

1 [Police Overtime Pay and Youth Trust in Institutions]

2 **Resolution on the San Francisco Police Department’s Overtime Pay and Young**
3 **San Franciscans’ Trust in Government Institutions.**

4 WHEREAS, The San Francisco Police Department (SFPD) had a budget of
5 \$822.8 million in Fiscal Year (FY) 2024-2025¹; and

6 WHEREAS, Comparatively, in FY 2024-2025, the Fire Department received
7 \$530.8 million, and the Sheriff’s department \$323.1 million, giving SFPD the highest
8 budget between the three²; and

9 WHEREAS, San Francisco projects a combined budget deficit of approximately
10 \$936 million over the next two years — \$296 million in year one and \$640 million in year
11 two³; and

12 WHEREAS, SFPD’s budget far outweighs the budgets of youth programs and
13 departments such as the Department of Children, Youth, and their Families (DCYF),
14 which in the 2024-2025 fiscal year had a budget of \$105.55 million⁴; and

15 WHEREAS, SFPD’s current salary allows officers to make between \$119,262
16 (entry level) and \$198,102 per year⁵; and

17 WHEREAS, The median San Franciscan household income is \$141,446⁶; and

18 WHEREAS, Government officials have sought \$61 million for SFPD’s overtime
19 pay this fiscal year⁷; and

¹ Kelly Waldron, “Explore: San Francisco’s \$15.9 Billion Budget,” *Mission Local*, June 2, 2025, <https://missionlocal.org/2025/05/explore-san-francisco-2024-2025-budget/>.

² Waldron, “Explore: San Francisco’s \$15.9 Billion Budget.”

³ “Budget,” San Francisco Ethics Commission, March 4, 2026, <https://sfethics.org/commission/budget>.

⁴ DCYF Oversight and Advisory Committee, “Report to the DCYF Oversight and Advisory Committee,” n.d., https://media.api.sf.gov/documents/SPWG_Report_to_OAC_01.13.2025.pdf.

⁵ “Q002-Police Officer,” SF Careers, n.d., <https://careers.sf.gov/classifications/?classCode=Q002>.

⁶ “QuickFacts San Francisco City, California,” United States Census Bureau, n.d., <https://www.census.gov/quickfacts/fact/table/sanfranciscocalifornia/PST045224>.

⁷ Joe Rivano Barros, “Mayor Lurie Seeks \$61M for S.F. Police Overtime, Despite Reported Abuse,” *Mission Local*, September 26, 2025, <https://missionlocal.org/2025/03/mayor-lurie-asks-61m-for-sfpd-overtime-despite-reported-pay-abuse/>.

1 WHEREAS, Mission Local reports that “Some 209 officers worked more than
2 1,040 hours of overtime in a year, more than three times the limit. Those officers
3 accounted for 12 percent of the force, but a third of the overtime hours worked.”⁸; and

4 WHEREAS, There have been reports of SFPD officers calling out sick and
5 working private jobs to allow other officers to work overtime instead of their typical
6 hourly pay⁹; and

7 WHEREAS, This loophole leads to officers purposely calling out sick to allow
8 their colleagues to take their shift as overtime; and

9 WHEREAS, This is an explicit abuse of the overtime system; and

10 WHEREAS, Mayor Lurie recently ordered SFPD to rein in overtime spending¹⁰;
11 and

12 WHEREAS, It is vital that youth have trust in emergency services and
13 government organizations; and

14 WHEREAS, Many young people feel unsafe around police officers due to
15 systemic violence; and

16 WHEREAS, Young people have stated that SFPD officers’ abuse of the overtime
17 system lowers their respect for the program; and

18 WHEREAS, Positive role models for youth have proven to develop integrity,
19 empathy, and respect for others¹¹; and

⁸ Barros, “Mayor Lurie Seeks \$61M for S.F. Police Overtime, Despite Reported Abuse.”

⁹ Barros, “Mayor Lurie Seeks \$61M for S.F. Police Overtime, Despite Reported Abuse.”

¹⁰ David Hernandez, “SFPD Orders Steep Overtime Cuts Amid City Budget Deficit,” *San Francisco Chronicle*, March 5, 2026, <https://www.sfchronicle.com/sf/article/sfpd-overtime-cut-21958015.php>.

