San Francisco Police Department Hiring Process

Overview

The Police Officer application process includes various tests and a background investigation.

Ownership of the application process is split between the Department of Human Resources (DHR), which administers all required testing for City employees, and the Police Department (SFPD), which conducts all other aspects of the Police Officer application process.

DHR
- Online Job Application
- Written Test
- Physical Ability Test
- Oral Interview

SFPD
- Backgrounds Investigation
- Hiring Selection

Visuals & Data

These visuals show the key indicators for each step of the hiring process including the DHR application process (total applications received), written test, physical ability test, and oral interview, as well as candidates entering the SFPD backgrounds investigations process and candidates who were hired and entered the SFPD Police Academy.

DHR components are analyzed by race, gender, or by both race and gender, depending on how the data is provided. Data for these components is maintained by the DHR Public Safety Team. The SFPD Staffing and Deployment Unit provides data analysis and visuals based on the data received by DHR and has no control over the structure of the data provided, and hence what visuals can be created. Data for candidates entering the backgrounds investigation process and the San Francisco Police Academy is maintained internally by SFPD and visualized and analyzed by the SFPD Staffing and Deployment Unit.
SF Department of Human Resources (DHR) began collecting this data in November 2013, and each point on the graph represents the point-in-time cumulative count from December 31st of the respective year.

In order to estimate the number of applicants per year, SFPD subtracted the cumulative count of the prior year from the cumulative count of the year in question. For example, the point-in-time 2018 cumulative number was 25,706 and the 2017 cumulative number was 22,730; 25,706 - 22,730 = 2,976 applicants in 2018 (approximately).

2015 is the first year whose annual count is estimated due to the fact that 2013 data is incomplete.
The Department of Human Resources (DHR) provides applicant data cumulatively (from November 2013) to SFPD. These numbers represent the cumulative number of applicants by race. HI/Pacific Islander and Multi-Racial were added in the last quarter of 2019.
The most striking aspect of this analysis is that in all genders, low percentages of applicants who are qualified for the Written Test (NTN) via the initial application actually attend the test. Amongst those who do attend, passage rates are relatively high.

Use the filters at right to dynamically change the chart and the percentage indicators below.

% Qualified Who Attended NTN
2019
48.8%

% Attended NTN Who Passed
2019
78.3%

Data source:
SF DHR Public Safety Team
Updated 2/10/2020
The most striking aspect of this analysis is that in all genders, low percentages of applicants who are qualified for the Written Test (NTN) via the initial application actually attend the test. Amongst those who do attend, passage rates are relatively high.

Use the filters at right to dynamically change the chart and the percentage indicators below.

% Qualified Who Attended NTN
41.9%

% Attended NTN Who Passed
74.4%

Data source:
SF DHR Public Safety Team
Updated 2/10/2020
The most striking aspect of this analysis is that in all genders, low percentages of applicants who are qualified for the Written Test (NTN) via the initial application actually attend the test. Amongst those who do attend, passage rates are relatively high.

Use the filters at right to dynamically change the chart and the percentage indicators below.

- % Qualified Who Attended NTN: 43.2%
- % Attended NTN Who Passed: 80.2%

SF Department of Human Resources (DHR) collects this data cumulatively beginning, for the Written Test, in 2014. Each point on the graph represents the point-in-time cumulative count from December 31st of the respective year.
The Department of Human Resources (DHR) provides applicant data cumulatively (from November 2013) to SFPD. These numbers represent the cumulative number of applicants who were qualified for the NTN by race. HI/Pacific Islander and Multi-Racial were added in the last quarter of 2019.
The Department of Human Resources (DHR) provides applicant data cumulatively (from November 2013) to SFPD. These numbers represent the cumulative number of applicants who attended the NTN by race. HI/Pacific Islander and Multi-Racial were added in the last quarter of 2019.
The Department of Human Resources (DHR) provides applicant data cumulatively (from November 2013) to SFPD. These numbers represent the cumulative number of applicants who passed the NTN by race. HI/Pacific Islander and Multi-Racial were added in the last quarter of 2019.
SF Department of Human Resources (DHR) began collecting this data in 2014, and each point on the graph represents the point-in-time cumulative passage rate percentage recorded as of December 31st of the respective year. There is a large discrepancy in cumulative passage rate between Males and Females, though the Female cumulative passage rate has been increasing steadily over the past few years, with a slight dip in the most recent year (2018).

Use the filters below to select one or "All" races and single or multiple gender selections.

