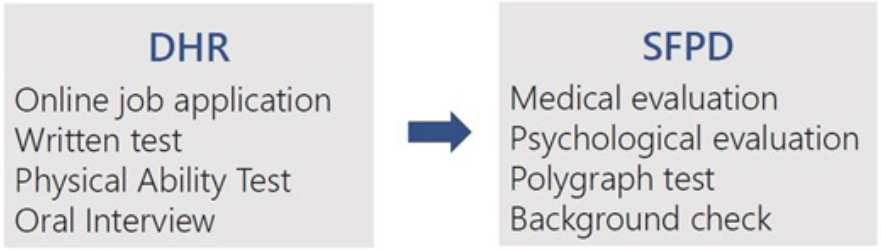
San Francisco Police Department Hiring Process

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.

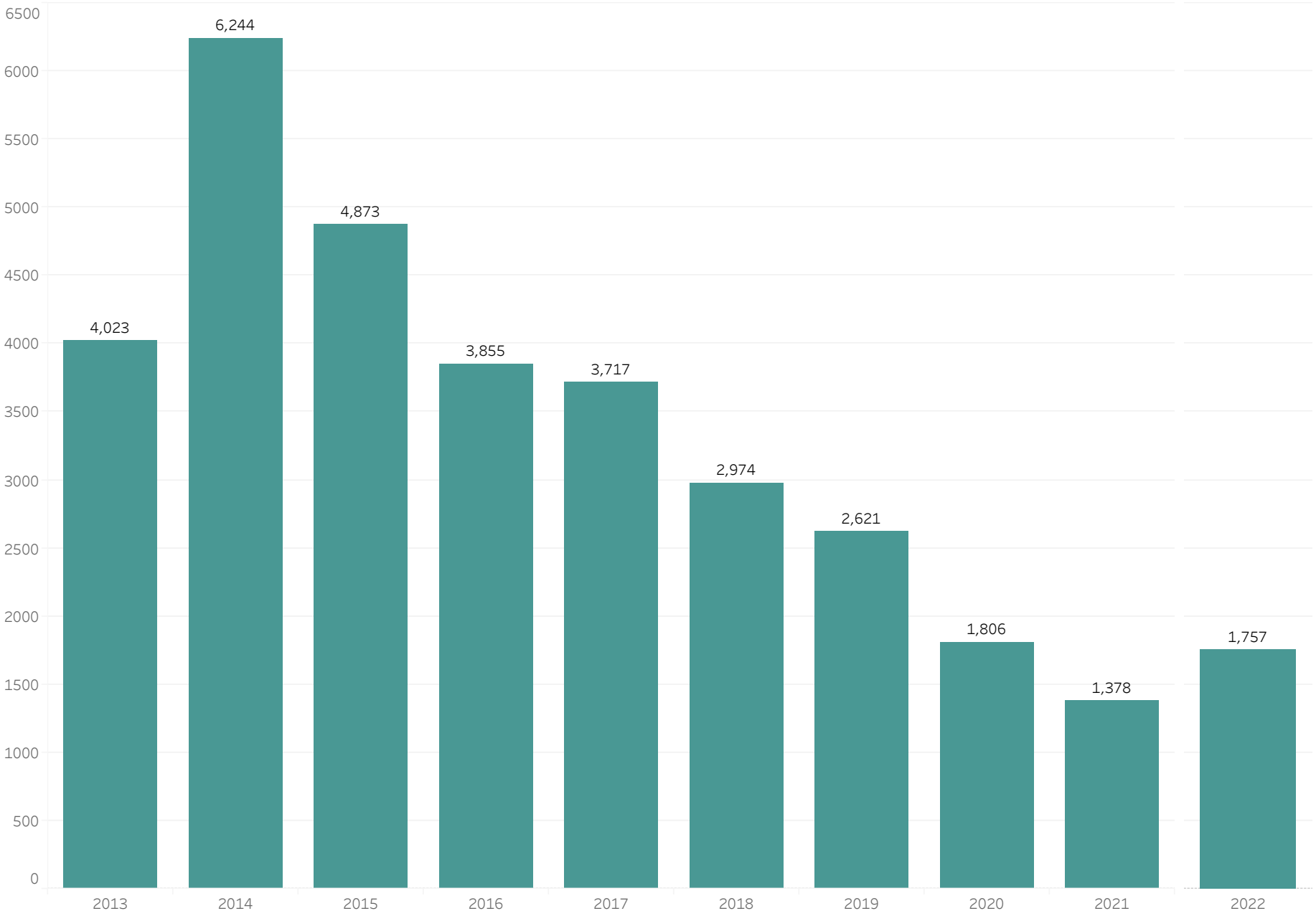


Visuals & Data

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.

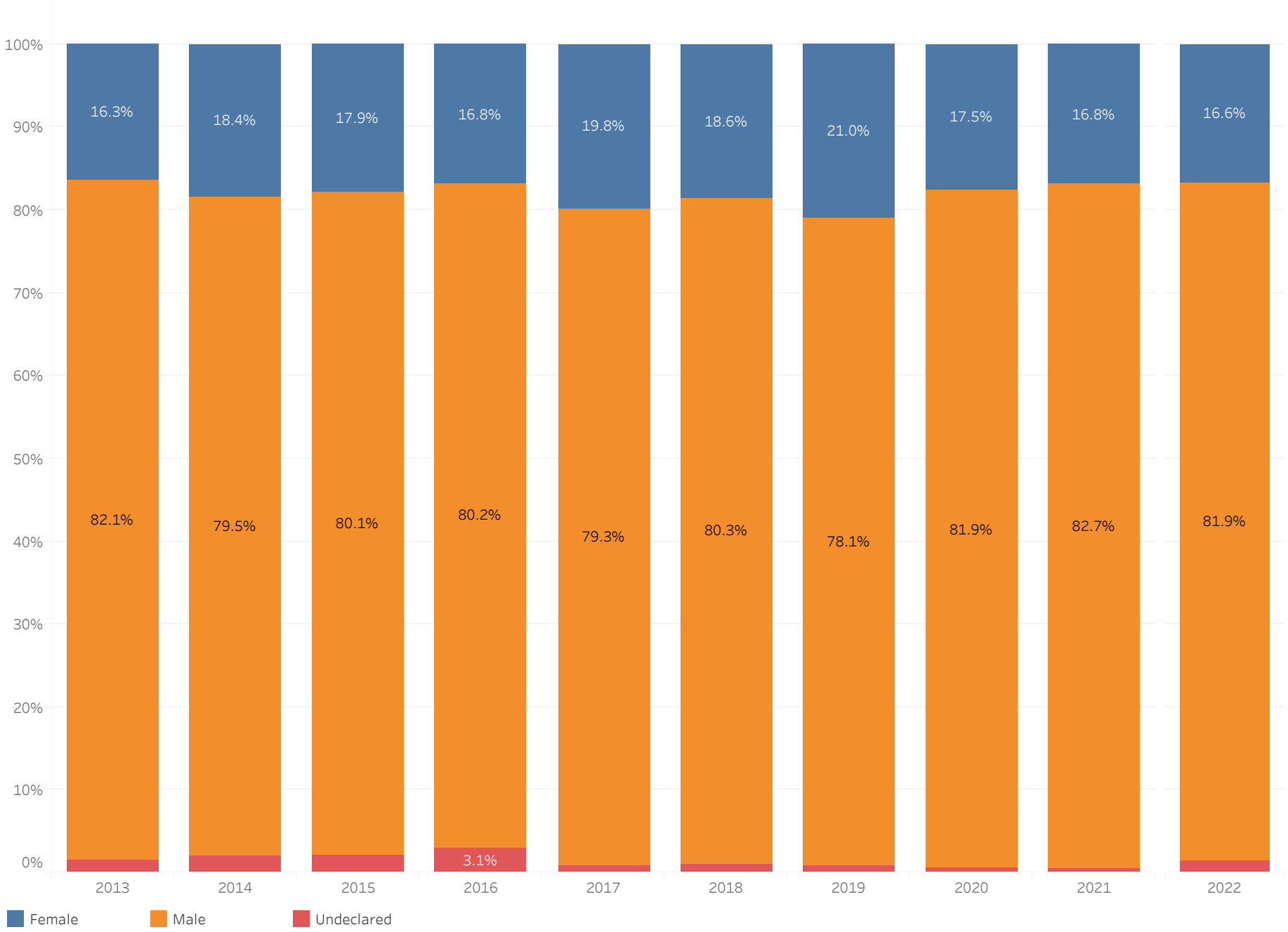
DHR components are analyzed by race and gender. Data for these components is maintained by the DHR Public Safety Team. The SFPD Staffing and Deployment Unit provides data analysis and visuals based on the data received by DHR and has no control over the structure of the data provided, and hence what 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.

Applicants per year

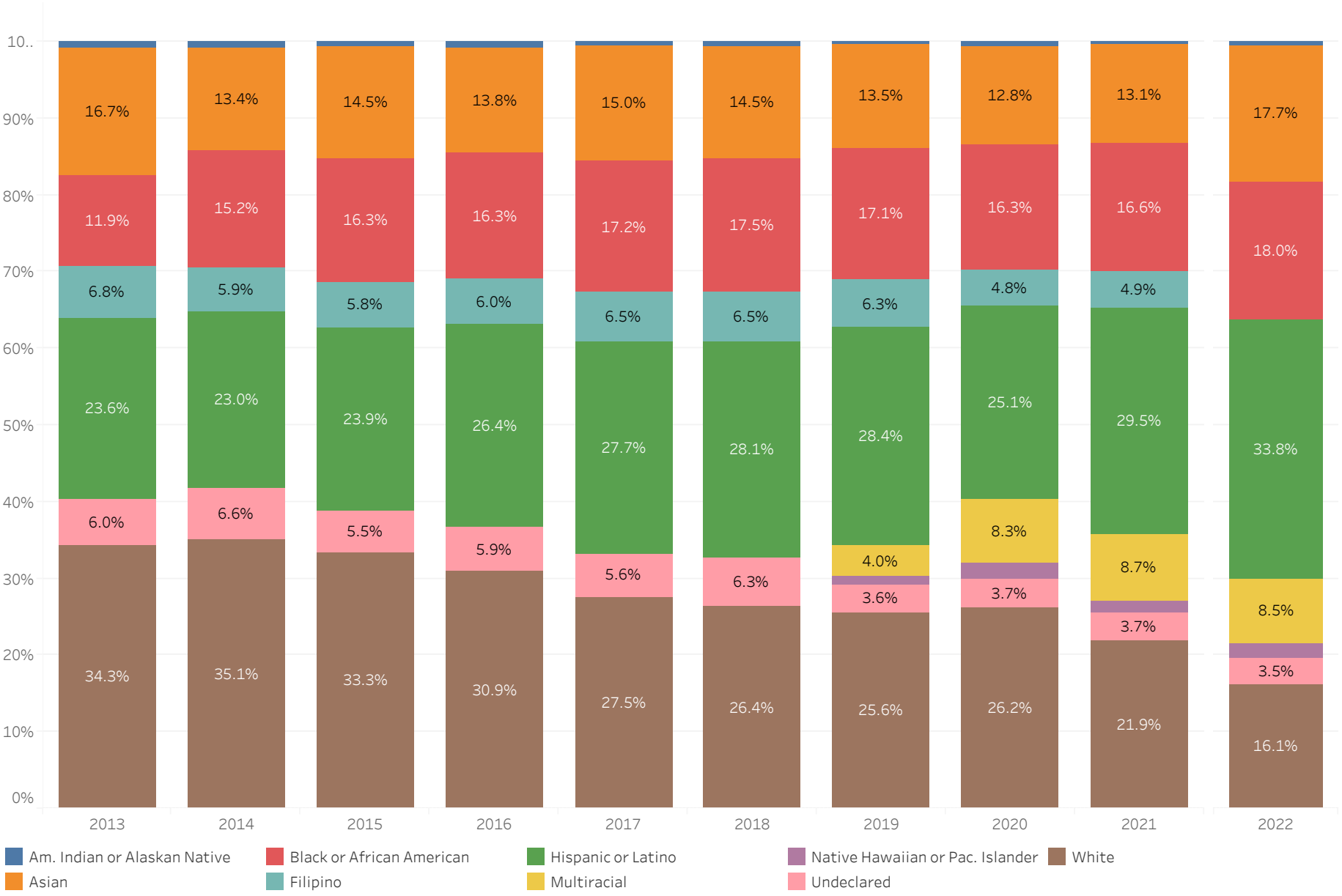


Applicant data is collected and provided by the San Francisco Department of Human Resources (DHR).

