4

Trends in the Academy, 2016 – 2020

Over the five-year period 2016 – 2020, the number of Recruits entering the Academy has trended downward, from 290 in 2016 to 91 in 2020. Factors such as the 2020 Covid-19 pandemic have certainly impacted hiring, but the trend is clear: fewer Recruits are entering the Academy. The table below shows the total number of Recruits entering the Academy in the respective year, and the breakdown of Recruits by class size.

Recruits Entering and Exiting the Academy, 2016 – 2020

Year of Start Date	Class #	Recruits Entering Academy	Total Academy separations	Recruits Entering FTO	Graduation Rate
2016	251/32	55	9	46	84%
	252/33	55	6	49	89%
	253/34	53	10	43	81%
	254	25	7	18	72%
	255	50	15	35	70%
	256	52	18	34	65%
	Total	290	65	225	78%
2017	257	55	10	45	82%
	258/35	54	16	38	70%
	259	55	19	36	65%
	Total	164	45	119	73%
2018	260	51	23	28	55%
	261	55	18	37	67%
	263/36	52	22	30	58%
	264	41	22	19	46%
	Total	199	85	114	57%
2019	265	37	9	28	76%
	267	32	11	21	66%
	268/37	25	7	18	72%
	269	36	7	29	81%
	Total	130	34	96	74%
2020	270	39	12	27	69%
	272	20	11	9	45%
	273	32	13	19	59%
	Total	91	36	55	60%

This table illustrates some significant trends. First, fewer Recruits entered the Academy in the years 2019 and 2020 compared to 2016 – 2018, due to both fewer classes and smaller classes. External factors and trends play a role: nationally, Police Officer applications are declining due to changes in public perception of policing, and locally, affordability and a competitive job market impact the supply of qualified candidates. SFPD analyzes data on the end-to-end hiring process, from recruitment through Academy, and facilitates a Recruitment and Hiring Working Group to convene all stakeholders and address issues identified. **The reality is that fewer Recruits are entering the Academy.** Given the trends apparent here, SFPD is currently in the midst of developing and implementing various recruitment strategies.