Race
- ALL
- AMER INDIAN
- ASIAN
- BLACK
- FILIPINO
- HI/PAC ISLANDER
- HISPANIC
- MULTI-RACIAL
- WHITE

Gender
- Female
- Male
- Undisclosed

Data source: SF DHR Public Safety Team
Physical Ability Test: Cumulative Passage Rate by Race and Gender

SF Department of Human Resources (DHR) began collecting this data in 2014, and each point on the graph represents the point-in-time cumulative passage rate percentage recorded as of December 31st of the respective year. There is a large discrepancy in cumulative passage rate between Males and Females, though the Female cumulative passage rate has been increasing steadily over the past few years, with a slight dip in the most recent year (2018).

Use the filters below to select one or "All" races and single or multiple gender selections.

Race
- ALL
- AMER INDIAN
- ASIAN
- BLACK
- FILIPINO
- H/PAC ISLANDER
- HISPANIC
- MULTI-RACIAL
- WHITE

Gender
- Female
- Male
- Undisclosed

Data source: SF DHR Public Safety Team

Updated 2/10/2020
Oral Interview Cumulative Passage Rate by Race and Gender

Data is available beginning at the end of fiscal year 2018 (6/30/2018), and will be updated annually following quarterly updates through 2018. Each point on the graph represents the point-in-time cumulative passage rate percentage recorded as of the respective date. The cumulative passage rate is high for all genders and all races, and there is no significant discrepancy amongst different groups.

Cumulative Passage Rate by Gender

Gender
- Female
- Male
- Undisclosed

Month, Year of Date
December 2019

Cumulative Passage Rate by Gender

- Male 93.1%
- Female 93.2%
- Undisclosed 95.5%

Data source: SF DHR Public Safety Team
Updated 2/10/2020
Oral Interview Cumulative Passage Rate by Race and Gender

Data is available beginning at the end of fiscal year 2018 (6/30/2018), and will be updated annually following quarterly updates through 2018. Each point on the graph represents the point-in-time cumulative passage rate percentage recorded as of the respective date. The cumulative passage rate is high for all genders and all races, and there is no significant discrepancy amongst different groups.

Use the filters below to modify gender and time period selections. The table below changes based on your time period selection.

Gender
- Female
- Male
- Undisclosed

Month, Year of Date
December 2019

Cumulative Passage Rate by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Passage Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>93.1%</td>
</tr>
<tr>
<td>Female</td>
<td>93.2%</td>
</tr>
<tr>
<td>Undisclosed</td>
<td>95.5%</td>
</tr>
</tbody>
</table>

Data source:
SF DHR Public Safety Team

Updated 2/10/2020
Background Investigation Demographics: Race

This data represents applicants who submitted a background packet to SFPD initiating their background investigation.

<table>
<thead>
<tr>
<th>Year of Date</th>
<th>Hispanic</th>
<th>White</th>
<th>Asian</th>
<th>Unknown</th>
<th>Black</th>
<th>Other</th>
<th>Filipino</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>23%</td>
<td>24%</td>
<td>20%</td>
<td>17%</td>
<td>9%</td>
<td>5%</td>
<td>2%</td>
</tr>
<tr>
<td>2019</td>
<td>23%</td>
<td>22%</td>
<td>17%</td>
<td>21%</td>
<td>11%</td>
<td>5%</td>
<td>1%</td>
</tr>
<tr>
<td>2020</td>
<td>28%</td>
<td>25%</td>
<td>22%</td>
<td>11%</td>
<td>11%</td>
<td>4%</td>
<td>2%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>24%</td>
<td>24%</td>
<td>19%</td>
<td>18%</td>
<td>10%</td>
<td>5%</td>
<td>2%</td>
</tr>
</tbody>
</table>
## Background Investigation Demographics: Gender

This data represents applicants who submitted a background packet to SFPD initiating their background investigation.

### Background Investigation Applicants by Gender

<table>
<thead>
<tr>
<th>Year of Date Packet Rcvd</th>
<th>Male</th>
<th>Female</th>
<th>Unknown Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>87%</td>
<td>12%</td>
<td>2%</td>
</tr>
<tr>
<td>2019</td>
<td>87%</td>
<td>13%</td>
<td>1%</td>
</tr>
<tr>
<td>2018</td>
<td>85%</td>
<td>14%</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>86%</td>
<td>13%</td>
<td>1%</td>
</tr>
</tbody>
</table>

### Background Investigation Applicants by Gender

- **2018**: 85% Male, 14% Male, 1% Unknown Gender
- **2019**: 87% Male, 13% Male, 1% Unknown Gender
- **2020**: 87% Male, 12% Male, 1% Unknown Gender

*Legend:*
- Male
- Female
- Unknown Gender

### % of Total Count of Count

- **0%** to **10%**
- **20%** to **30%**
- **40%** to **50%**
- **60%** to **70%**
- **80%** to **90%**
- **100%**
Academy Class Demographics: Race

The percentages presented below represent all recruit classes that started in the respective year. Lateral classes are not included.