Applicants by Gender



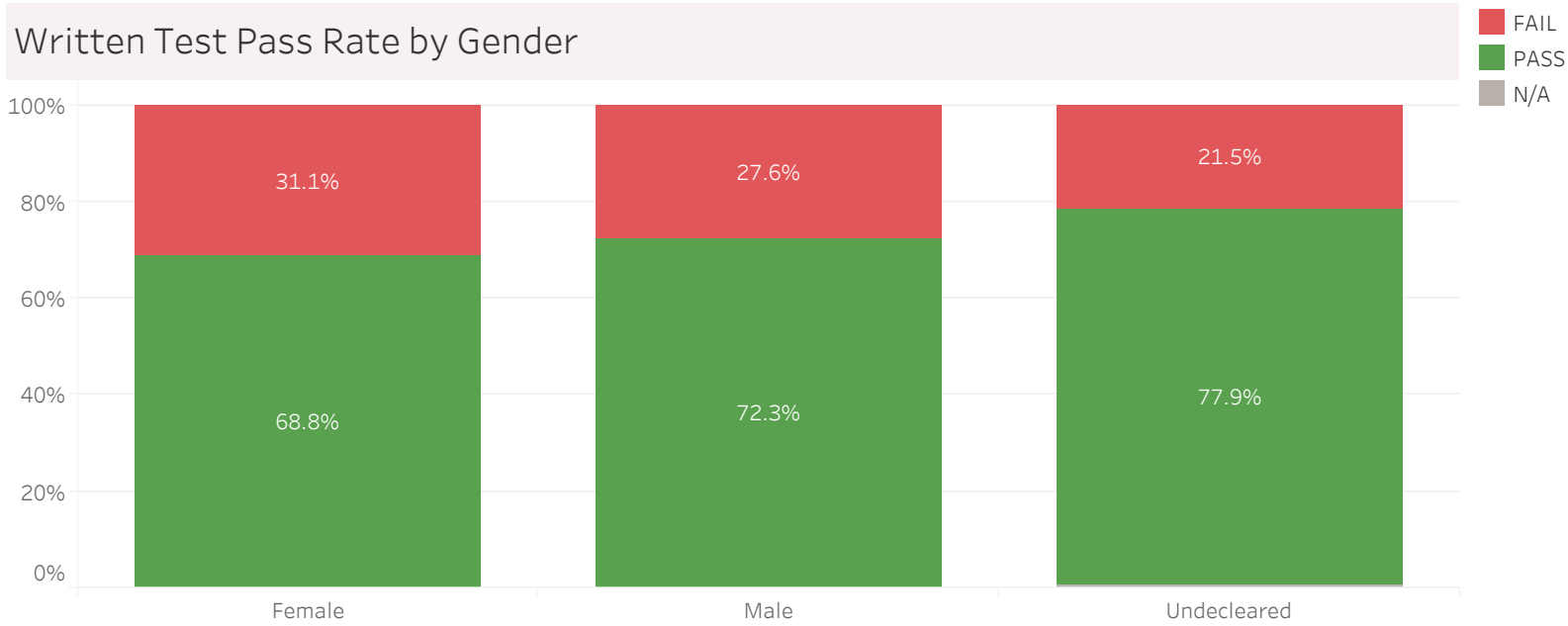
Applicants by Race/Ethnicity



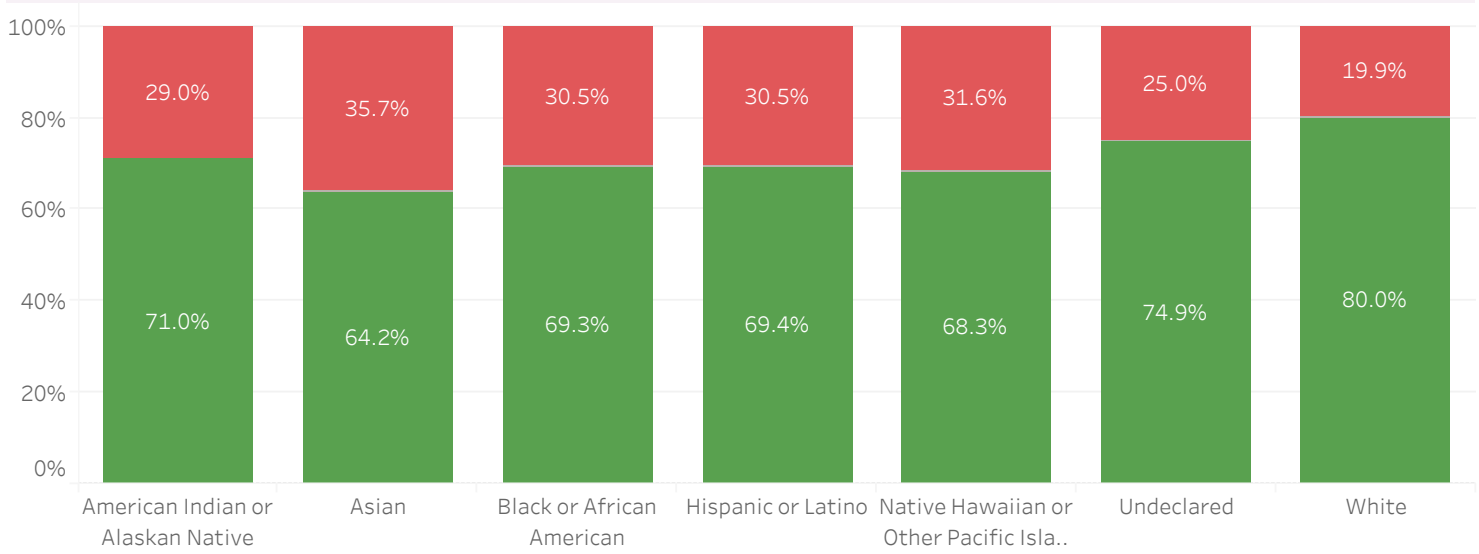
In November 2021, the City and County of San Francisco switched to a new Applicant Tracking System (SmartRecruiters) and data is gathered differently. "Filipino" candidates now fall within one of the other Race/Ethnicity categories.

Written Test (NTN): Overall Pass Rate
(2013 - 2022)