¹¹ “The Benefits of Positive Role Models for Youth Development,” *New Pathways for Youth*, March 13, 2026, <https://npfy.org/blog/the-benefits-of-positive-role-models-in-youth-development/>.

1 WHEREAS, In order to foster an environment where youth have trust in police
2 and other government agencies, it is important that we hold our police officers to high
3 standards and hold them responsible when they misuse resources; and

4 WHEREAS, The San Francisco Chronicle reported that one officer made \$456K
5 in overtime pay¹²; and

6 WHEREAS, The San Francisco Chronicle also stated that “The number of police
7 earning more than \$100,000 in overtime more than tripled from 131 in the July 2021-
8 June 2022 fiscal year to 493 in the July 2023-June 2024 fiscal year”. They also state
9 that research has shown overtime shifts can negatively affect officer performance¹³; and

10 WHEREAS, San Francisco Administrative Code (Section 18.13-1) states “no
11 appointing officer shall suffer or permit any employee to: (i) work overtime hours that
12 exceed, in any fiscal year, twenty-five percent (25%) of the number of hours that the
13 employee is regularly scheduled to work on a straight-time basis in that fiscal year (i.e.,
14 520 hours for a full-time 2080 hour per year employee); or, (ii) work more than seventy-
15 two (72) hours in a regular work week”¹⁴; and

16 WHEREAS, SFPD has a 2,000-hour specific cap for officers, which the Chronicle
17 reports was overpassed by 64 officers in the 2023-2024 fiscal year¹⁵; and

18 WHEREAS, The Chronicle reports over 85% of officers surpassed the 520-hour
19 cap that applies to SF employees¹⁶; and

20 WHEREAS, These overtime rates clearly oppose the San Francisco
21 Administrative Code, and combined with Mission Local’s reports of officer misuse, it

¹² Danielle Echeverria, “One S.F. Police Officer Made \$456,000 in Overtime Alone Amid a Record Overtime Year,” *San Francisco Chronicle*, July 22, 2024, <https://www.sfchronicle.com/bayarea/article/police-overtime-pay-sfpd-19578026.php>.

¹³ Echeverria, “One S.F. Police Officer Made \$456,000 in Overtime Alone Amid a Record Overtime Year.”

¹⁴ Administrative Code of San Francisco, § 18.13-1. MAXIMUM PERMISSIBLE OVERTIME.

¹⁵ Echeverria, “One S.F. Police Officer Made \$456,000 in Overtime Alone Amid a Record Overtime Year.”

¹⁶ Echeverria, “One S.F. Police Officer Made \$456,000 in Overtime Alone Amid a Record Overtime Year.”

1 appears the system allows for officers to call out sick in order to take private
2 employment while enabling colleagues to earn overtime pay, effectively exploiting
3 scheduling practices for financial gain; and

4 WHEREAS, Watching San Francisco authorities outright misuse city funds that
5 otherwise could go to youth programs and districts like the Boys & Girls Club or SFUSD,
6 targeting the fentanyl crisis, or improving and expanding public transit, not only sows the
7 seeds of mistrust in local authority, but keeps funding from programs that could benefit
8 from it in a financial crisis; and, now, therefore be it

9 RESOLVED, The San Francisco Youth Commission condemns any abuse of
10 overtime pay; and be it

11 FURTHER RESOLVED, The San Francisco Youth Commission urges the
12 Mayor's office and the Board of Supervisors to further investigate this issue, and to urge
13 the San Francisco Police Commission, Department of Police Accountability, and the
14 San Francisco Police Department to further investigate simultaneously; and be it

15 FURTHER RESOLVED, The San Francisco Youth Commission encourages the
16 Mayor's office and the Board of Supervisors to take appropriate action and redistribute
17 funds if investigations confirm a misuse of overtime pay; and be it

18 FURTHER RESOLVED, The San Francisco Youth Commission requests to be
19 updated with the findings of this investigation; and be it

20 FURTHER RESOLVED, The San Francisco Youth Commission staff shall
21 transmit a copy of this resolution to the Mayor, the Board of Supervisors, the
22 Department of Public Health, and the San Francisco Unified School District.