Recruits Entering the Academy by Race

<table>
<thead>
<tr>
<th>Year of Start Date</th>
<th>White</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Black</th>
<th>Filipino</th>
<th>Native American</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>54%</td>
<td>15%</td>
<td>18%</td>
<td>7%</td>
<td>4%</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>2008</td>
<td>56%</td>
<td>18%</td>
<td>10%</td>
<td>5%</td>
<td>5%</td>
<td>1%</td>
<td>5%</td>
</tr>
<tr>
<td>2009</td>
<td>60%</td>
<td>13%</td>
<td>11%</td>
<td>10%</td>
<td>4%</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td>61%</td>
<td>13%</td>
<td>18%</td>
<td>4%</td>
<td>4%</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>51%</td>
<td>16%</td>
<td>20%</td>
<td>8%</td>
<td>3%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>2014</td>
<td>53%</td>
<td>14%</td>
<td>16%</td>
<td>9%</td>
<td>1%</td>
<td>7%</td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>40%</td>
<td>24%</td>
<td>20%</td>
<td>11%</td>
<td>3%</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>38%</td>
<td>24%</td>
<td>18%</td>
<td>14%</td>
<td>2%</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>27%</td>
<td>26%</td>
<td>21%</td>
<td>16%</td>
<td>5%</td>
<td>1%</td>
<td>5%</td>
</tr>
<tr>
<td>2018</td>
<td>28%</td>
<td>33%</td>
<td>19%</td>
<td>9%</td>
<td>6%</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>31%</td>
<td>27%</td>
<td>22%</td>
<td>8%</td>
<td>6%</td>
<td>7%</td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>27%</td>
<td>22%</td>
<td>29%</td>
<td>15%</td>
<td>5%</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>Grand Total</td>
<td>43%</td>
<td>21%</td>
<td>18%</td>
<td>10%</td>
<td>4%</td>
<td>0%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Year of Start Date

- 2007: 54% White, 15% Hispanic, 18% Asian, 7% Black, 4% Filipino, 2% Other
- 2008: 56% White, 18% Hispanic, 10% Asian, 5% Black, 5% Filipino, 1% Other, 5%
- 2009: 60% White, 13% Hispanic, 11% Asian, 10% Black, 4% Filipino, 3%
- 2012: 61% White, 13% Hispanic, 18% Asian, 4% Black, 4% Filipino, 1%
- 2013: 51% White, 16% Hispanic, 20% Asian, 8% Black, 3% Filipino, 1%
- 2014: 53% White, 14% Hispanic, 16% Asian, 9% Black, 1% Filipino, 7%
- 2015: 40% White, 24% Hispanic, 20% Asian, 11% Black, 3% Filipino, 2%
- 2016: 38% White, 24% Hispanic, 18% Asian, 14% Black, 2% Filipino, 5%
- 2017: 27% White, 26% Hispanic, 21% Asian, 16% Black, 5% Filipino, 1%
- 2018: 28% White, 33% Hispanic, 19% Asian, 9% Black, 6% Filipino, 6%
- 2019: 31% White, 27% Hispanic, 22% Asian, 8% Black, 6% Filipino, 7%
- 2020: 27% White, 22% Hispanic, 29% Asian, 15% Black, 5% Filipino, 2%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
- White
- Hispanic
- Asian
- Black
- Filipino
- Native American
- Other
Academy Class Demographics: Gender

The percentages presented below represent all recruit classes that started in the respective year. Lateral classes are not included.

Recruits Entering the Academy by Gender

<table>
<thead>
<tr>
<th>Year of Start Date</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>85%</td>
<td>15%</td>
</tr>
<tr>
<td>2008</td>
<td>82%</td>
<td>18%</td>
</tr>
<tr>
<td>2009</td>
<td>79%</td>
<td>21%</td>
</tr>
<tr>
<td>2012</td>
<td>86%</td>
<td>14%</td>
</tr>
<tr>
<td>2013</td>
<td>85%</td>
<td>15%</td>
</tr>
<tr>
<td>2014</td>
<td>84%</td>
<td>16%</td>
</tr>
<tr>
<td>2015</td>
<td>83%</td>
<td>17%</td>
</tr>
<tr>
<td>2016</td>
<td>82%</td>
<td>18%</td>
</tr>
<tr>
<td>2017</td>
<td>85%</td>
<td>15%</td>
</tr>
<tr>
<td>2018</td>
<td>84%</td>
<td>16%</td>
</tr>
<tr>
<td>2019</td>
<td>78%</td>
<td>22%</td>
</tr>
<tr>
<td>2020</td>
<td>85%</td>
<td>15%</td>
</tr>
</tbody>
</table>

Grand Total: 83% Male, 17% Female

Data is provided and maintained by the SFPD Training Division - Basic Recruit Course.

Created by Celeste Berg, SDU on: October 13, 2020