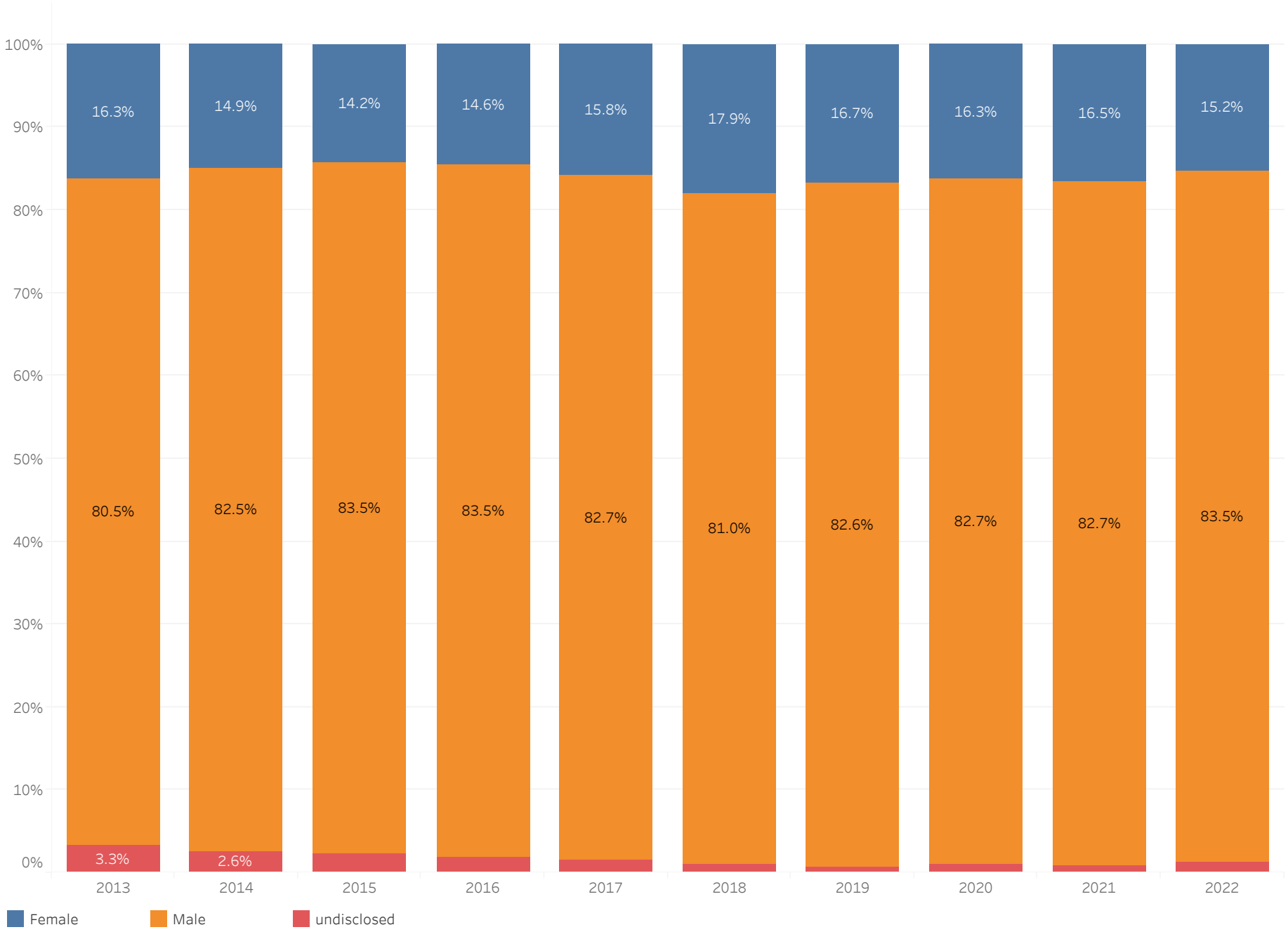
Written Test Pass Rate by Gender



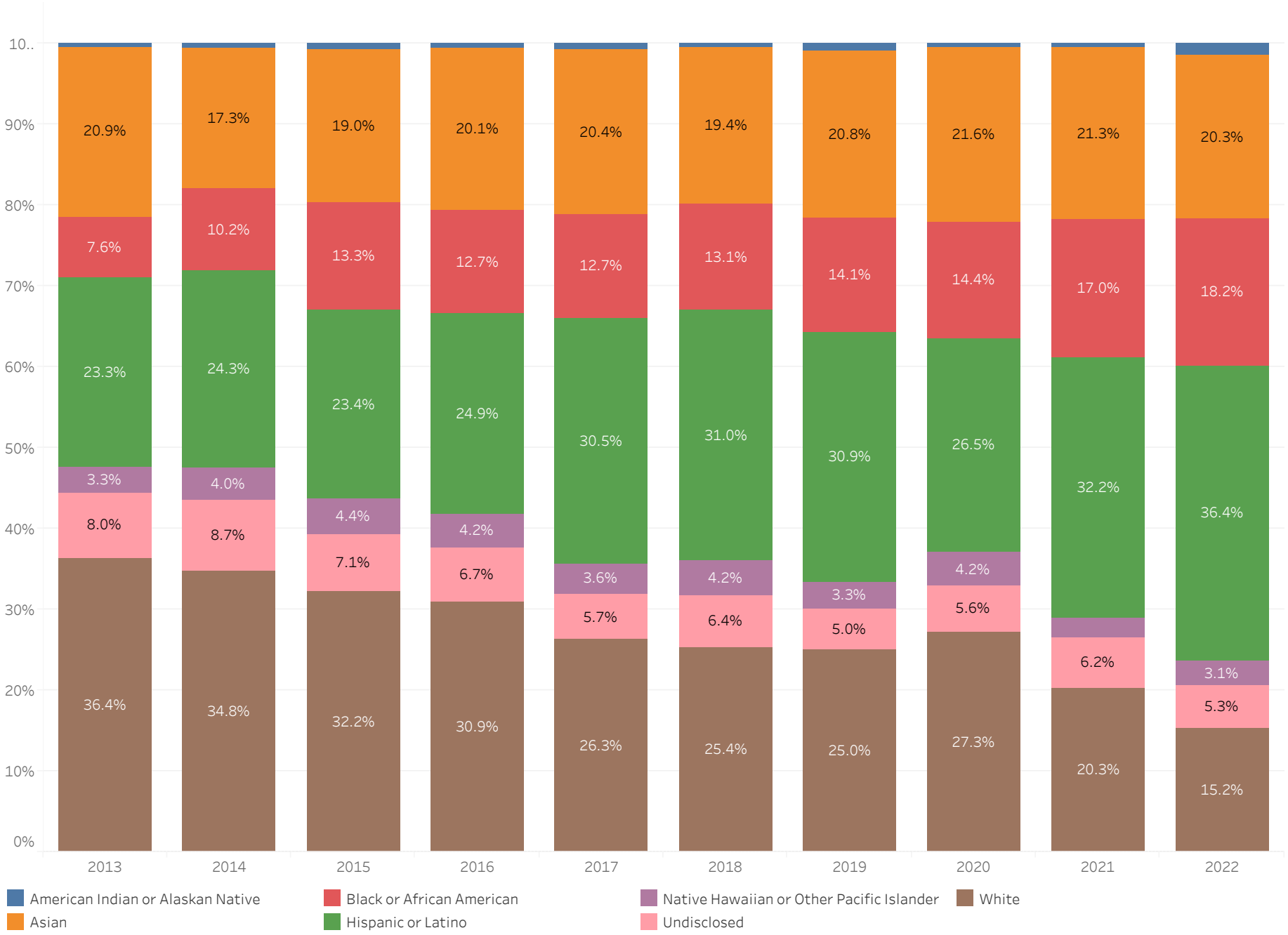
Written Test Pass Rate by Race/Ethnicity

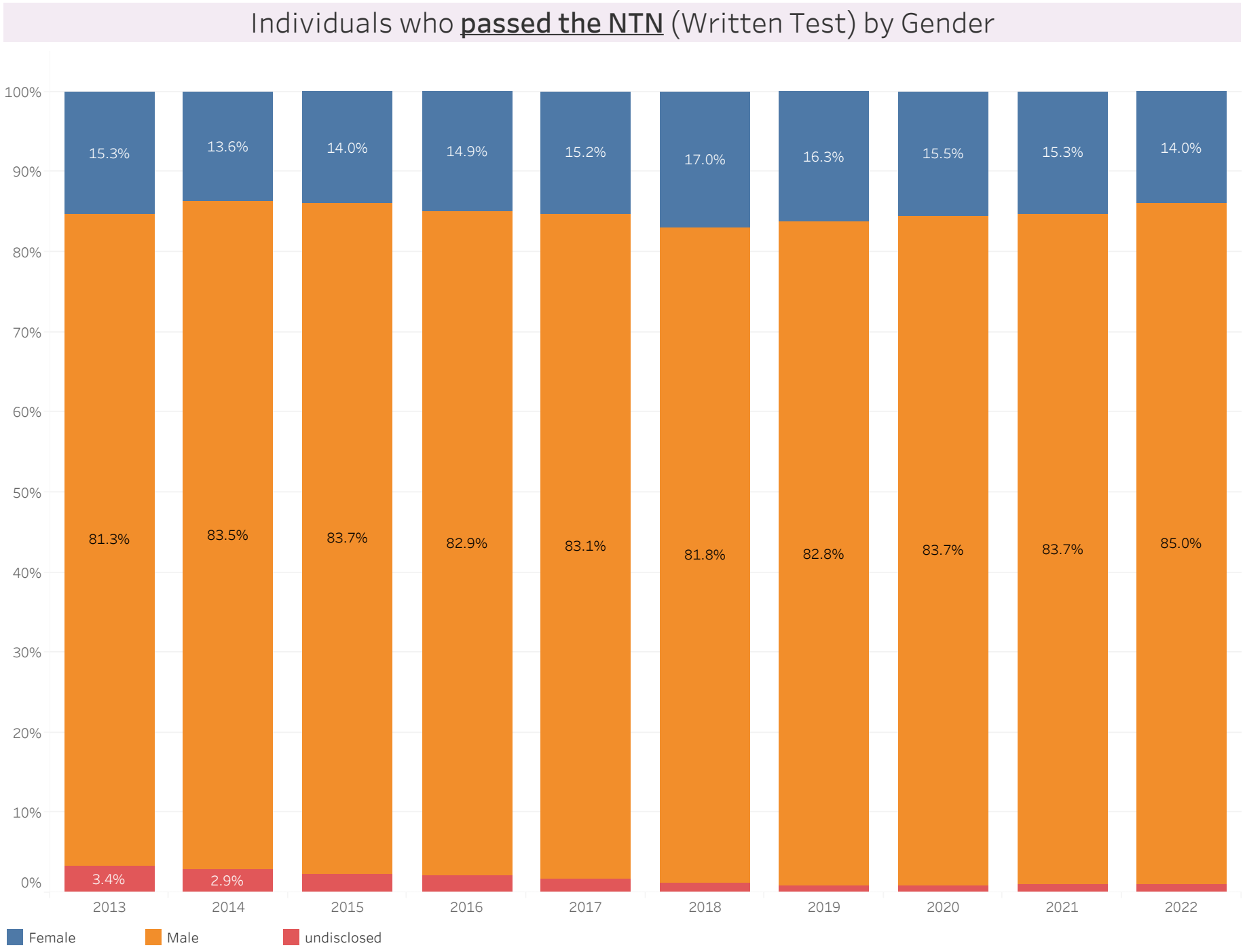


Individuals who **took the NTN** Written Test by Gender

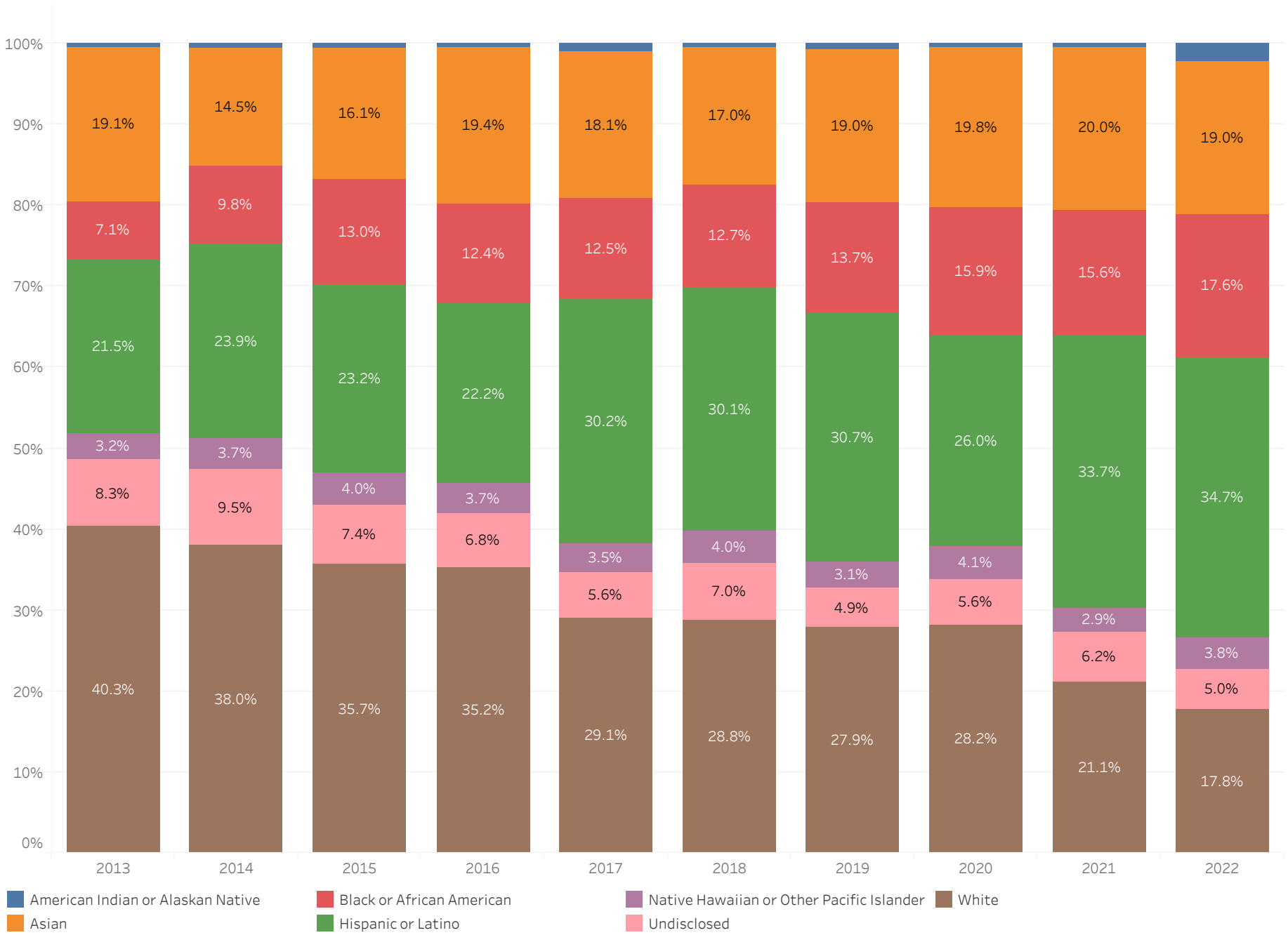


Individuals who **took the NTN** (Written Test) by Race/Ethnicity



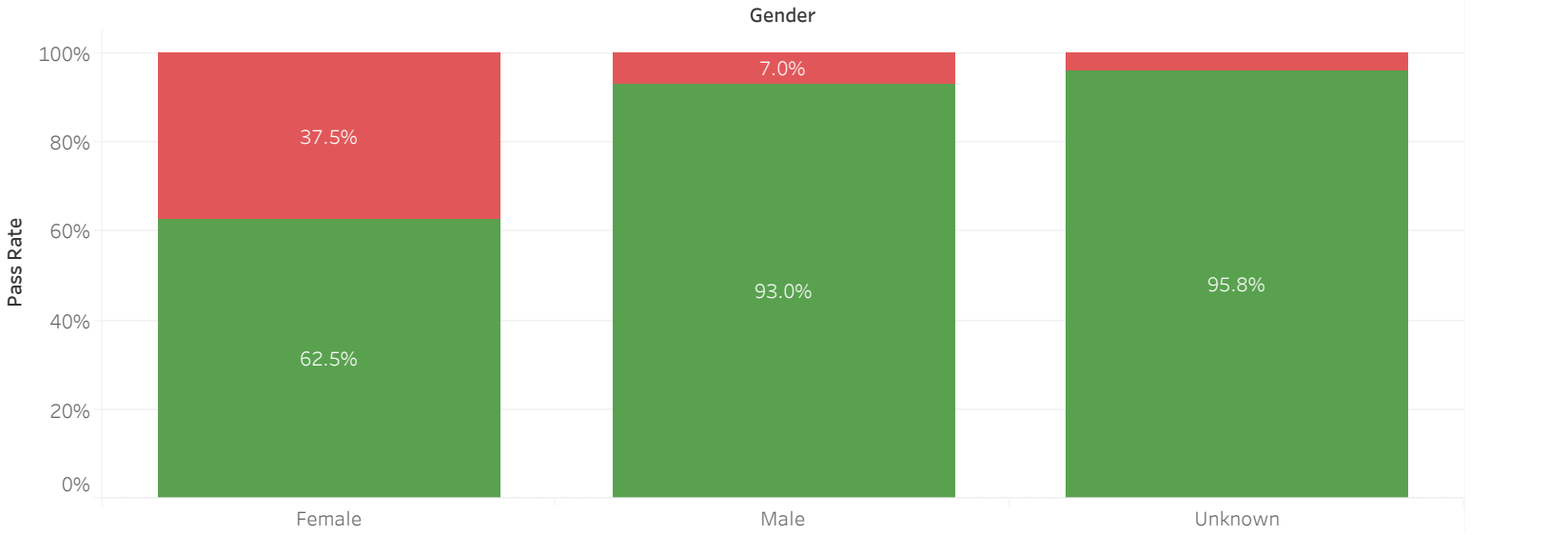

Individuals who passed the NTN (Written Test) by Gender
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
15.3%
13.6%
14.0%
14.9%
15.2%
17.0%
16.3%
15.5%
15.3%
14.0%
81.3%
83.5%
83.7%
82.9%
83.1%
81.8%
82.8%
83.7%
83.7%
85.0%
3.4%
2.9%
2013
2014
2015
2016
2017
2018
2019
2020
2021
2022
Female
Male
undisclosed

Individuals who **passed the NTN** (Written Test) by Race/Ethnicity

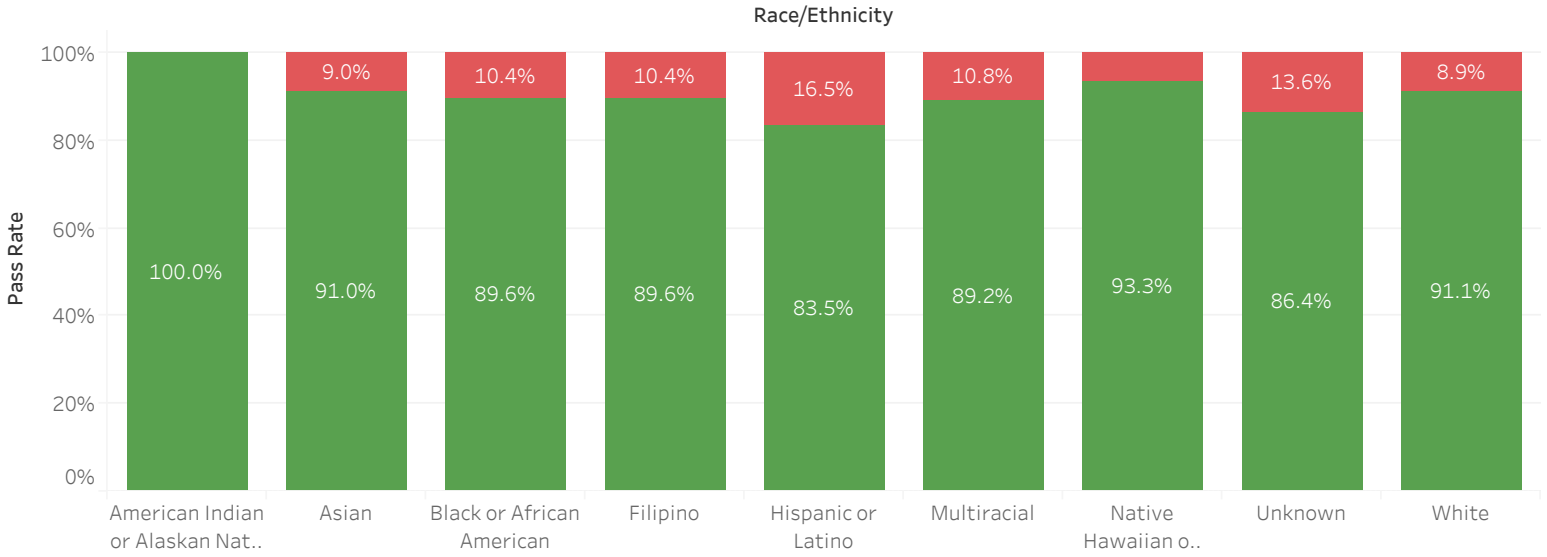


Physical Ability Test: Overall Pass Rate
(7/1/2017 - 12/31/2022)

PAT Pass Rate by Gender

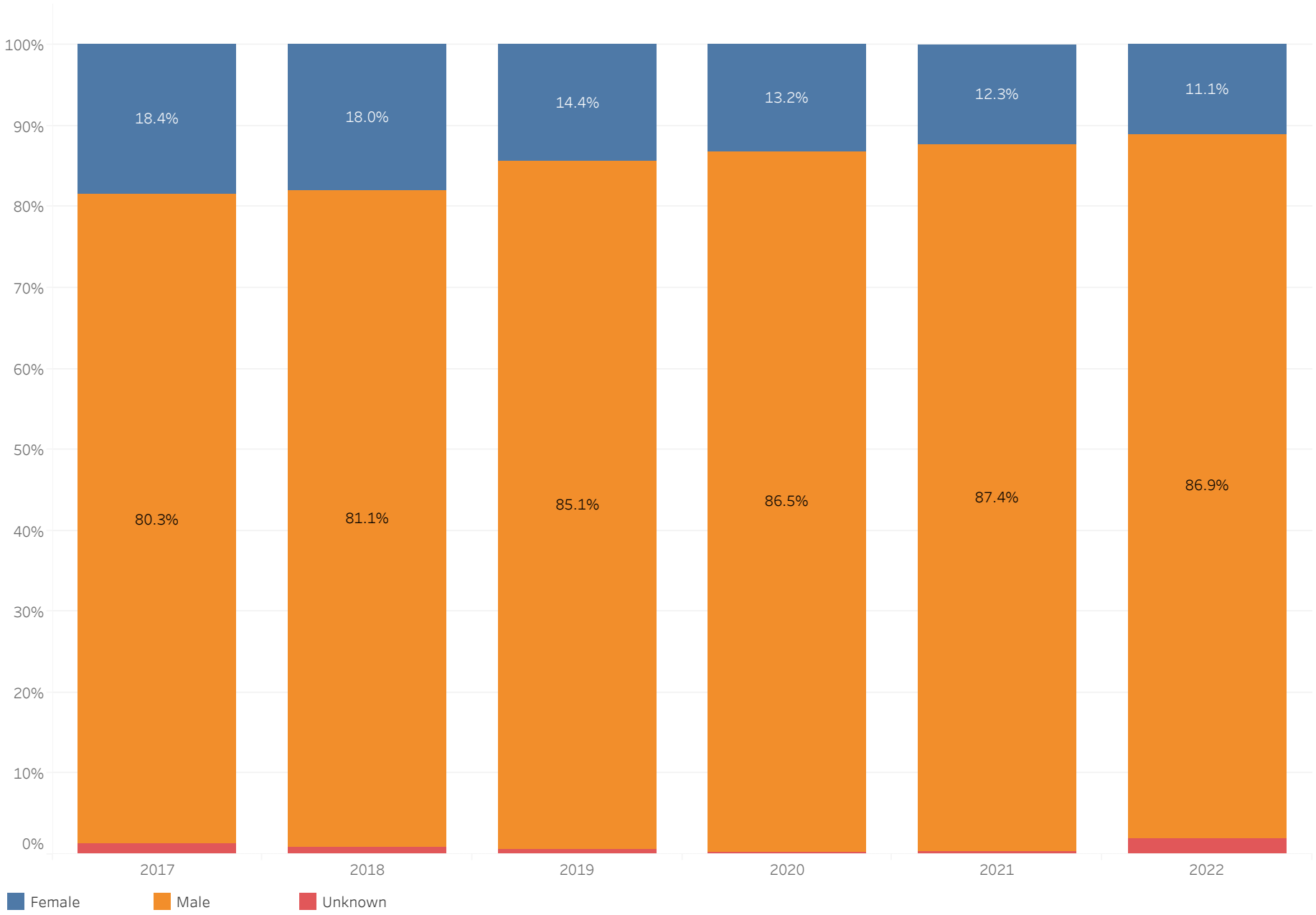


PAT Pass Rate by Race/Ethnicity

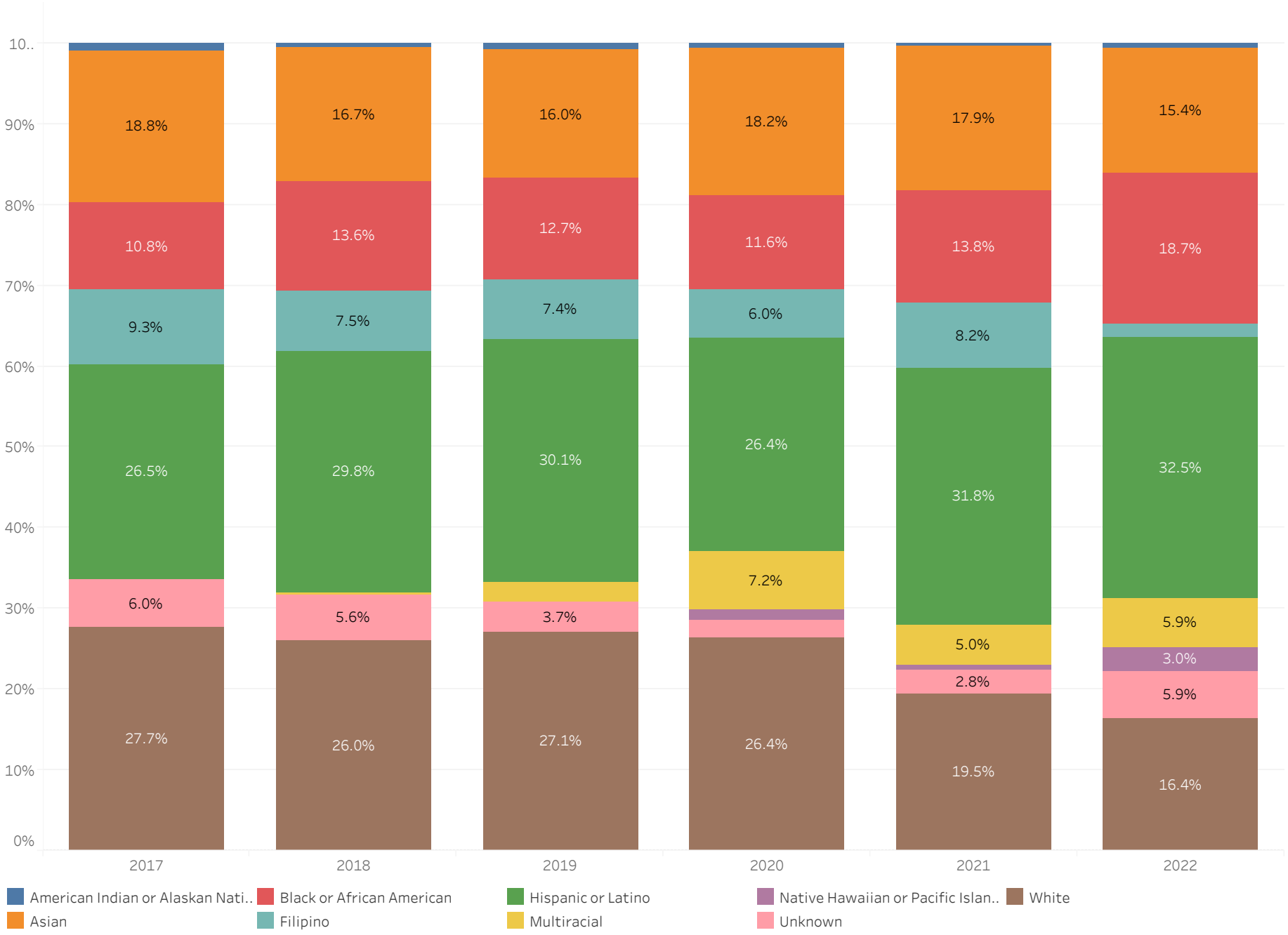


Physical Ability Test: Individuals **who took the PAT** by Gender

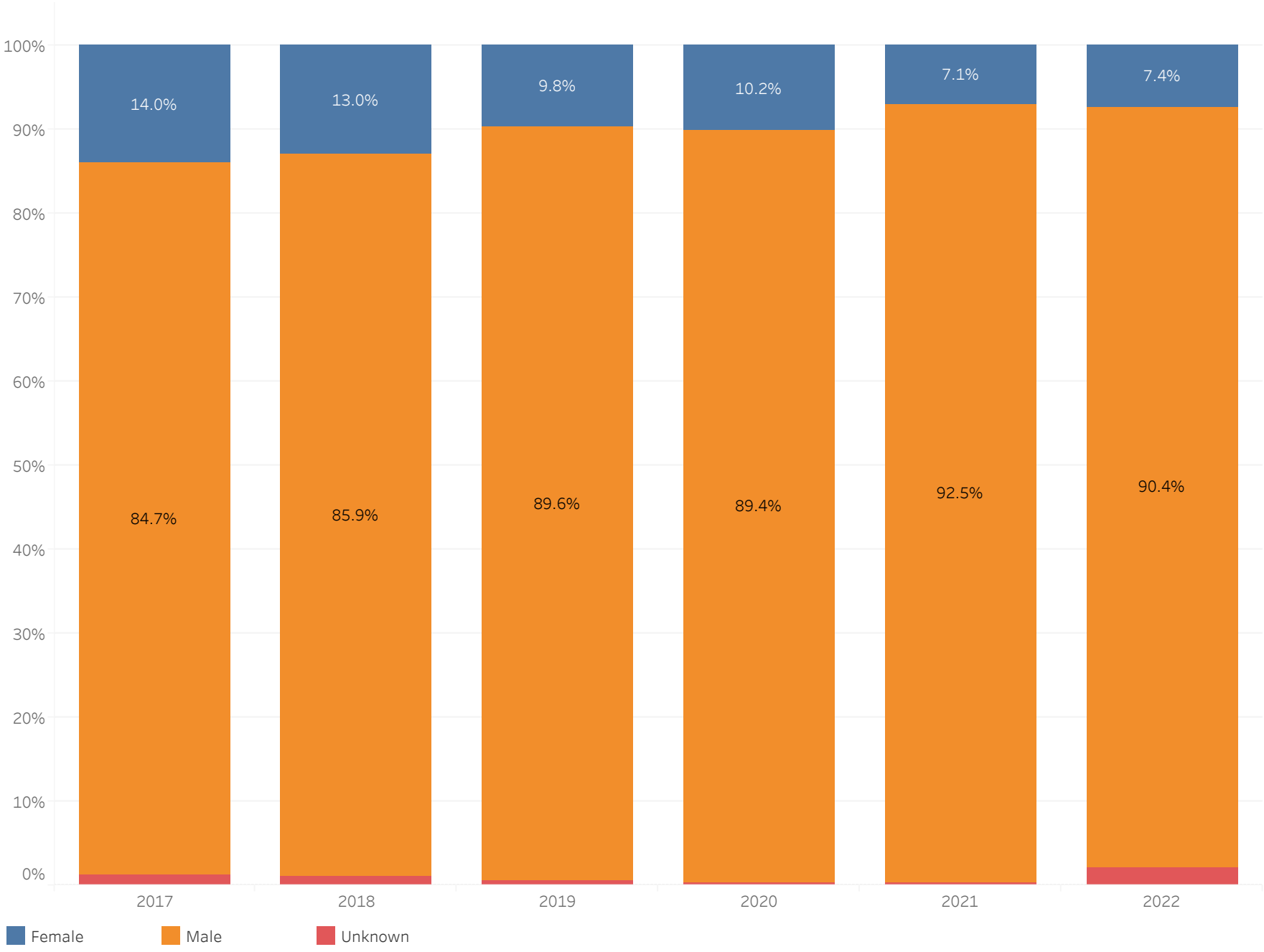
Data is available beginning of fiscal year 2018 (7/1/2017).



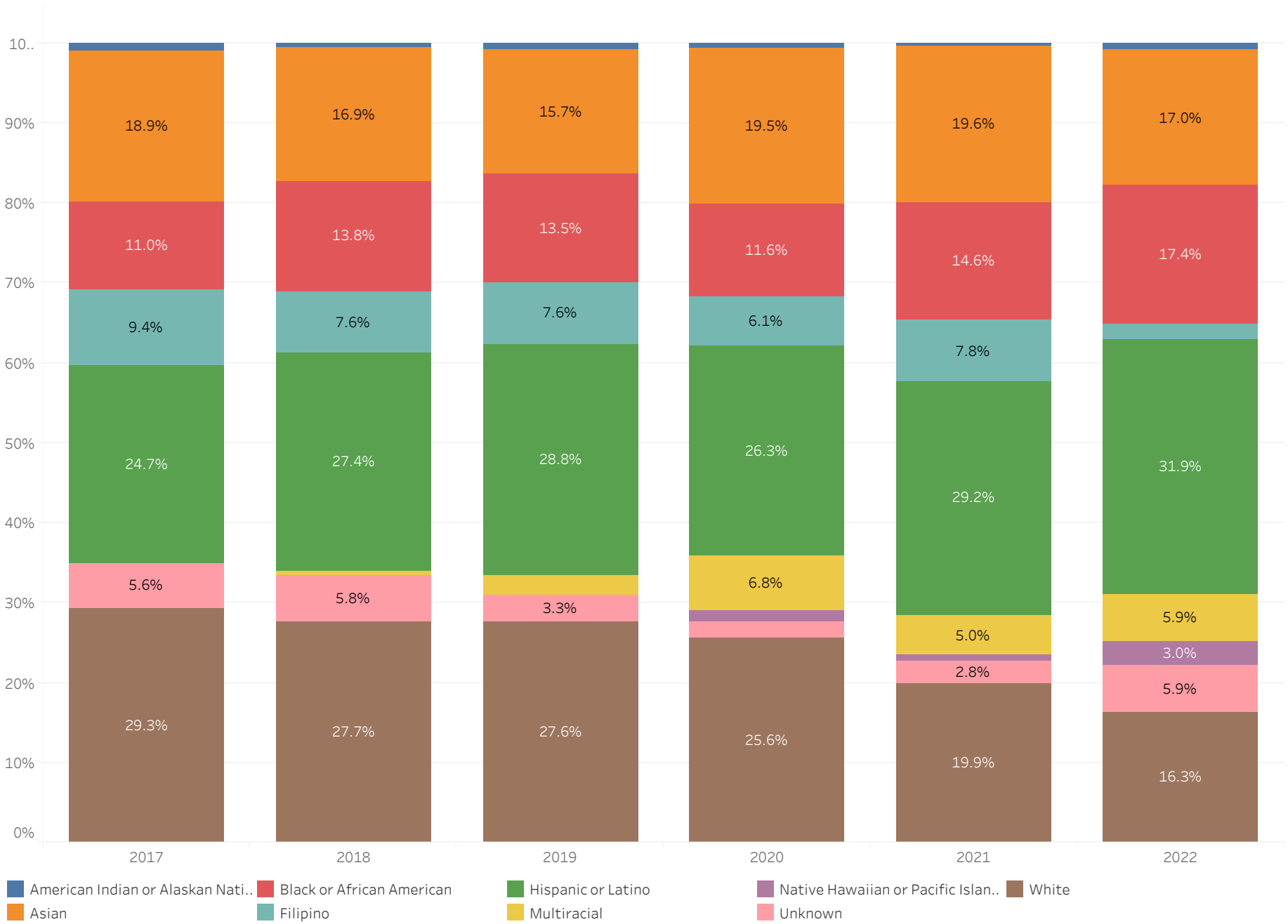
Physical Ability Test: Individuals **who took the PAT** by Race/Ethnicity



Physical Ability Test: Individuals **who passed the PAT** by Gender

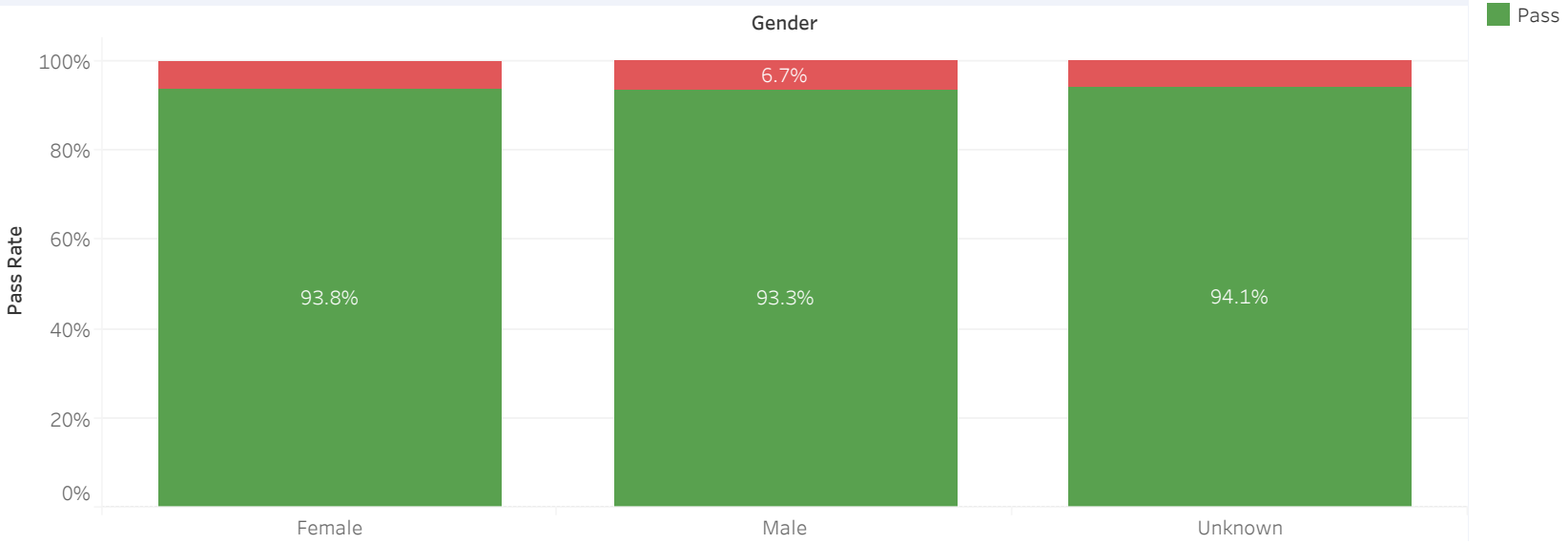


Physical Ability Test: Individuals **who passed the PAT** by Race/Ethnicity

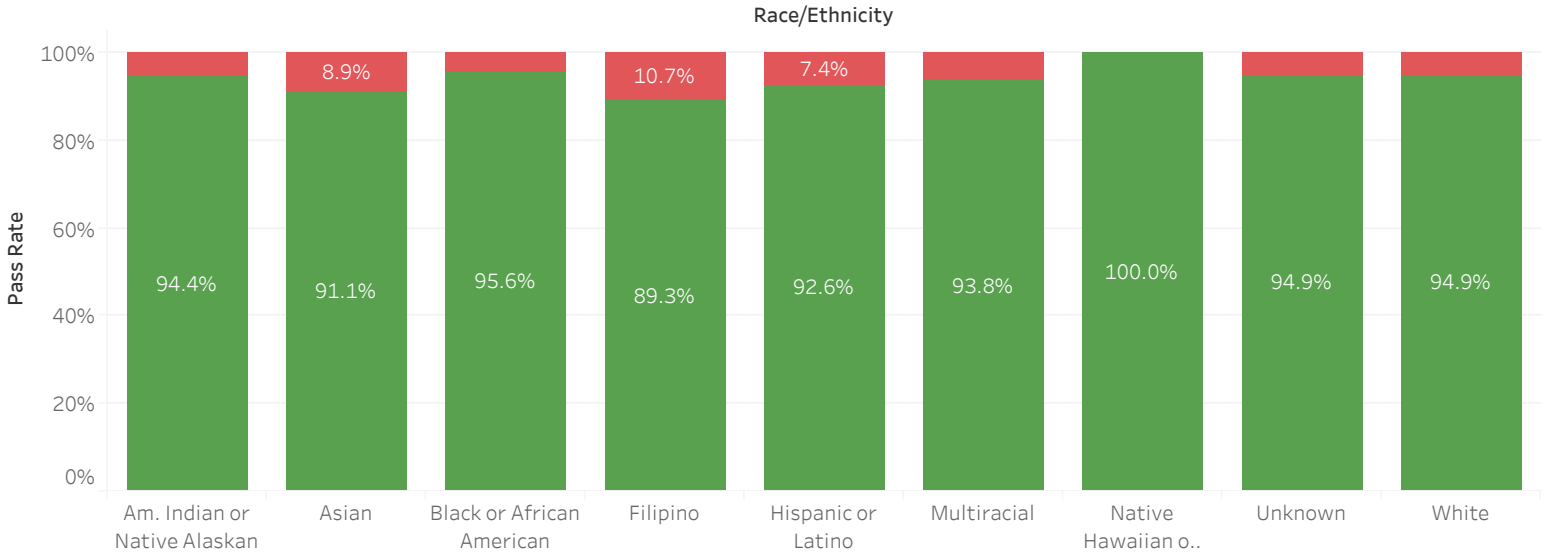


Oral Interview: Overall Pass Rate
(2013 - 2022)

Oral Interview Pass Rate by Gender

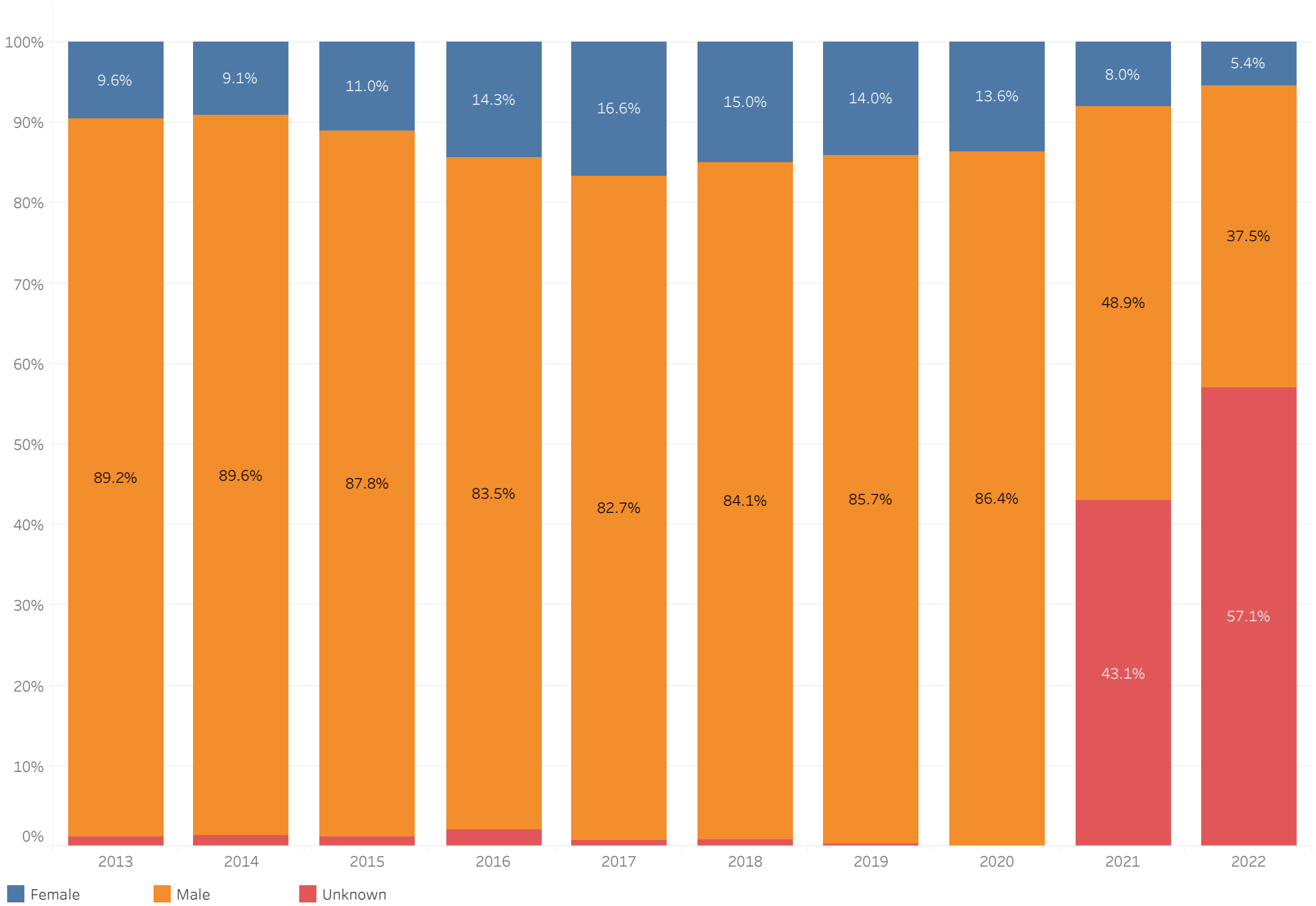


Oral Interview Pass Rate by Race/Ethnicity



Oral Interview: Individuals **who attended the Oral Interview** by Gender

Due to the transition of application tracking systems, demographic information is not available for most of 2022 and 2021.



Oral Interview: Individuals **who attended the Oral Interview** by Gender

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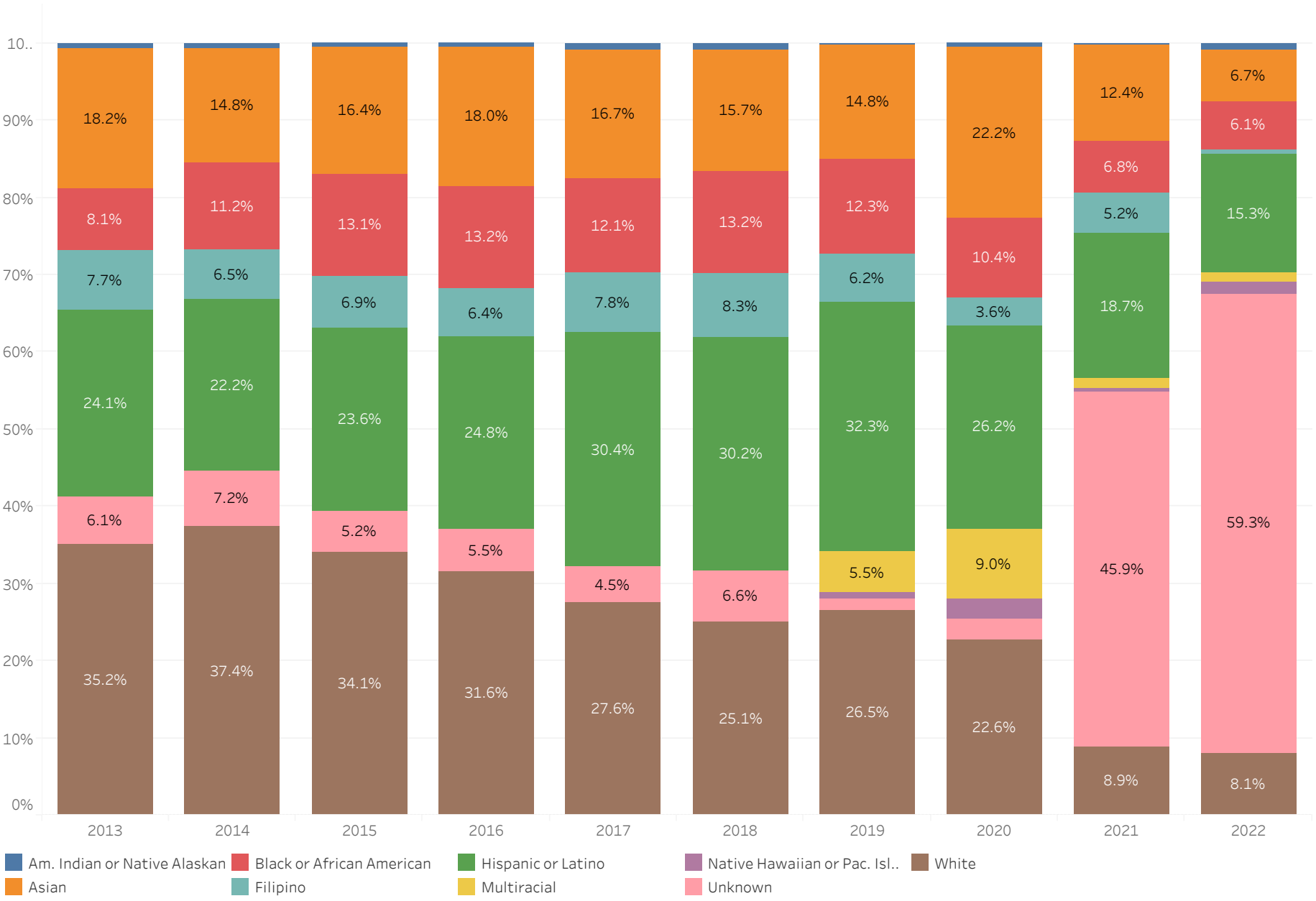
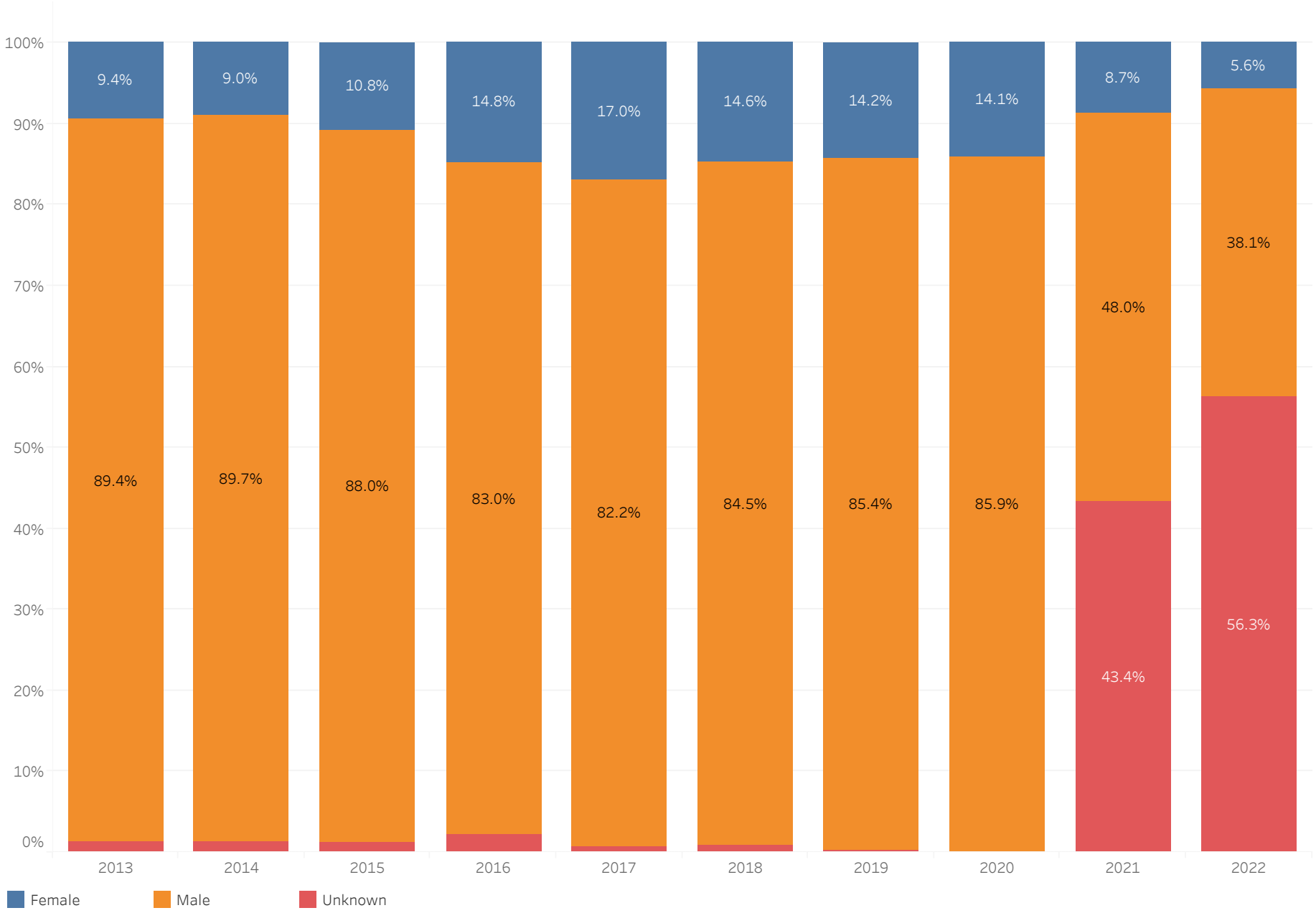


Oral Interview: Individuals **who passed the Oral Interview** by Gender

Due to the transition of application tracking systems, demographic information is not available for most of 2022 and 2021.



Oral Interview: Individuals **who passed the Oral Interview** by Gender

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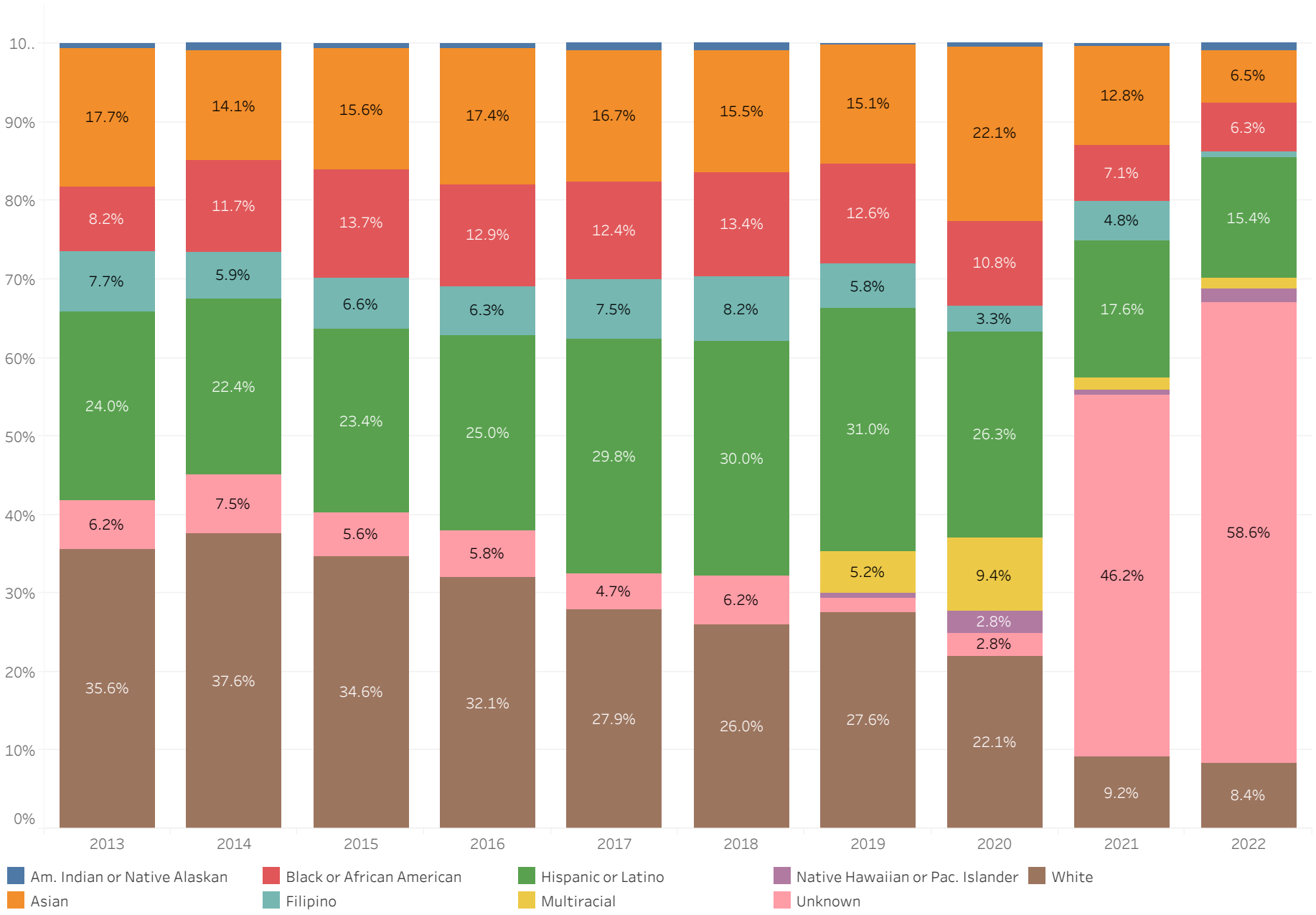
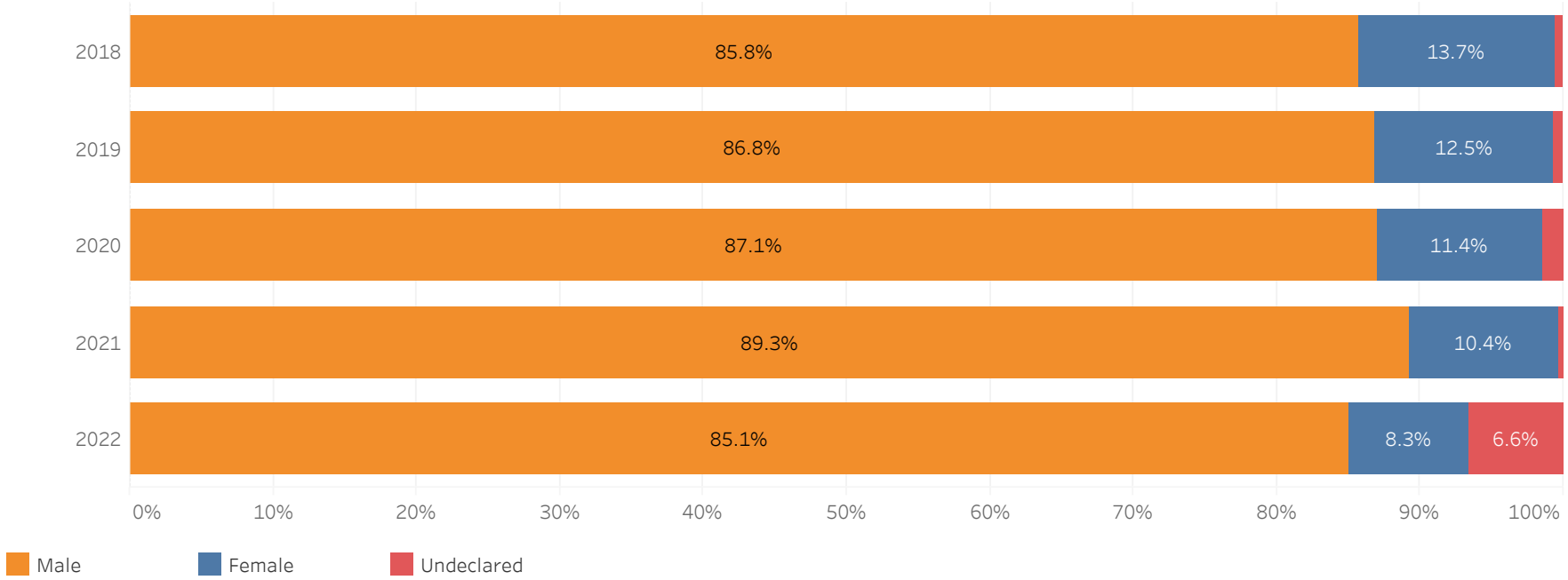


Background Investigation Demographics: Gender

This data represents applicants who submitted a background packet to SFPD initiating their background investigation.
Data prior to 2018 is not available.

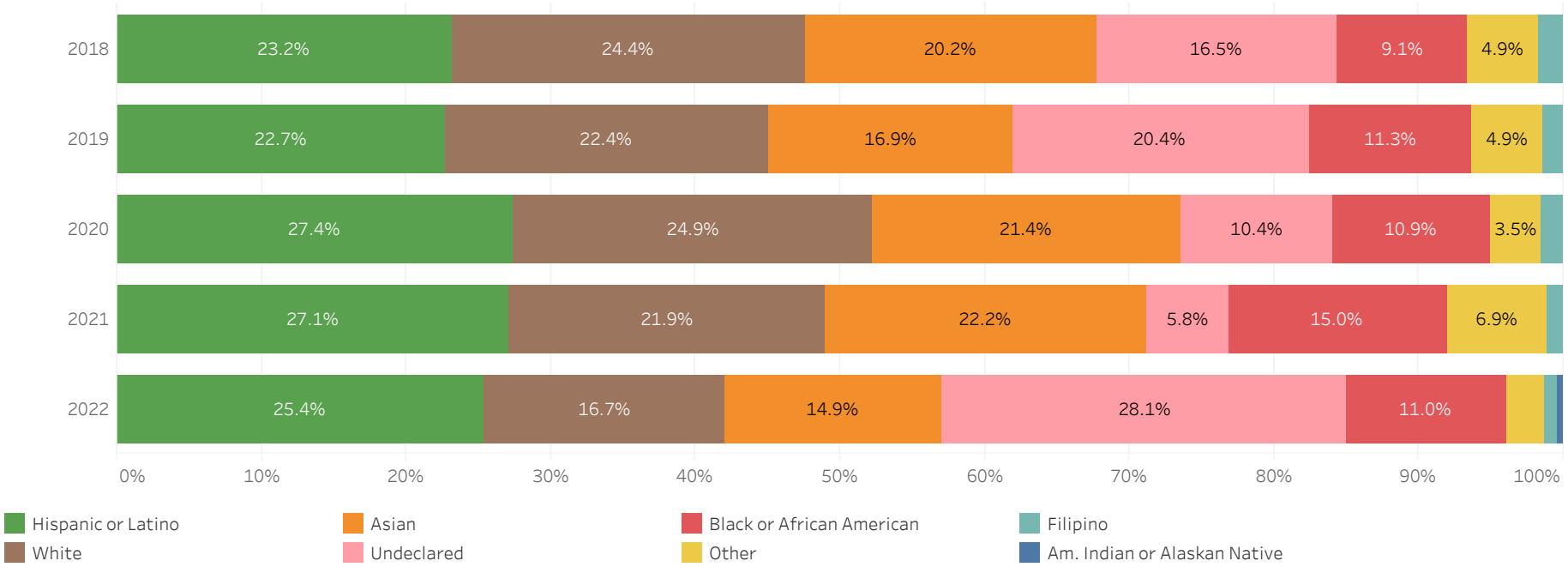
Year of Date Packet Rcvd	Male	Female	Undeclared
2018	85.8%	13.7%	0.5%
2019	86.8%	12.5%	0.7%
2020	87.1%	11.4%	1.5%
2021	89.3%	10.4%	0.3%
2022	85.1%	8.3%	6.6%
Grand Total	**86.7%**	**12.0%**	**1.3%**



Background Investigation Demographics: Race/Ethnicity

This data represents applicants who submitted a background packet to SFPD initiating their background investigation.
Data prior to 2018 is not available.

Year of Date Packet Rcvd	Hispanic or Latino	White	Asian	Undeclared	Black or African American	Other	Filipino	Am. Indian or Alaskan Native
2018	23.2%	24.4%	20.2%	16.5%	9.1%	4.9%	1.7%	
2019	22.7%	22.4%	16.9%	20.4%	11.3%	4.9%	1.4%	
2020	27.4%	24.9%	21.4%	10.4%	10.9%	3.5%	1.5%	
2021	27.1%	21.9%	22.2%	5.8%	15.0%	6.9%	1.2%	
2022	25.4%	16.7%	14.9%	28.1%	11.0%	2.6%	0.9%	0.4%
Grand Total	**24.4%**	**22.6%**	**19.2%**	**16.5%**	**11.0%**	**4.9%**	**1.4%**	**0.0%**

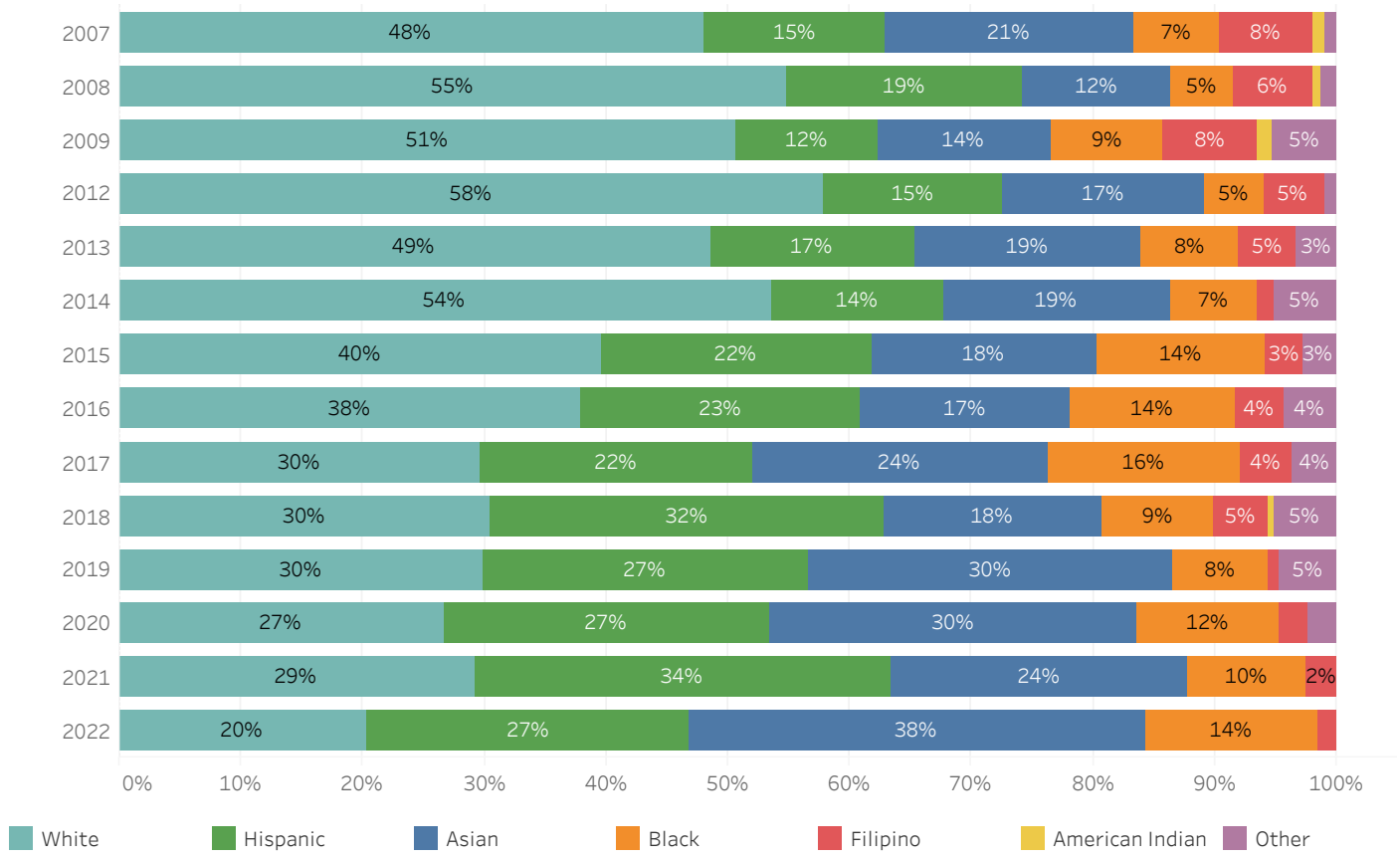


Academy Class Demographics: Race

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

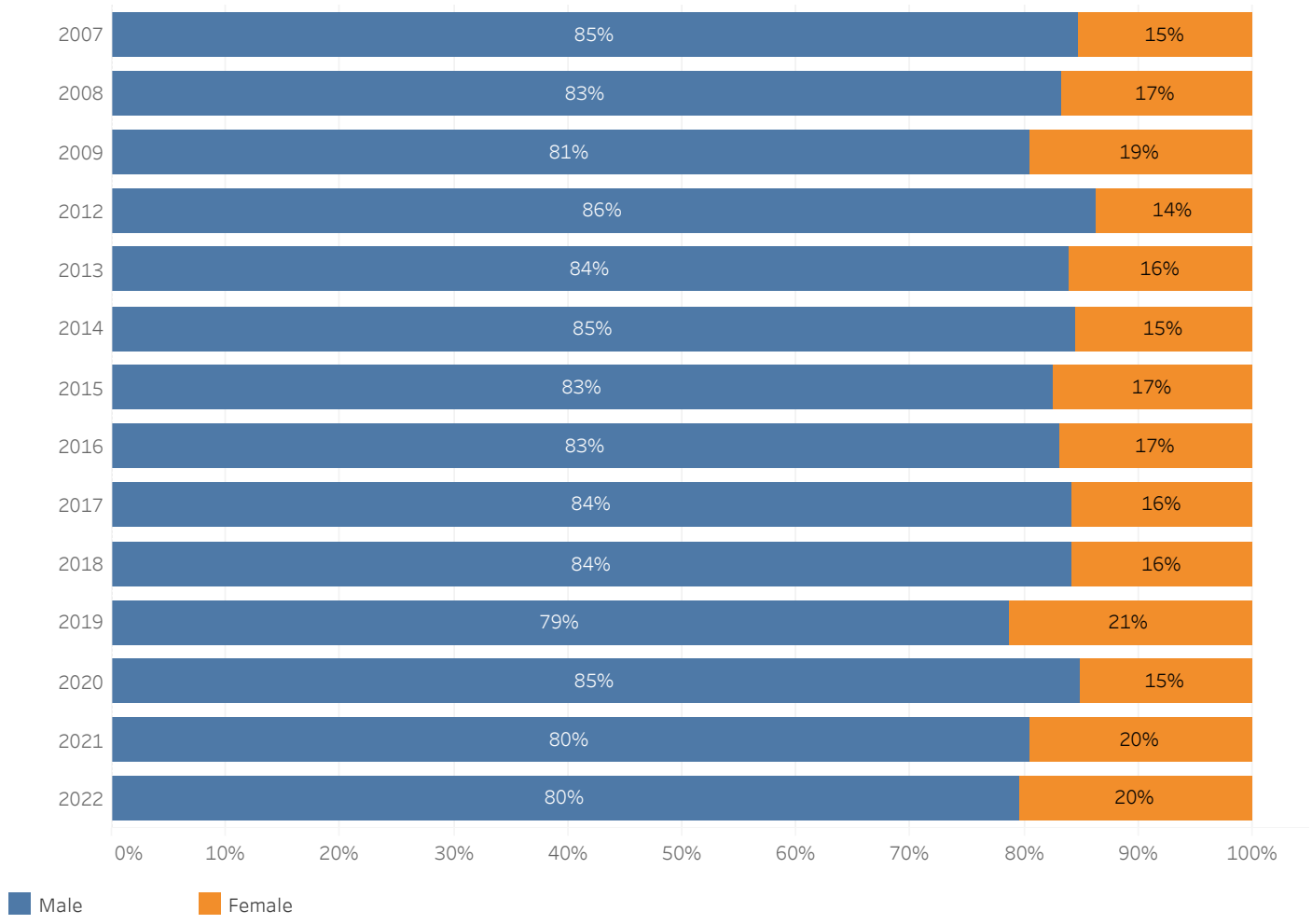
Recruits Entering the Academy by Race

Year of Start Date	White	Hispanic	Asian	Black	Filipino	American Indian	Other
2007	48%	15%	21%	7%	8%	1%	1%
2008	55%	19%	12%	5%	6%	1%	1%
2009	51%	12%	14%	9%	8%	1%	5%
2012	58%	15%	17%	5%	5%		1%
2013	49%	17%	19%	8%	5%		3%
2014	54%	14%	19%	7%	1%		5%
2015	40%	22%	18%	14%	3%		3%
2016	38%	23%	17%	14%	4%		4%
2017	30%	22%	24%	16%	4%		4%
2018	30%	32%	18%	9%	5%	1%	5%
2019	30%	27%	30%	8%	1%		5%
2020	27%	27%	30%	12%	2%		2%
2021	29%	34%	24%	10%	2%		
2022	20%	27%	38%	14%	2%		
Grand Total	**41%**	**21%**	**20%**	**10%**	**4%**	**0%**	**3%**



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 Race

Year of Start Date	Male	Female
2007	85%	15%
2008	83%	17%
2009	81%	19%
2012	86%	14%
2013	84%	16%
2014	85%	15%
2015	83%	17%
2016	83%	17%
2017	84%	16%
2018	84%	16%
2019	79%	21%
2020	85%	15%
2021	80%	20%
2022	80%	20%
Grand Total	**83%**	**17%**